



# BELONGING RESOURCE GUIDE

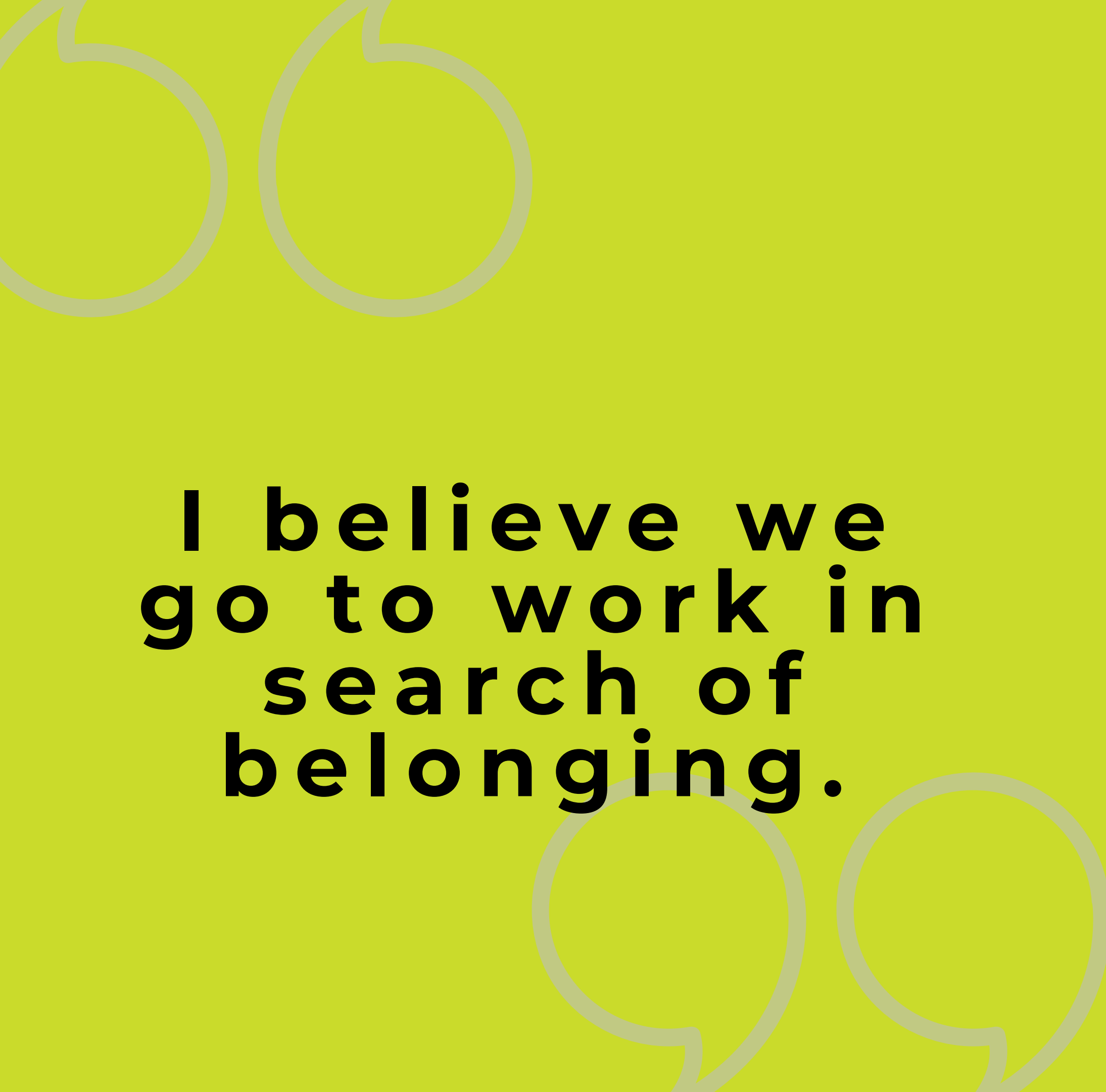


# THANKS FOR COMING!

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Katie is a leadership coach, keynote speaker and culture advisor helping leaders level up through her company, Team Awesome. She has led leadership, team culture, organizational development and HR best practices for more than a decade. She is the co-host of The Life and Leadership Podcast, a TEDx speaker alumna and the best-selling author of *Hidden Brilliance: A High-Achieving Introvert's Guide to Self-Discovery, Leadership and Playing Big*.





