

# World Mental Health Day 2022

## Belonging



Today's workplace is emerging from pandemic restrictions and hybrid arrangements, which have challenged human connections. Employees are feeling isolated and are seeking help to feel a sense of shared identity with colleagues and managers. Belonging has always been a top driver of happiness and engagement, and it is even more important now than before.

We belong at work when we are seen for our unique contributions, connected to our coworkers, supported in our daily work and career development, and proud of our organization's values and purpose. Research shows that a sense of belonging allows us to get more from working life, be more resilient, and to contribute greater levels of performance.

To counter disengagement and boost well-being at your workplace, consider how you can contribute to a sense of inclusion and cohesion, and help everyone feel appreciated.



**51%** of employees

who left their job in 2021 lacked a sense of belonging.

([McKinsey Great Attrition Survey](#))



**56%** feel they belong most

at work when they feel trusted and respected. ([EY](#))



Workplace belonging leads to a

**56%** increase in job performance,

**50%** reduction in turnover risk,

**75%** decrease in employee sick days.

([BetterUp](#))

## TIPS

1

Give your colleagues honest, supportive, and positive feedback. Make it specific, measured, attainable, relevant, and time-based. Feeling valued for your unique contribution boosts feelings of belonging.

2

Build a variety of connections. Nurture your close relationships, but also connect with people in groups different from your own, or distant from you in the organization's structure.

3

Right the wrong when you've inadvertently excluded someone. Ask the team member what needs to change to make the situation more fair, inclusive, and enjoyable.