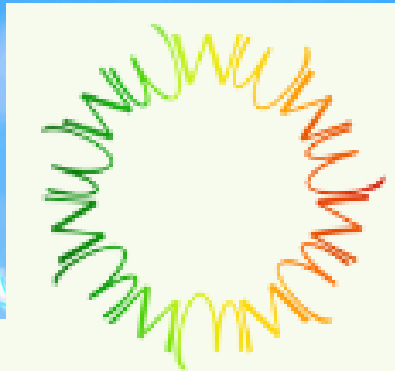# WeeklyWisdom

Grow the Green for You and Your Team

"There is so much we can do to help one another, and small actions matter." -- Geoffrey L. Cohen

"I Don't Think I Belong Here."

How would you feel if you heard a colleague say this to you, that they didn't think they belonged?

Belonging "is the sense that we're part of a larger group that accepts and values us for who we are, to which we can contribute; we feel like we have roots, maybe even a home."

If you've ever felt like you didn't belong somewhere, you know it was hard to feel confident, safe, or even happy.

There are many simple ways we can foster belonging at work.

Reach out. Use words and actions that convey you want to get to know someone better. Make eye contact. Ask a simple question. Turn off your phone.

Use the power of connection. Science shows even a 10-minute conversation with a stranger will make us feel better.

Don't be quick to judge others. We tend to over-blame people and under-blame situations and context.

Be welcoming.

Share stories of adversity that convey, "You are not alone here."