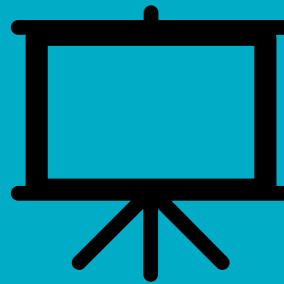


Welcome to the webinar



Test your audio before we begin. Directions are in the handout section.



The presentation is in the handout section. Please download during the webinar.



Use the chat/question feature for commentary and questions.

Small steps can lead to big changes in your organization

Psychological Health and Safety

Virtual Learning Series
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Join us for a series of webinars focusing on mental health
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WorkplaceNL

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If your safety is at risk, call 9-1-1 right away.





Belonging at Work: It Matters

DeeAnne Feltham-Scott
OHS Educational Consultant
Prevention Services

January 23, 2024

WorkplaceNL

Health | Safety | Compensation



Housekeeping Items



Today's Topics

- Important statistics
- Why belonging matters
- Creating a culture of belonging
- Roles of workplace parties
- Remote work



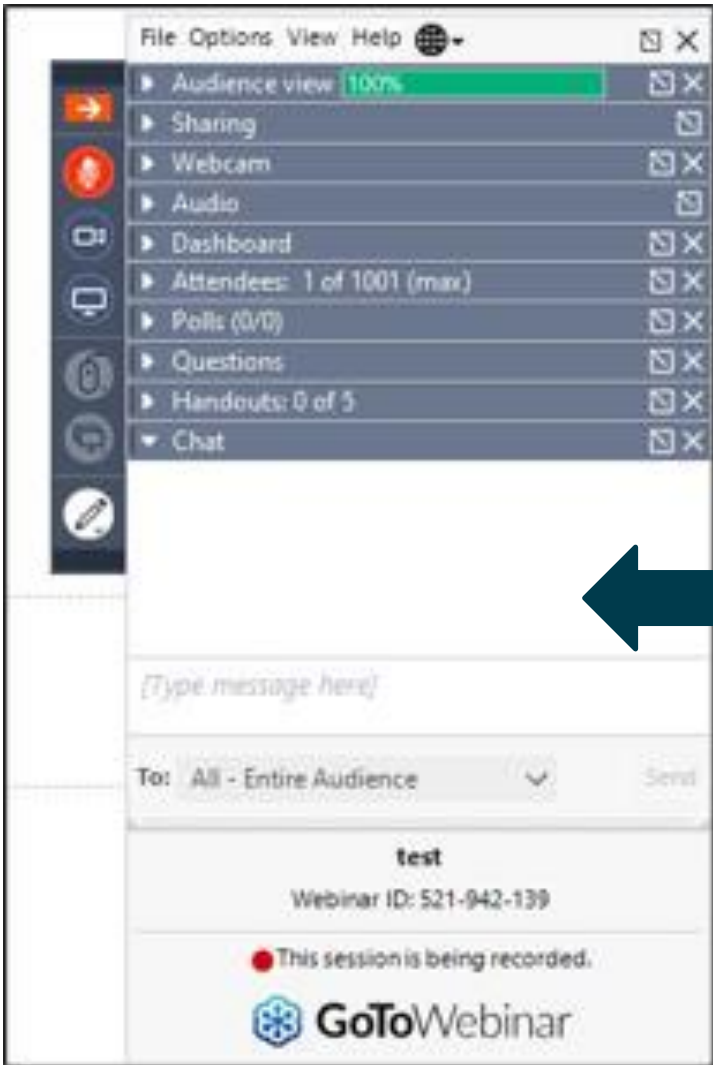
Can you remember what it felt like to be the last one picked for a team?

belonging

/bə'lonɡɪŋ, bə'lɒŋɪŋ/



A feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group.



CHAT TIME:

What does belonging feel like?

Enter your answer in the Chat Box.



People are welcomed and accepted for their uniqueness and what they bring to the workplace.

