









“FITTING IN” VS BELONGING

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HEALTHY RELATIONSHIPS

Respect is based upon these SIX factors.

Trust

- Accepting each others word
- Giving the benefit of the doubt

Accountability

- Admits mistakes for when wrong
- Accepts responsibility for behaviors, attitudes, & values

Safety

- Refusing to intimidate or manipulate
- Respecting physical space
- Expressing self non-violently

RESPECT

Cooperation

- Asking not expecting
- Accepting change
- Making decisions together
- Willing to compromise
- Win-win resolutions to conflict

Support

- Support each others choices
- Being understanding
- Offering encouragement
- Listening non-judgmentally
- Valuing opinions

Honesty

- Communicates openly and truthfully

Credit: thehermof.com <http://www.6585consulting.com/>



THE WAY IT IS MODEL

The Way
YOU See It

The Way
It Is

The Way
I See It

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SIX QUESTIONS TO MEASURE BELONGING

Overall sense of belonging: I feel a strong sense of belonging at my organization

Welcomed: I feel warmly welcomed at my company (first day, new team, new role)

Known: I feel known as an individual at my company

Included: I feel included at work (can be myself, my opinions are valued, can respectfully disagree)

Supported: I am supported at work in achieving my personal and professional development goals

Connected: I feel a strong connection with peers and colleagues

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We solve people's business problems.

- LEADERSHIP DEVELOPMENT
- SURVEYS & ASSESSMENTS
- HUMAN RESOURCES
- INCLUSION & EQUALITY
- BUSINESS COACHING
- TRAINING & FACILITATION
- ORGANIZATIONAL CULTURE & EMPLOYEE WELLBEING

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