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Belonging at Work:

Raise Awareness, Cultivate Courage, Achieve Transformation

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TRANSFORMATIONAL SPEAKER | LEAD RESEARCHER | EXECUTIVE COACH

Strategy #1

A C T

Raise Awareness

Strategy # 1

A

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

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Strategy # 1

A

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?

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Strategy # 1

A

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?

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Strategy # 1

A

Raise

Awareness

Group Discussion

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

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A **C** T

Cultivate

Courage

When Innovation Stalls: Red Flags of a Psychologically Underlined Unsafe 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."

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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."

Strategy # 2

C

Cultivate Courage

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.

Strategy # 2

C

Cultivate
Courage

**Group
Discussion**

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

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Strategy # 3

A C **T**

**Achieve
Transformation**

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Strategy # 3

T

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.

Strategy # 3

T

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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Strategy # 3

T

Achieve Transformation

Group Discussion

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

As a result of what I learned from this workshop, I am going to …

My Key AHA Moment Was:

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