

WAYS TO FOSTER BELONGING IN THE WORKPLACE

Social belonging is a fundamental human need that naturally extends to the workplace. A sense of purpose and belonging at work can transform your effectiveness, make your job more enjoyable and create an inclusive environment for you and your co-workers. Simply put, this allows you to contribute to your fullest potential in the workplace.



BELONGING DEFINED

At work, belonging is the experience of employees being wholly accepted and included by those around them. According to Deloitte, a sense of belonging requires the following:



Comfort

You should feel comfortable and respected at work.



Connection

You should feel they have meaningful relationships with co-workers and teams.



Contribution

You should feel you contribute to significant outcomes.

WHAT YOU CAN DO

Consider the following ways you can foster a culture of belonging and support an inclusive environment for you and your team:



Listen actively.

Active listeners can make others feel valued by avoiding distractions and demonstrating understanding during meetings.



Give others a voice.

Encourage your peers to speak up and share their thoughts. Don't interrupt or blame others; ask others how to include them in conversations better.



Practice your awareness.

During meetings or conversations, pay attention to how your words, actions and other nonverbal cues resonate with others.



Support others.

Speak up and empower others by highlighting their accomplishments or recommending them for projects.



Get to know co-workers on a personal level.

Personal and casual conversations can help create bonds with your co-workers, so ask open-ended questions and give others a chance to talk.

If working in a remote or hybrid work environment, you'll have to be even more intentional with showing inclusion and appreciation for co-workers and accepting their ideas, thoughts and discussions. Demonstrating such positive behaviors can help create an ideal environment for your personal and professional life, with peers hopefully reciprocating.

Talk to your manager if you have concerns, questions or ideas about your work environment.