HOW TO DEVELOP A CULTURE OF
BELONGING IN YOUR WORKPLACE

BELONGING MATTERS

A 2019 survey by BetterUp found that:

- Workplace belonging can lead to a staggering 56% increase in job performance.
- It can also lead to a 50% reduction in employee turnover risk.
- Workplace belonging can lead to a 75% decrease in employee sick days.
- A single incidence of micro-exclusion can lead to a 25% performance decline on a team project for the excluded individual.

Click here to learn about how to create a culture of belonging in 6 steps

PERCIPIO RESOURCES

Course: Creating An Inclusive Culture of Trust and Belonging

Every organization wants its employees to feel empowered to bring more of their authentic selves to work. Creating a culture where everyone feels welcome and included is a leadership imperative. This Journey is designed to help leaders develop and advance their inclusive and authentic leadership to create cultures where everyone feels included, heard, and valued. Click here to learn more and earn a Badge or Certificate!

Book: Belonging: The Key to Transforming and Maintaining Diversity, Inclusion, and Equality at Work

While leadership teams and HR Departments have done much to encourage the establishment of diverse workforces, the truly inclusive organizational culture required to support such diversity remains elusive in practice. To become an active agent of change, authors Jacob, Unerman, and Edwards present a remarkably simple strategy that involves becoming more self-aware and mindful of others, having the courage to intervene, identifying support, and developing a capacity to fully commit to plans you may not necessarily agree with. "Jacob, Unerman, and Edwards draw extensively on research studies to identify the single-biggest hurdle of establishing a widespread inclusive organizational culture: a conclusive lack of involvement from staff members outside the leadership team and HR Department."
Click here to read more
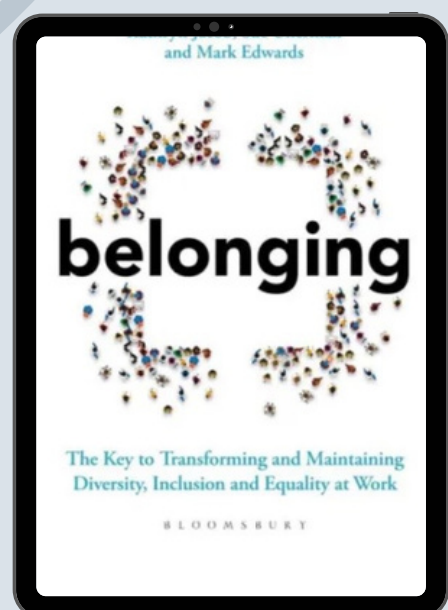
ADDITIONAL SOURCES

What Does It Take to Build a Culture of Belonging?

To impose the changes needed to achieve promises of racial justice, equity, and inclusion, organizations require all hands on deck — at levels of the company. But widespread support on any effort can be difficult to garner, especially when it comes to DE&I work. An essential part of this is to create a culture where every employee, regardless of their background, feels they belong.
Click here to read more
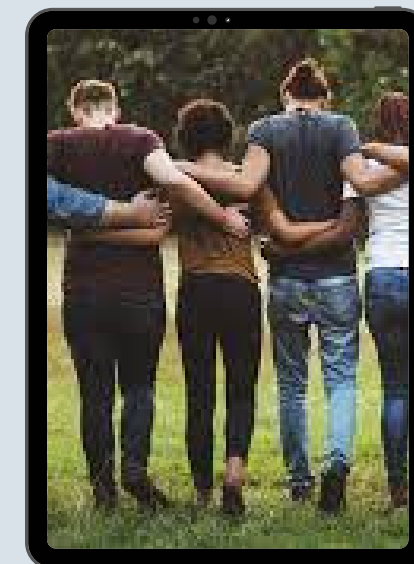
Fostering a Culture of Belonging in the Hybrid Workplace:

Research has shown that when employees feel that they belong to a team or organization, they will not only tend to perform better but also experience higher levels of engagement and well-being. But our feeling of belonging at work has become challenged over the past year as we've shifted away from in-person interactions and found ourselves relying on video calls and screen activities to stay connected.
Click here to read more about how we all can be a part of building genuine community at work.

Elevating the Workforce Experience: The Belonging Relationship How a sense of belonging enhances the workforce experience

Deloitte defines the workforce experience as "the sum of a human's lived experiences at work and how they feel about their organization." Employees are continuously looking to work for personal fulfillment and satisfaction which is essential to have a sense of belonging. Deloitte has formulated 8 core relationship attributes for elevating the workforce experience.
Click here to read more

VIDEO

Video: What makes us feel good about our work?

What motivates us to work? Contrary to conventional wisdom, it isn't just money. But it's not exactly joy either. It seems that most of us thrive by making constant progress and feeling a sense of purpose. Behavioral economist Dan Ariely presents two eye-opening experiments that reveal our unexpected and nuanced attitudes toward meaning in our work.

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