FITTING IN:

BECOME WHO YOU NEED TO BE
ACCEPTED

BELONGING:

BE WHO WE ARE

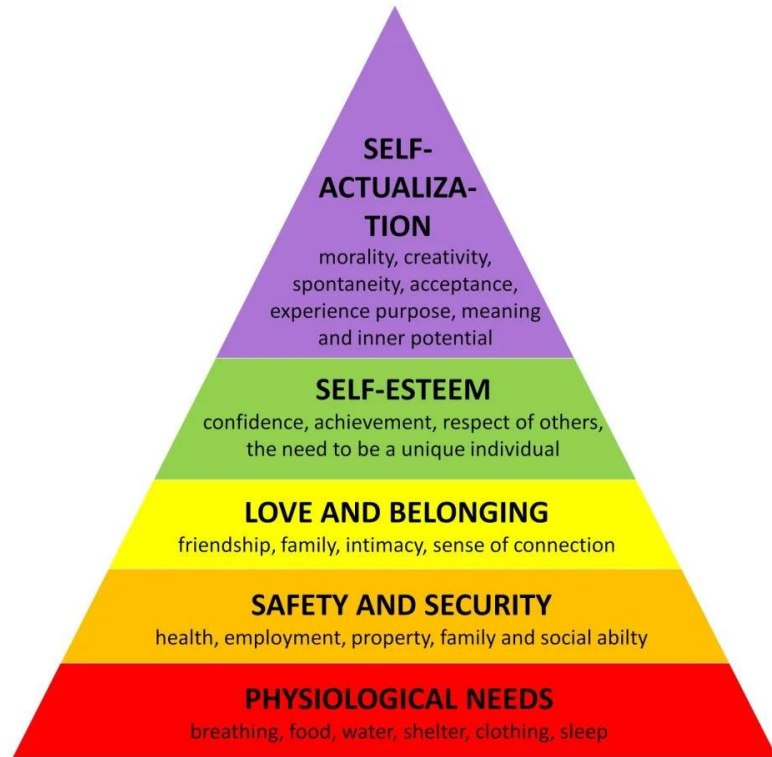
BRENÉ BROWN



Why does this matter?

- Belonging is a basic human need.
- Fewer employees are feeling a sense of belonging and engagement.

Belonging is built-in to our DNA.



Work satisfies physiological needs and safety and security. When we feel like we belong at work, it increases our likelihood of a successful and happy life.

Workplace belonging has emerged as the **top** employee experience driver linked to **engagement** and **well-being**.





Connections with people or places builds a sense of belonging that can strengthen organizations.

Belonging can lead to:

50% ↓ in turnover risk.

75% ↓ in sick days.

17% ↑ in productivity.

21% ↑ in greater profitability.

56% ↑ in job performance.

3X more likely to look forward to coming to work.

3X more likely to say their work is fun and fulfilling.

5X more likely to want to stay with their company.

18X more employee promotions.

