The Belonging Journal

25 powerful questions that lead to belonging in the workplace

By Ascension Worldwide

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How To Use This Journal

1. This journal is meant to be used after attending the **Ascension Worldwide** *Unconscious Bias* keynote or course. Please feel free to use certain questions or the whole journal.

2. This journal is design to be used as a reflection tool. Before you start working in the journal, make sure you have the appropriate amount of time and a quiet space to properly reflect on each question. Try not to rush through the questions or and give quick or vague responses. The more time you allow for the question to be considered, the deeper, more authentic, and impactful your answers will be.

3. This journal contains several questions that can be used to have conversations that foster belonging in your organization; either at a department or division level or company-wide.

4. Also, you are encouraged to refer back to these questions on a monthly and yearly basis. The tool is more powerful when participants regularly contemplate these questions.

5. For more information on Unconscious Bias, Inclusion, and Belonging-related courses, please go to: http://www.ascensionworldwide.com

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Question #1

- What does belonging feel like to you?

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Question #2

- What does it feel like when you do not experience a sense of belonging? How does this effect your relationships and work performance?

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Question #3

- What does inclusion look like in your organization?

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Question #4

- How do you approach people who are different from you? What tactics or strategies do you use?

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Question #5

- Who are (3) professional colleagues that you do not get along with well (list them below)?

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Question #6

- (Continuation of Question #5): What are some things that cause conflict between you and these colleagues?

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Question #7

- (Continuation of Question #5): Stories are biased perceptions we tell ourselves about a person or situation. What stories do you make up about these colleagues that drive your actions toward them?

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Question #8

- (Continuation of Question #5): Your colleague has a story about the differences between you two. What is it and why is it important to them? (If you have not asked this question to your colleague then this will require you to have a sit down and ask them.)

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Question#9

- How inclusive is the decision-making process in your organization as it pertains to policies, services, products and strategic planning ? How often are employees at different levels and in different departments invited into the decision-making process?

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Question#10

- How often do you speak up on procedures or policies that you disagree with? And why?

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Question #11

- What are some of the best methods organizations can use to be more inclusive or foster a culture of belonging?

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Question #12

- How often do you pause and reflect on why or how you or your team completes different task or assignments at work? If you were able to pause and reflect more, what would change?

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Question #13

- How often do you solicit feedback from someone junior to you? If you were able to solicit more feedback, what would change?

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Question #14

- How can leadership cultivate more “trust” in your organization?

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Question #15

- What does the phrase "bringing your whole self to work" mean to you? How comfortable do feel bringing your whole self to work?

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Question #16

- How are original ideas handled in your organization?

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Question#17

- Identify a couple of employees who you believe exhibit a sense of belonging and a couple who do not. What do you think is the reason for their feeling of belonging?

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Question #18

- How are individual contributors recognized for good ideas or innovative thinking?

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Question #19

- How does your organization celebrate or showcase cultural differences?

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Question #20

- How often do you inquire about your colleagues' culture?
- If you cannot pronounce your colleague's name, do you ask them for help or simply try your best?

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Question #21

- As a leader where are you not comfortable relinquishing power to others? (This can be organizational, positional, or perceived power.) Depending on your answer this may be an area where bias, blind spots and exclusionary behavior show up for you.

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Question #22

- Does your organization have a buddy system or a mentorship program as a part of the on-boarding process for new employees? If not, why not?

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Question #23

- How much time do you spend in your personal life with others who have different identities from you such as race, sexual orientation, culture, language, religious affiliation and political affiliations?

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Question #24

- If you had a magic wand and could make any structural or organizational changes to foster belonging in your organization, what would they be and why?

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Question #25

- Does leadership in your organization encourage affinity groups or employee resource groups?
- Does your organization provide a budget, time, or other resources for these groups? If not, why not?

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The journey has just begun

- Cultivating a culture of belonging in the workplace takes time, consistency, leadership buy-in, and most of all, lots of change agents like yourself! Please be patient with process.

- Use your answers to the questions in this journal as insight to support you on your journey to cultivating a workplace culture of belonging. You will be able to reflect on you answers over time to enrich your relationships and foster belonging in your organization.

- If you are a people manager or a leader within your organization please share these questions with your staff and colleagues to help them gain awareness about belonging.

THANK YOU!

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For More Information

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Additional Notes

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