



BELONGING RESOURCE GUIDE

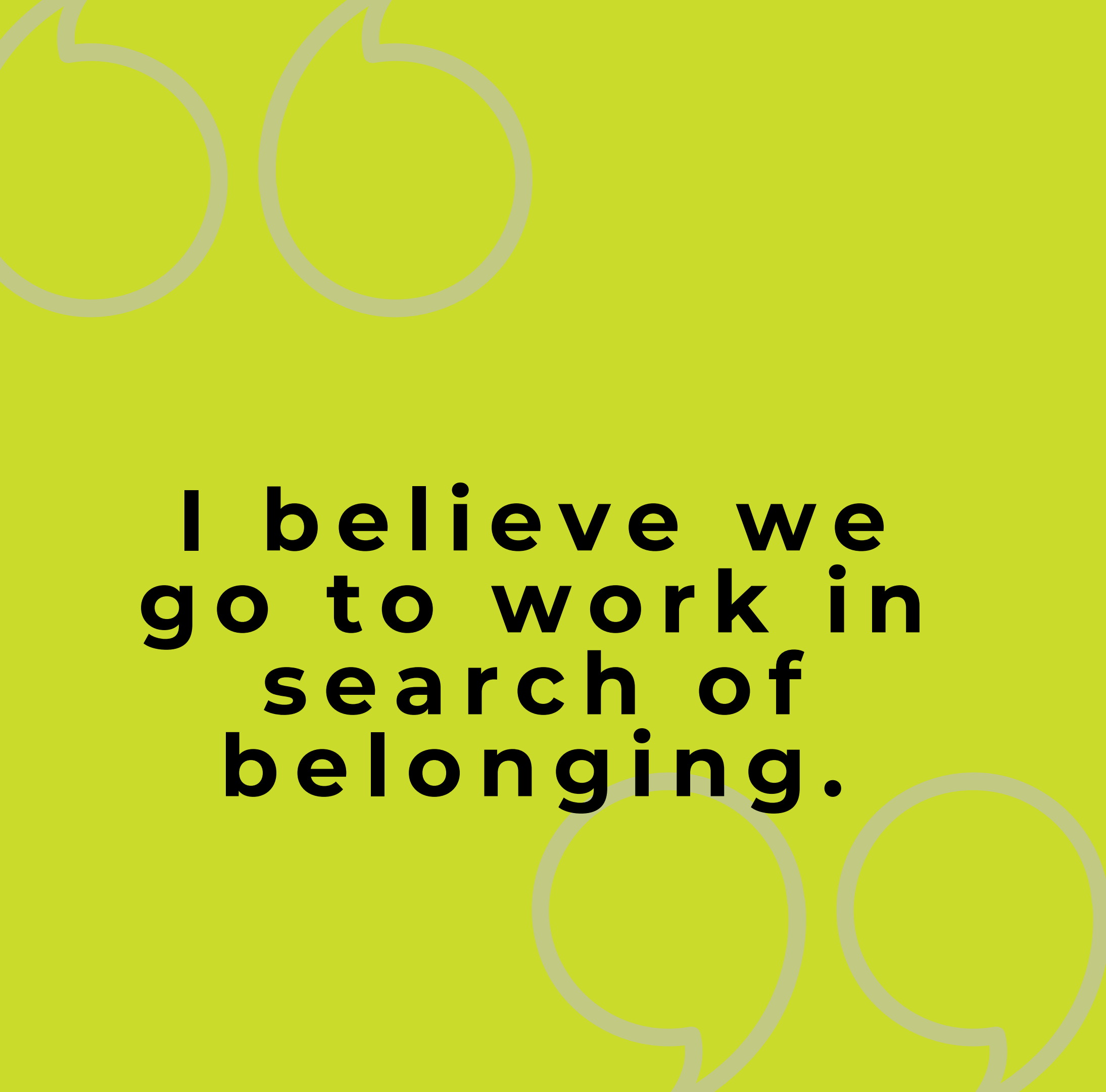


THANKS FOR COMING!

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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

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

The Value of Belonging at Work: The Business Case for Investing in Workplace Inclusion | BetterUp

Click on any resource listed to be linked to the source.



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.

Act as an ally when you see an instance of exclusion by offering support, visibility, and actively ushering them back to the team.