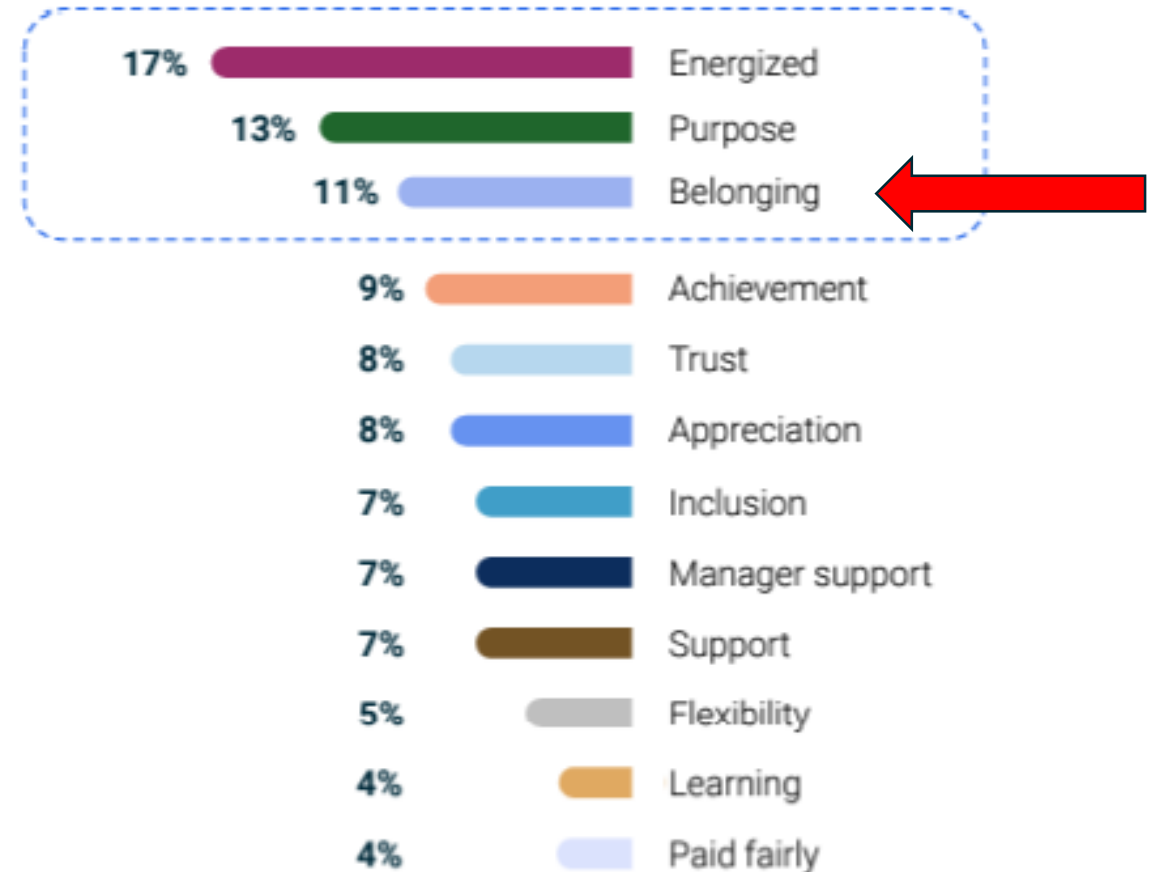
Poll Question

- Paid fairly and management support ranks higher than belonging in workplace happiness.
 - True
 - False

Happy employees are:

- physically and mentally healthier
- more altruistic and kinder
- open-minded and willing to learn
- energetic
- better communicators
- resilient
- engaged and empowered
- and so on 😊😊😊

What actually makes us happy at work (revealed importance from Forrester 2021 analysis)



