



CONTENT MODULE SUMMARY SHEET

Do I Belong Here? (part 2)**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 second 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."

SCRIPTURE

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law.

— Galatians 5:22-23

I have told you this so that my joy may be in you and that your joy may be complete.

— John 15:11

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.

Love and joy are relational and required for attachment.

Joy is the fuel for our unconditional loving relationship with God.

Our thoughts often do not follow a healthy processing path to our brain. But when they do, we create a sense of belonging with others.

"Attachment develops through joy." - Dr. Allan Schore

Joy = what I feel when someone else is glad to be with me.

When we share joy, we create belonging around us.

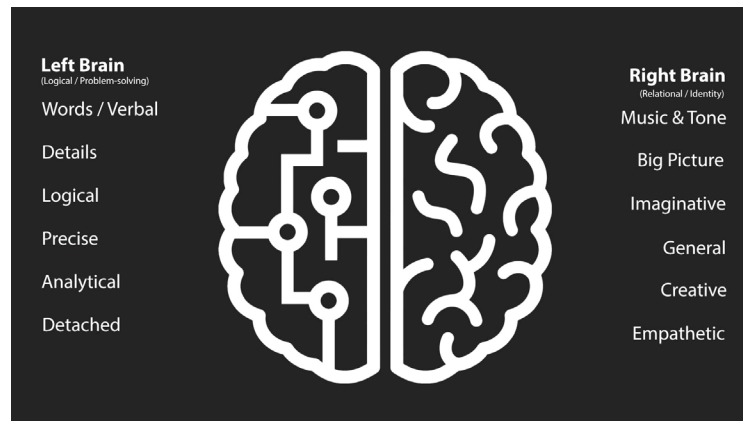
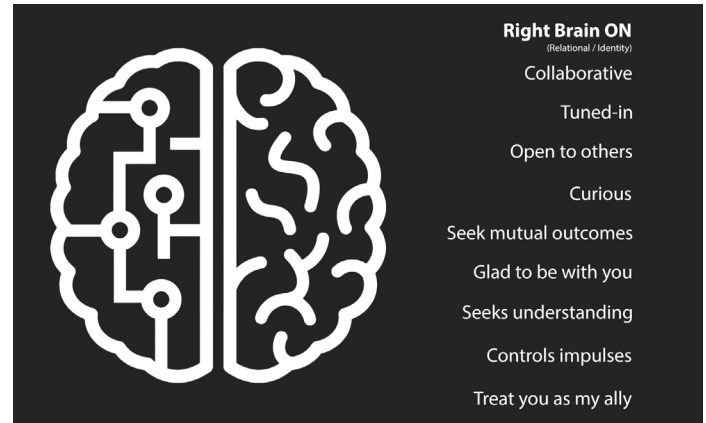
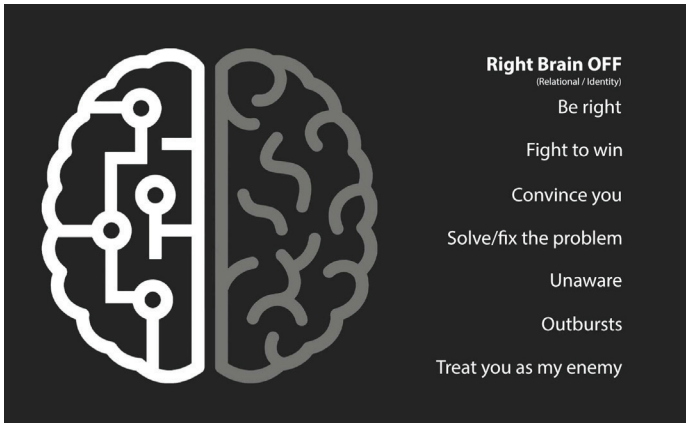
Joy is not conscious. It is supraconscious.

Joy is relational. Joy is not logical. Joy is not a choice.

Jesus wants joy for us.

Relational Circuits (RCs)

In order for us to create belonging we must be relational. When our RCs are on, we are in relational mode.



DISCUSSION QUESTIONS

1. When have you felt like your right brain was "off" this past week? Describe what happened and how you reacted.
2. When have you felt joy with someone this past week? What caused you to feel joy?
3. What might you see in your business if everyone felt joy?
4. What might happen in your relationships if you shared joy?