How to Create a Culture of Belonging Checklist

Companies who build cultures of supportive and inclusive relationships have increased job satisfaction, creativity, competence, job performance and retention. What "survival skills" are necessary to create these cultures?

Here are twenty suggestions to get you started:

1. Consider a survey to ask about levels of loneliness.

2. Equip managers and leaders to recognize signs of loneliness (physical, emotional/mental, diet, etc.).

3. Equip managers and leaders to be inclusive and build psychological safety so employees feel comfortable sharing their suggestions, ideas and concerns.

4. Equip manager and leaders with key messages about the impact of social interactions on mental health.

5. Encourage mentoring relationships.

6. Create assignments that depend upon team collaboration.

7. Consider opportunities to build relationships outside of work through volunteerism.

8. Take time to get to know employees professionally and personally.

9. Provide a structured process for onboarding new employees so they feel connected from the start.

10. Train all employees how to listen with empathy.

11. Start and/or build connections within business/employee resources groups.

12. Discuss and embrace neurodiversity.

13. Find ways to connect all employees, especially those who work remotely.

14. Consider options for connecting employees face-to-face to launch new project teams.

15. Ensure employees understand their health benefits.

16. Schedule and/or leverage existing training about health and wellness resources.

17. Encourage employees to take a periodic "self-checkup."

18. Actively listen to employees and model attentiveness for others.

19. Be vulnerable and share your own story of a time you felt lonely and/or didn't belong.

20. Educate managers on the positive business impact of ensuring that employees know they are appreciated and belong in your organization.