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*Ontario Leaders Collaborating for Student Achievement, Equity and Well-being
La collaboration des leaders en Ontario assure la réussite, l'équité et le bien-être des élèves.*

A culture of belonging starts with psychological safety

By [Britt Andreatta, Ph.D.](#)

Fostering a culture of belonging in your organization is critical with the rise of hybrid work. Belonging is a core human need that drives many of our behaviors and desires. It also enhances the meaning of life and fuels many of our deepest emotions.

True belonging requires being authentic and vulnerable and many workers don't feel that they can be either. The good news is there are science-based strategies that have been shown to be effective in creating a culture of belonging. They include the following five strategies that leadership expert Dr. Britt Andreatta recommends:

1. Make psychological safety a priority
2. Leverage in-person interactions
3. Make inclusion your focus
4. Onboard with intention
5. Encourage mistakes and celebrate failures.

REFLECTIVE QUESTIONS:

1. Reflect on your own work setting – what are some ways that it makes you feel you belong?

2. To what extent do those you work with feel they belong? How do you know?

3. Review the definition of psychological safety. What are some ways that your workplace context fits this description? What's missing and what can you do about it to address the gaps? Who can help you?

4. What are some strategies you can use to help ensure that new employees feel they are included? How can these strategies contribute to their sense of belonging?
