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- 1**  
Create a place based in trust and openness.
- 2**  
Beginner's mindset: you may be wrong or learn something new.
- 3**  
If it gets hard, seek understanding and stay engaged.

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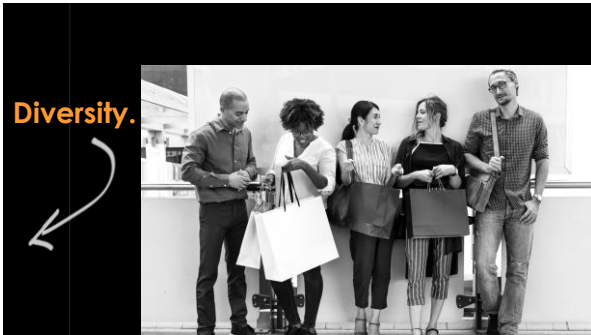
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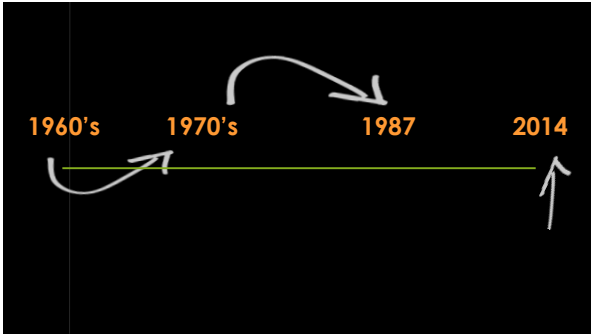
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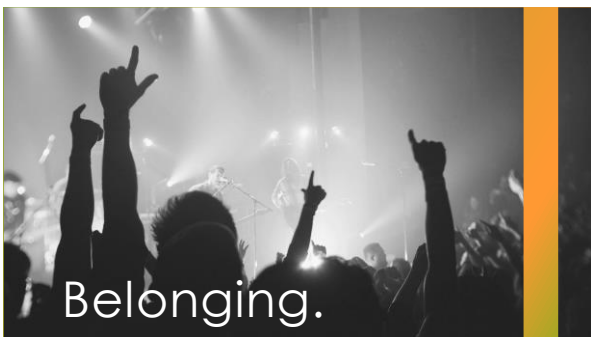
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The **heart** of the matter.

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Try this on.

We go to work  
in search of **belonging**.

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### Belonging

- A feeling of trust
- Human caring
- Commonality or shared experiences
- Self-awareness and social awareness
- Commitment to the community

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fitting in and belonging are not the same thing, and, in fact, fitting in gets in the way of belonging.

Brené Brown



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**What does it feel like?**

Safe.  
Whole.  
Home.



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Thoughts → Feelings → Actions

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**We know this.**  
It's why people leave.

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Here's an example.

- 1) Promotion
- 2) Validated
- 3) By January



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When have you felt belonging?

**What did** belonging  
feel like?



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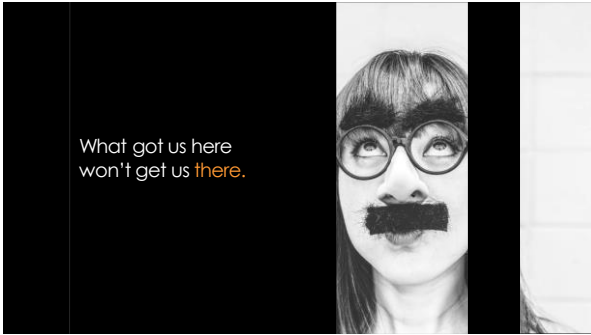
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How do we do this?



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Safe > Mistakes don't exist

Love > Humans come first

Whole > Just as I am

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# Safe

Candor

Lead by example

Respond versus react



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## Try this...

Set a group agreement

Self-check: How do you make it safe for people to share their opinions or disagree?



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# Love

Humans come before stuff



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## Try this...

The Relationship Test

"Just Like Me" Practice



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## Whole

61% of employees report they are "covering" on some personal dimension



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When we do that, this happens.



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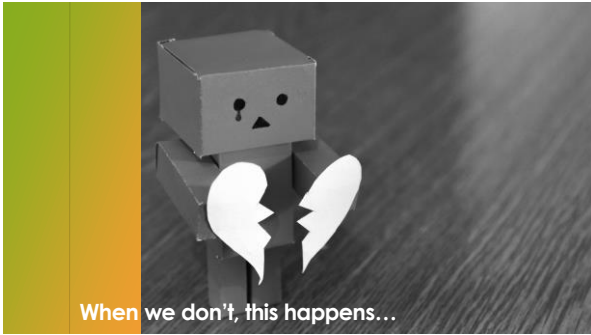
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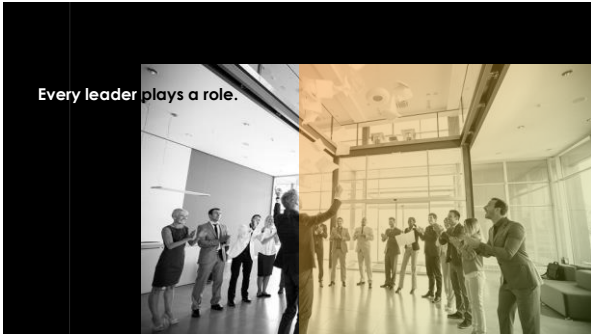
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