

# Belonging at Work:

Raise Awareness, Cultivate Courage,
Achieve Transformation







**JOEY AVILÉS** 

TRANSFORMATIONAL SPEAKER | LEAD RESEARCHER | EXECUTIVE COACH









## Raise Awareness





Raise Awareness



## Personal Reflection

1. Journaling

2.Intentional Reflection

3. Self-Assessment Tools

Feedback

1. Ask for feedback

2.360 Assessments

3. Regular check-ins



## Raise Awareness



## Self-Reflection Exercise

1. Think of a recent workplace situation where you received feedback that impacted your sense of belonging.

#### 2.Ask yourself:

- What was the feedback about, and who gave it to you?
- How did the feedback affect your sense of belonging in the team or organization?
- What did this experience teach you about yourself and your role in fostering belonging?



## Raise Awareness



## Breakout Discussion

- 1. Join Your Breakout Room: You will be automatically assigned to a breakout room.

  Please join your assigned room promptly.
- 2. Take Turns Sharing: Each participant should take a moment to share their key insight from the self-reflection exercise. Be mindful of time to ensure everyone has an opportunity to speak.
- 3. When we return to the main room be prepared to discuss: How can we use feedback to enhance belonging and self-awareness at work?



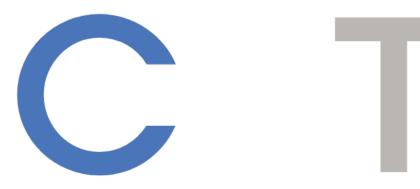


Raise Awareness



How can we use feedback to enhance belonging and self-awareness at work?





# Cultivate Courage





# When Innovation Stalls: Red Flags of a Psychologically <u>Unsafe</u> Workplace

#### •Fear of Speaking Up

"I better stay quiet; last time I spoke up, I was criticized in front of everyone."

#### Blame Culture

"Who messed this up? We need someone to blame."

#### Dismissive Communication

"That's a terrible idea. Why would we even try that?"

#### Exclusion of Diverse Voices

"Let's stick with the usual team. They know how we do things."

#### Punishment for Risk-Taking

"You tried something new, and it failed. You should've played it safe."



# **Amplifying Creativity Through Micro-Inclusions and Psychological Safety**

#### Acknowledge Contributions

"Your insights on the social media strategy were spot-on. I made sure to credit your suggestions in the team email."

#### Invite Participation

"You had a thoughtful reaction during the content brainstorm—would you like to expand on it?"

#### Challenge Stereotypes

"Let's not assume only certain team members are best suited for analytics. Everyone brings unique strengths—who else might want to dive into this data or share insights?"

#### Celebrate Differences

"The diverse backgrounds in our team bring so many unique ideas—it's why this campaign feels fresh and dynamic."

#### Practice Self-Awareness

"I realize I've been dominating this discussion. I'll pause and ensure everyone has a chance to weigh in."

#### Share the Spotlight

"This is such a great discussion. Let's hear from someone we haven't heard from yet—I know there's so much creativity in the room."

#### Avoid Assumptions

"I want to make sure I understand—how do you see your role contributing to this project? I'd love to support your vision."



## Cultivate Courage



## Breakout Discussion

- 1. Discuss the following questions as a group. Ensure everyone has an opportunity to share their thoughts.
  - Question 1: Can you share an example of a time when psychological safety helped you or your team thrive?
  - Question 2: What micro-actions can we start incorporating into our daily routine to foster psychological safety and belonging?
- 2. Prepare to share key takeaways.



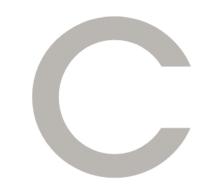
Cultivate Courage



## Group Discussion

What micro-actions can we start incorporating into our daily routine to foster psychological safety and belonging?







## Achieve Transformation





## Achieve Transformation



### Scenario

Your team is launching an exciting new project to improve client engagement. The team's members are located worldwide and bring various backgrounds, perspectives, and expertise to the table.

During a recent brainstorming session, a junior team member presented an innovative idea. However, the idea was quickly dismissed and not seriously considered by the team.

The next day, the junior member confided in a colleague about feeling undervalued and hesitant to share ideas in the future.

This situation has created tension and unease within the team, highlighting the need for a cultural shift to ensure everyone feels heard and valued.

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## Achieve Transformation



## Challenge Questions

1- How can the team raise awareness about acknowledging all contributions?

2- What courageous actions can team members take to ensure everyone feels heard and valued in future meetings?

3- How can these actions help the team build a sense of belonging and drive greater innovation and success?

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Achieve Transformation



## Group Discussion

What actions can help the team foster belonging and drive transformation?



My Key AHA Moment Was:





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# BELONGING

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www.joeyaviles.com



migueljoeyaviles



info@joeyaviles.com



202-855-4727

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