JEWISH FAMILY SERVICE LA

Increase impact through Social Responsibility and Community Building

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Wide Awake Business Team!

SESSION 4

Meeting Protocol

- 2 word check in
- Container
- Permission Slips

2 Word Check-in

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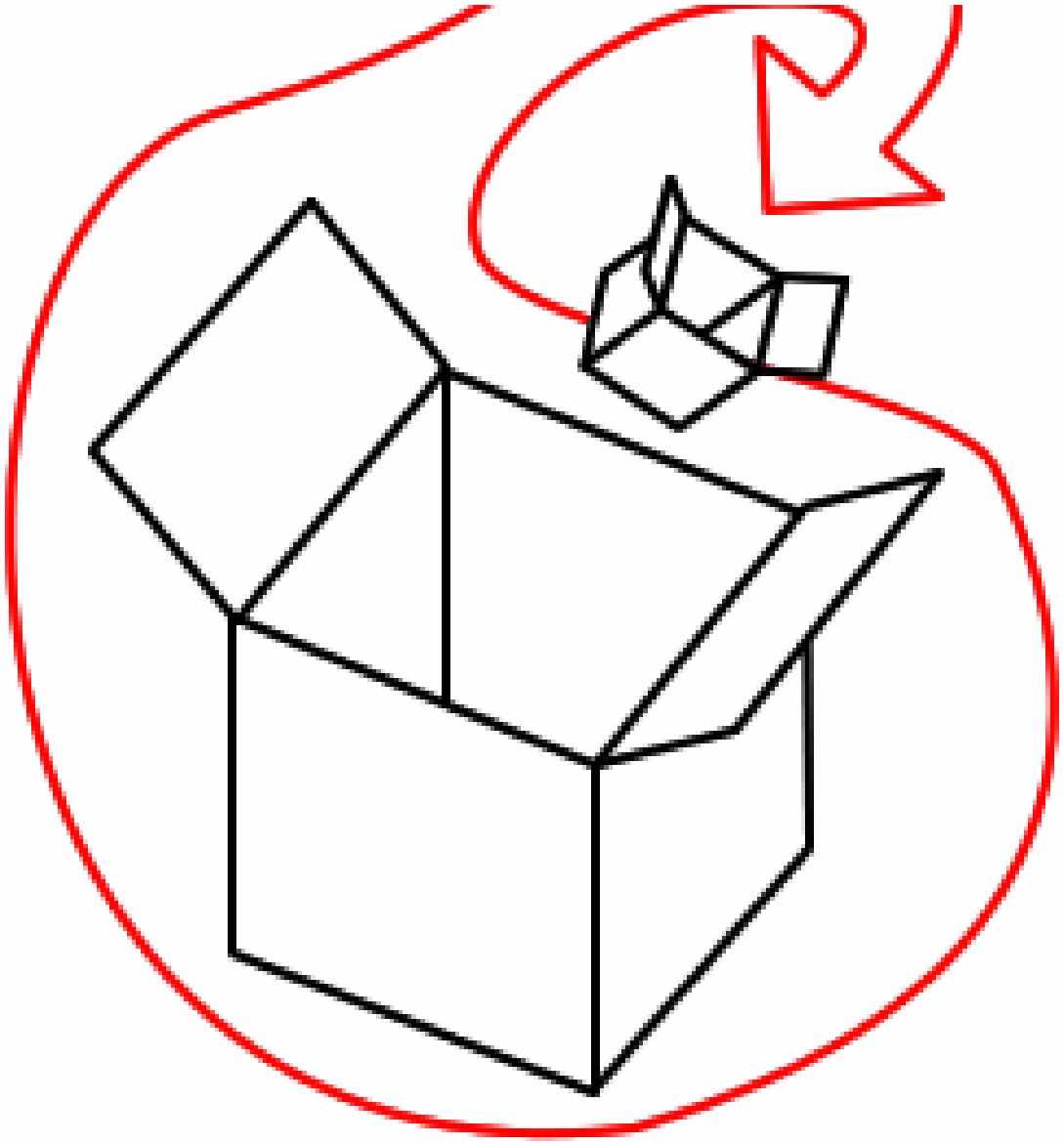
Your Safe "Container"

What do you need to feel open and safe in our conversations?

What will get in the way of your showing up and doing the work?



