

CULTURES of BELONGING

Building

Inclusive Organizations

That Last

Non-Profit Leadership Summit
Treating Burnout with Belonging

WORKSHEET

CURRENT MOMENT REFLECTION

ndependently, journal about what this current moment means for your organization.					
•	How are you impacted?				
•	What questions are you asking about being an advocate for equity, inclusion, and belonging?				
•	What are your employees/colleagues asking of you?				

BELONGING SELF-ASSESSMENT

TAKING THE SHAREHOLD REDESIGNING BELONGING SELF-ASSESSMENT

- On your worksheet, evaluate each statement under each belonging header according to "Never," "Sometimes," and "Always."
- · Score each type of belonging.

SELF

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
At work, I know who I am and the unique talents/value that I bring to my team, whether or not it is recognized by others.			
At work, I feel confident in my ideas and ability to contribute, whether or not it is recognized by others.			
At work, I know how my contributions support the goals of my team and organization, whether or not it is recognized by others.			
At work, I know who I am in relationship to others and how or where I fit in with others.			
At work, I see how my contributions and role align with my long-term goals.			
At work, I am able to articulate and ask for what I need.			

Total	Scor	'Δ'	

FOUNDATIONAL

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
At work, I am recognized as a human being with intrinsic value.			
At work, I am treated with and able to act with dignity.			
At work, I am safe to be and am appreciated for my full, authentic self.			
At work, I have the ability to contribute my unique talents/values.			
At work, I have the ability to make decisions for myself and my work.			
At work, I have the support that I need (e.g., adequate time off, etc.) to care for my body, health, well-being, and important relationships outside of work (children, partners, etc.)			

Total Score:

GROUP

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
At work, I am seen, accepted, and valued by my team for who I am as a person and beyond my work contributions.			
At work, I have the support I need (e.g., resources, benefits, etc.) to do my job well.			
At work, I identify with others on my team.			
At work, I feel safe contributing my unique ideas without fear of negative consequences.			
At work, my contributions are needed, valued, and recognized by my team.			
At work, I feel a sense of reciprocity and connection between myself and others on my team.			

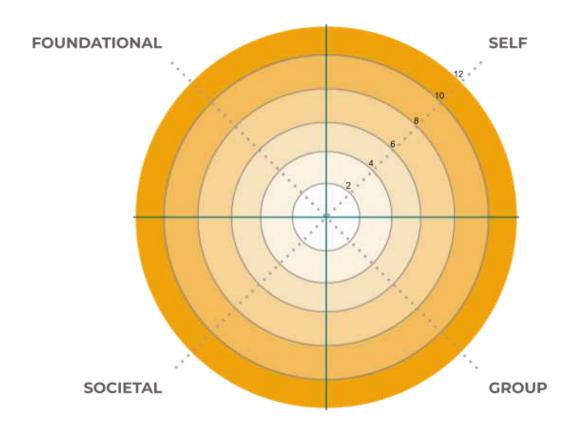
Total Score:

SOCIETAL

Mark the best response with an X	Never For each X, count 0	Sometimes For each X, count 1	Always For each X, count 2
Beyond work and in society, I am seen, accepted, and valued for who I am by the world.			
Beyond work and in society, I am safe to be and am appreciated for my full, authentic self as I navigate the world.			
Beyond work and in society, I identify with and see others that are similar to me in the world.			
Beyond work and in society, I have the support that I need (e.g., social support, infrastructure, etc.) to be physically, mentally, socially, and financially well.			
Beyond work and in society, I have agency and power to affect change within the world.			
Beyond work and in society, I feel a sense of reciprocity and connectedness between myself and other people in the world.			

Total Score:

• Using the chart below, plot your score.



GROUP REFLECTION

DIGGING INTO THE MODEL

ln	small	groups.	share	vour	diagrams	with o	one	another.	Discuss	3:

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•	How do your belonging experiences compare? What is shared? What is different?
•	How do your social identities, if at all, impact your ideal belonging experience?
•	What would need to happen at work for you to achieve your ideal belonging experience?
	What is in your control to address?
	What is not in your control to address?

YOUR THREE Rs

HOW DO RELATIONSHIPS, RESOURCES, AND RECIPROCITY SHOW UP FOR YOU IN YOUR ORGANIZATION?

Create a Three R's Table with examples.

- Consider what each of the three R's looks like in your work
- Come up with at least one practice that directly relates to each of the three R's that you can implement:
 - · What do the practices look like for you?
 - What do the practices look like for your clients, employees, partners, etc.?

Belonging Competency	Practices
Relationships	
Resources	

Reciprocity	