**I believe we  
go to work in  
search of  
belonging.**

## THE GOODS

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Here are a few of my favorite resources to watch, listen to, read, or try with your own teams.

You came because you knew that belonging was an important part of the work equation for yourself or your team. Are you willing to try something different?

Start with a beginner's mindset; the idea that you could learn something new or might be wrong in your current understanding.



# READ

The State of the American Manager Report - Gallup


Global Human Capital Trends Report - Deloitte

Why Psychological Safety Is Essential For Your Team's Success, by Marc Vollebregt

High-Performing Teams Need Psychological Safety. Here's How to Create It, by Laura Delizonna

I'm Exhausted From Trying To Be The 'Right' Kind Of Black Girl At Work, by D. Shante

Moving Beyond Diversity and Inclusion to Belonging, by Katie Rasoul



# WATCH/LISTEN

Building a psychologically safe workplace | Amy Edmondson | TEDxHGSE

The Relationship Test | Jason Lauritsen | SHRM

The Power of Belonging | Pat Wadors | Talent Connect 2016

Create Belonging or Get Out! | Katie Rasoul | DisruptHR Talks

Inclusion. You Keep Using That Word. I Don't Think It Means What You Think It Means. | Joe Gerstandt | DisruptHR Talks

Why Opening Up at Work Is Harder for Minorities, HBR Ideacast podcast

# TRY

## YOU:

Design a group agreement with your team to create psychological safety.

Practice the "Just Like Me" exercise to encourage empathy.

Do an honest self-check to understand all of the ways you create belonging and psychological safety, and hinder it.

Seek to help people feel included in information sharing and decision making.

## THE GROUP:

Put the "relationship test" to work on your processes and policies.

Build connections (not just information-sharing) in the organization, starting with orientation & onboarding.

Hold gatherings based on cohesivity - organizing over shared interest in topic, not just demographics or characteristics. Take an intersectional viewpoint when doing so.

Recognize biases in individuals and in systems/processes. Do they unintentionally favor people you like or "get"?

Review outcomes of programs - do they stand up to equity and inclusion?



# ANTI-RACIST RESOURCES

These resources are included to highlight people of color leading anti-racist work. It is important to remember to center voices of Black leaders and other leaders of color, and to compensate them for that work.

[Whiteness at Work](#) | Adaway Group

[#Dothework 30-day challenge](#) | Rachel Cargle

[Me and White Supremacy](#) | Layla F. Saad

# ***Thank you for being here!***

I appreciate your willingness to engage in the hard work that is leadership and culture.

See some of the other ways that I may be able to help your leaders or organization be culture heroes:

**Individual leadership coaching**

**Human Leadership Master Class**

**Culture Clinic**

**Keynote Speaking**





# TRANSFORMATIONAL KEYNOTES & WORKSHOPS

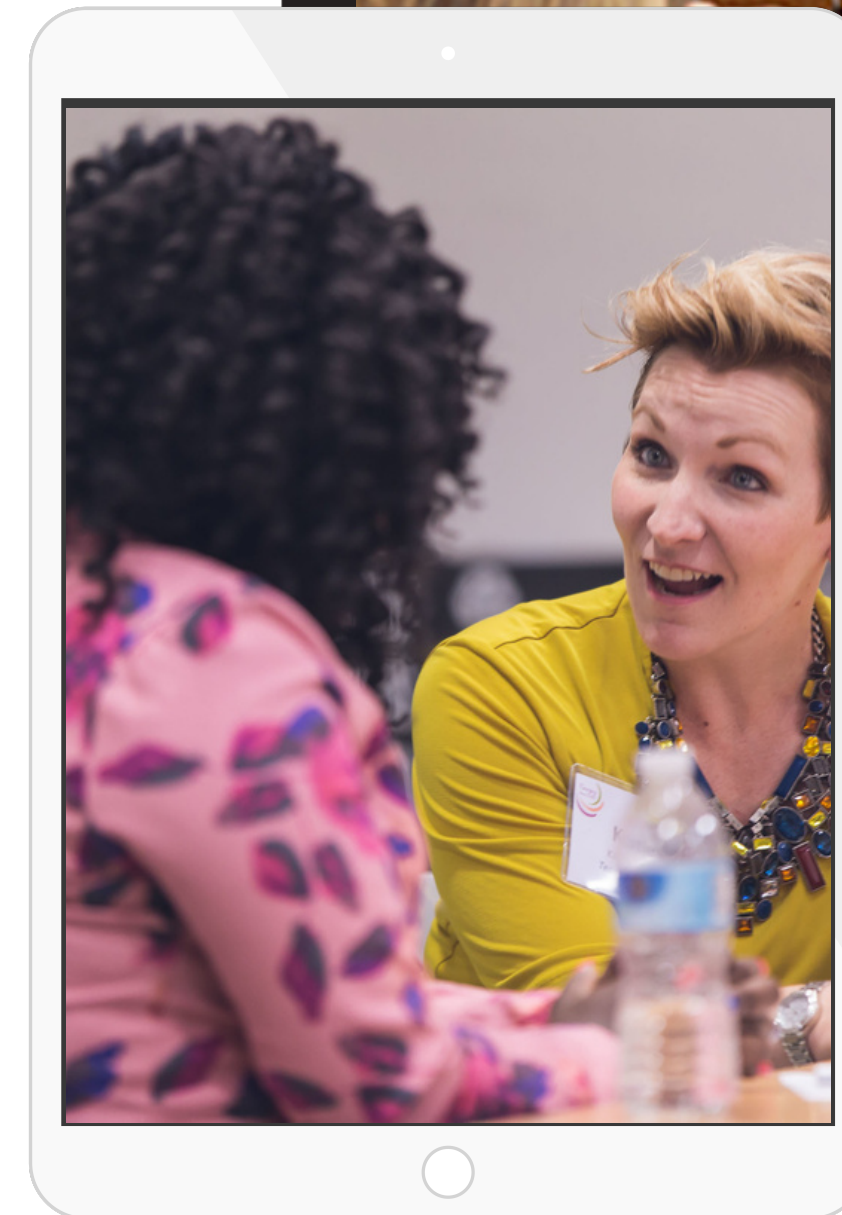
The following keynotes and workshops are designed to help organizations maximize their leadership and culture. They can be delivered in small and large group settings:

## **Keynotes:**

- Belonging: The Extraordinary Factor of Organizations with Humanity and Heart
- Managing Your Energy: Strategies for Thriving at Work

## **Workshops:**

- Defining and Achieving Your Goals
- Better at Feedback: Honest Conversations Using Coaching





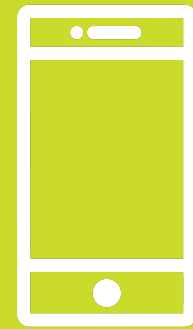
# A WE S O M E N E S S

"Katie has the qualities of a truly remarkable leader. She is confident, strategic and inspiring in the way she approaches her work, with the ability to build an engaged and motivated team around her to drive successful initiatives."

# BEST-SELLING BOOK



*HIDDEN BRILLIANCE: A High-Achieving Introvert's Guide to Self-Discovery, Leadership and Playing Big* is a compelling story of how anyone can re-write their definition of success and regain the self-trust to make bold moves. Part personal experience, part lessons on how to improve the way we live and work; this book provides a blueprint for high-achievers to approach fear in a way that's meaningful and helpful so they can unlock the potential for total greatness.



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