**What do we need
to create a culture of
belonging?**



Don't Put People in Boxes



Watch later



Share



Info



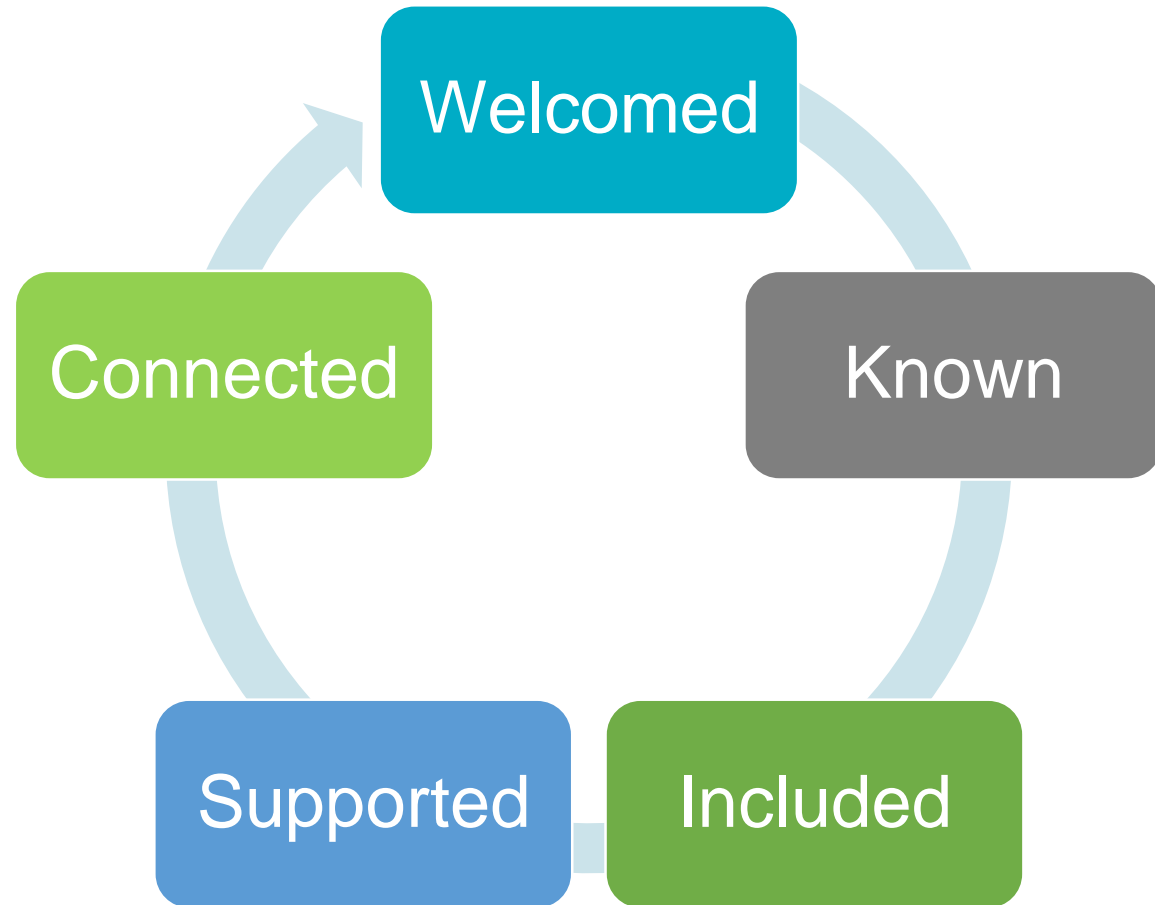
Play (k)



Creating a sense of BELONGING requires

5

mutually strengthening characteristics



Welcomed

New employees should feel welcomed and quickly integrated into their team and company culture.

- Onboarding
- Introductions
- Give them everything they need
- Recognition
- Assign a mentor
- Involve in committees and working groups
- Invitations to connect

Known

Employees should feel they are known as an individual.

- Appreciate workers for who they are
- Know their name
- Listen
- Recognize accomplishments and milestones
- Use pronouns
- Acknowledge workers lives outside of work
- Provides opportunities to celebrate cultures

Included

Employees should feel valued and accepted without reservation.

- Make diversity, equity and inclusion a priority
- Offer regular DEI education
- Use inclusive language
- Foster an environment that is psychologically safe
- Give employees a voice
- Provide opportunities for workers to be included
- Accept everyone's values and beliefs
- Recognition and reward

Supported

Employees should be consistently and meaningfully supported and recognized.

- Empower workers to succeed
- Tools and training to grow
- Encourage work-life balance
- Coach workers as opposed to micro-manage
- Welcome and act on feedback
- Fair promotions
- Avoid favouritism

Connected

Employees should have the experience of developing and maintaining relationships across a diverse population.

- Focus on the potential for employees to find meaningful personal connections at work
- Make a diverse workforce a high priority
- Include team-building exercises
- Provide opportunities for working together across departments
- Create a respectful and inclusive environment

Diversity

- A broad array of differences in identity, perspective, skill, and style (gender, age, culture, ethnicity, sexual orientation, etc.)

