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Name

Date

## CONTENT MODULE SUMMARY SHEET

# Do I Belong Here? (part 1)

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### INTRODUCTION

Brent Stromwall is a long-term member of Iron Forums. He is passionate about helping his entrepreneurial peers get more joy and success out of running their companies — leading him to switch careers and become an EOS® Implementor and business coach through his company, Odigos, LLC. As a business owner and executive with over 30 years of experience, Brent knows the pressures we all have to not only grow our businesses, but ensure that we have an engaged and loyal team to help us accomplish our goals.

In this first of a 2-part module, Brent shares some tips from a leadership perspective, and from a neuroscience perspective, that can help us shift our culture to make sure our employees feel a powerful sense of belonging. We'll learn how important "belonging" is to influencing an employee's decision to stay or leave.

In their publication, *"The Need to Belong: Desire for Interpersonal Attachments as a Fundamental Human Motivation,"* Roy Baumeister and Mark Leary state a truth that we will delve into through these two sessions:

*"Human beings are fundamentally, and pervasively motivated by a need to belong."*

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### SCRIPTURE

*Adonai, God, took the person and put him in the garden of Eden to cultivate and care for it. Adonai, God, said, "It isn't good that the person should be alone. I will make for him a companion suitable for helping him."*

— **Genesis 2:15, 18**

*I thank you because I am awesomely made, wonderfully; your works are wonders — I know this very well.*

— **Psalms 139:14**

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### CONTENT

This is just an outline. Be sure to add your thoughts and listen to the Holy Spirit to see what He may be speaking to you about this topic.

God created man with a need to belong - to not work alone. He created us to need helpers who are compatible with us.

We're going to thrive when we feel like we belong.

We strive to FEEL like we belong

When employees feel excluded, this leads to job dissatisfaction, quitting, and health problems.

Employees who feel like they belong are more productive, motivated, and engaged.

They're more likely to contribute to their fullest potential - to bring their best and do their best. For an employee to thrive, be creative, innovative, and collaborative, it is important for an employee to:

Regularly work with others

Have a sense of belonging

Trust in their leaders

**Belonging:** (noun) Close or Intimate relationship

Things we do that help others feel like they belong:

- Acknowledge them
- Greet them
- Share mutual interests
- Demonstrate we're glad to see them
- Genuine and authentic
- Genuine smiles

Genuine and authentic connection between people at your business will enhance the bottom line.

Research shows that frequent positive personal interactions and recognizing others for their uniqueness will create this type of accepting environment.

Positive interactions, which lead to BELONGING have the following characteristics (from Galatians 5:22-23).

Love	Patience	Faithfulness
Joy	Kindness	Gentleness
Peace	Goodness	Self-Control

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## DISCUSSION QUESTIONS

1. Have you ever felt like you didn't belong? What was making you feel that way?
2. Share a time when you felt like you belong? What made you feel that way?
3. What are a few ideas you could implement to help you foster belonging in your workplace?