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



EDUCATION RESOURCES

How Leaders Can Create a Sense of Belonging for Teachers Returning to School | Education Elements

Students Sense of Belonging at School Is Important. It Starts With Teachers (edweek.org)

Belonging Now: What It Takes to Create the Conditions for Belonging | Mindset Scholars Network

Mindset Kit | Belonging for Educators Course

What We Know About Belonging from Scientific Research | Carissa Romero

Improve Student Outcomes by Building Caring Faculty Relationships | Gallup

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

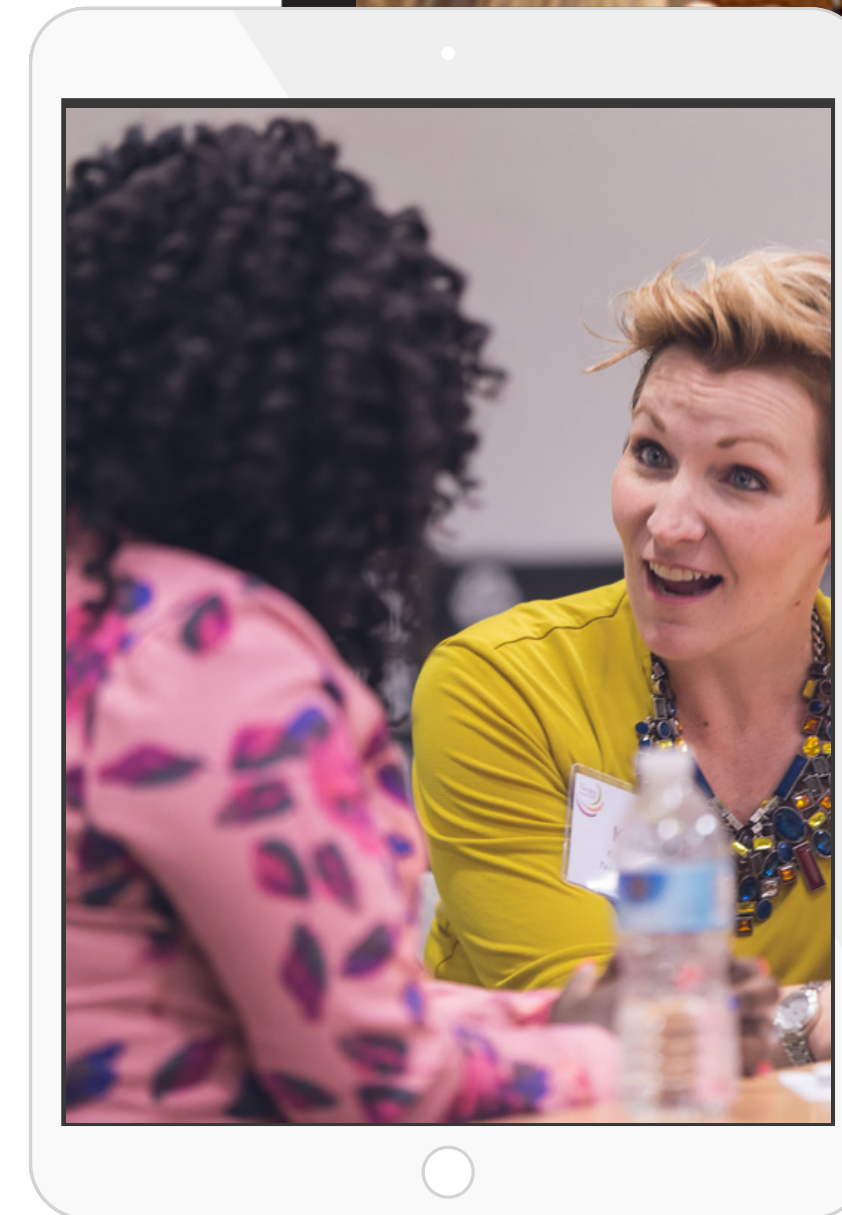
The following keynotes and workshops are designed to help organizations maximize their leadership and culture. They can be delivered in small and large group settings:

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





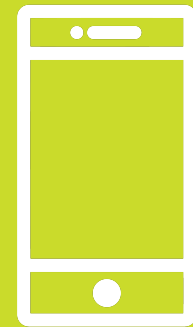
A WE S O M E N E S S

"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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