Equity

- Practices and policies that are just, transparent, and consistent; everyone has the resources and opportunities they need based on their circumstances to reach an equal outcome

Inclusion

- An environment that actively welcomes, connects, and values all while harming none.

BELONGING:

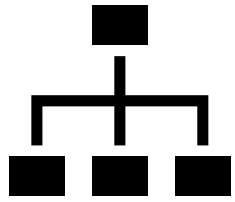
Employees see themselves represented, treated equitably and experience a meaningful connection and commitment to their team and organization.



DIVERSITY is being invited to the party, **INCLUSION** is being asked to dance and **BELONGING** is dancing like nobody's watching, because that's how free you feel to be yourself.

Poll Question

- How likely are you to dance in your workplace like nobody is watching?
 - Likely
 - Not likely
 - Never

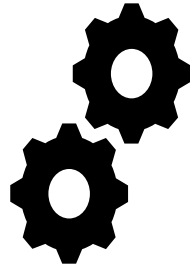


Organizations
builds the
foundation



- Role models
- Approachable and open
- Transparency/accountability for all levels
- Clear directions for reporting incidents
- Budgets for celebrations

Executive sets
the tone



- Embody the organization's values
- Model inclusive leadership
- Be transparent
- Connect with staff



Managers carry
the culture



- Praise work and provide feedback
- Respond to concerns
- Offer public recognition for a job well done
- Empower workers to problem-solve
- Respect work-life balance

Workers drive
belonging



- Respect co-workers
- Provide honest feedback on co-workers work
- Praise and thank them
- Communicate openly and honestly



- Use on-boarding specific to remote work
- Strengthen connections through relevant and purposeful training
- Encourage virtual meet-ups
- Streamline information to be easily found when remote

EMPLOYER CHECKLIST

- ✓ Are your team members comfortable being their authentic selves?
- ✓ Do they feel they are treated fairly and with respect?
- ✓ Do they identify with the work and are empowered and engaged?
- ✓ Do they feel welcomed to share diverse thoughts without hesitation?
- ✓ Do they have a sense of community and feel connected to each other?
- ✓ Do you offer platforms that team members can connect and communicate?
- ✓ Do they feel valued for their individual contributions?
- ✓ Do they feel aligned with the organization's overall purpose, mission, and values?
- ✓ Am I transparent and accountable in decision-making?
- ✓ Does your organization have or considering methods to measure team belonging?



Am I making other people feel like they belong here? What can I do today to help someone feel they belong?

“Be yourself, everyone
else is already taken.”

– Oscar Wilde





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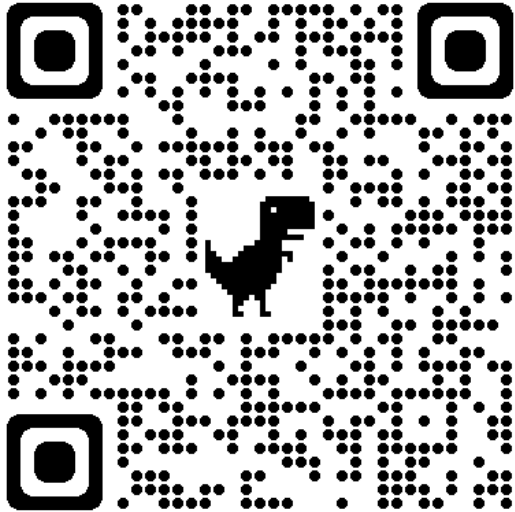
2024 PHS Week Webinar Schedule

Wednesday, January 24 - The Power of Reaching Out

Thursday, January 25 - The Many Faces of Stigma

Friday, January 26 - Assessing the Psychological Safety of Your Workplace

Upcoming webinars



For a complete listing of events, visit <https://workplacenl.ca/about/events/> or scan the QR code



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By WorkplaceNL Health and Safety Podcast

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