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JFSLA Cohort 2 and Cohort 3

- Confidentiality
- Honesty
- Trust
- Patience
- Empathy

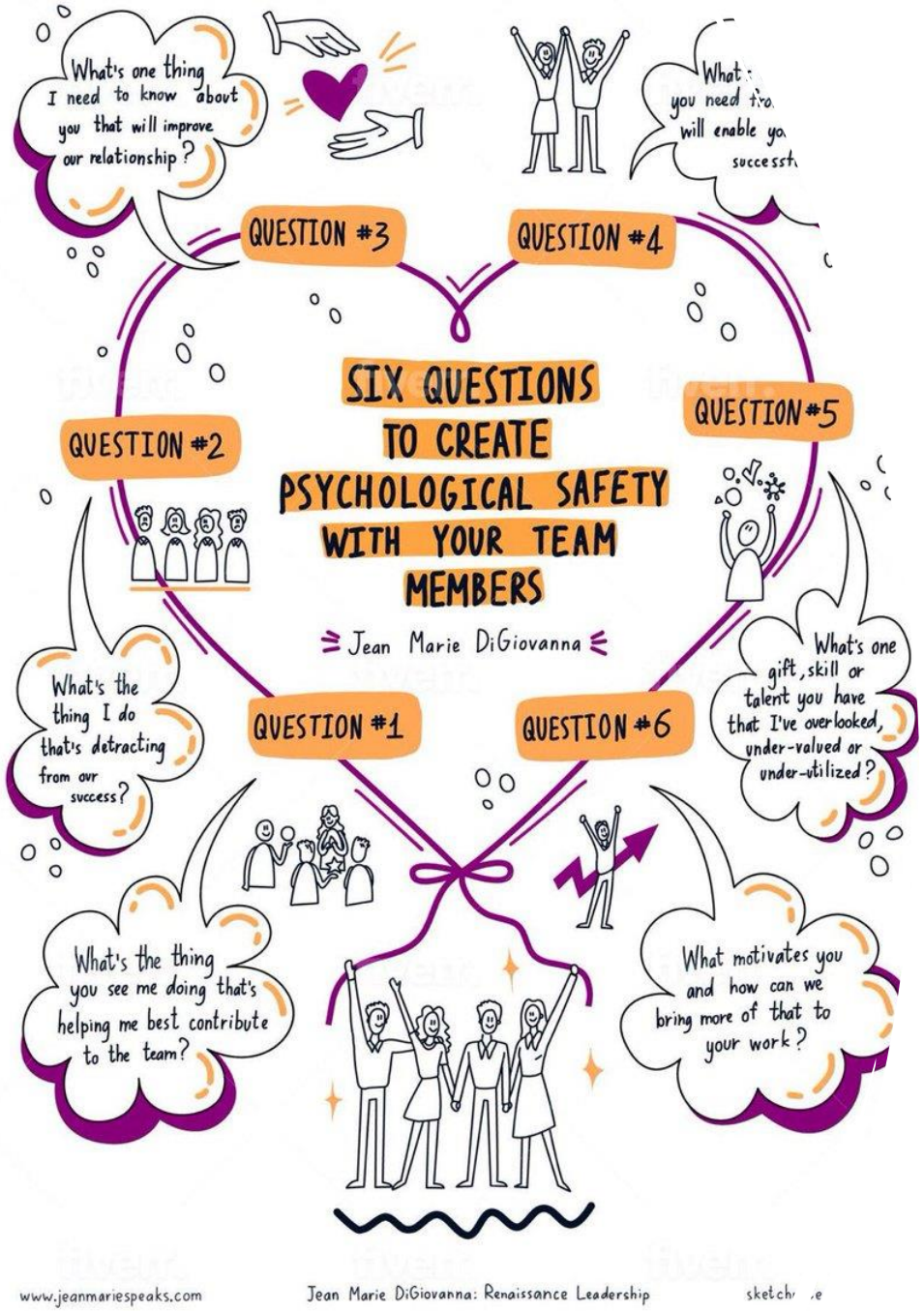
- Kindness
- Active Listening
- Permission to Fail
- Come from the I Perspective
- Non-judgmental

Homework Review

Did you use any aspects of the psychological safety with your team?

Did you notice any examples of bias or microaggressions happening (media, workplace, personal)?

What did you do differently or what did you think about doing?



Six Questions to Create Psychological Safety

1. What's the thing you see me doing that best contributes to the team?
2. What's the thing I do that's detracting from our success?
3. What's the one thing I need to know about you that will improve our relationship?
4. What's the one thing you need from me that will enable you to be more successful?
5. What's one gift, skill or talent you have that I've overlooked, under-valued, or under-utilized?
6. What motivates you and how can we bring more of that to your work?

What is Psychological Safety?

Definition (Amy Edmondson): *“A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”*

Key elements: Respect, openness, and inclusion

Key factor in **employee retention and motivation** in work environments

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Four levels of psychological safety

BiteSize Learning

A concept by Amy Edmonson.

How 'safe' do you feel when you join a new team?

What Is a Sense of Belonging?

Definition: Feeling accepted, included, and valued by others in a group or environment.

In the workplace, it means employees feel safe to be authentic and contribute meaningfully.

Why a “Sense of Belonging” Matters

- Increases employee engagement & satisfaction.
- Improves collaboration and innovation.
- Reduces turnover and absenteeism.
- Enhances overall company performance.

NOTE: People who have left JFS after recent hire reported they did not feel like they belonged.

THE VALUE OF BELONGING AT WORK

Employees who feel a strong sense of belonging perform bet
and stay longer than employees who lack that feeling.

lower turnover risk

fewer sick days used

increase in job performance

Source: *The Value of Belonging at Work: New Frontiers for Inclusion in 2021 and Beyond*, BetterUp.

Data-Driven Benefits

Barriers to a Sense of Belonging

- Fear of retaliation
- Poor feedback culture
- Siloed employees, teams or departments
- Micromanagement OR Disengaged leadership

NOTE: People who have left JFS after recent hire reported they did not feel like they belonged.

Have
a
Break
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Breakout Session: “Inside-Outside”

(10 minutes) **TAKE A PICTURE**

Objective: Recognize the impact of inclusion vs. exclusion.

Break into small groups of 3 people.

Each person shares:

- A time you felt a strong sense of belonging at work.
- A time you felt excluded or isolated.
- What actions from your colleagues or manager could have made a difference?
- Do you hear any common themes?

Debrief Questions:

- Share a time you felt a strong sense of belonging at work.
- Share a time you felt excluded or isolated.
- What actions from your colleagues or manager could have made a difference?
- Do you hear any common themes?

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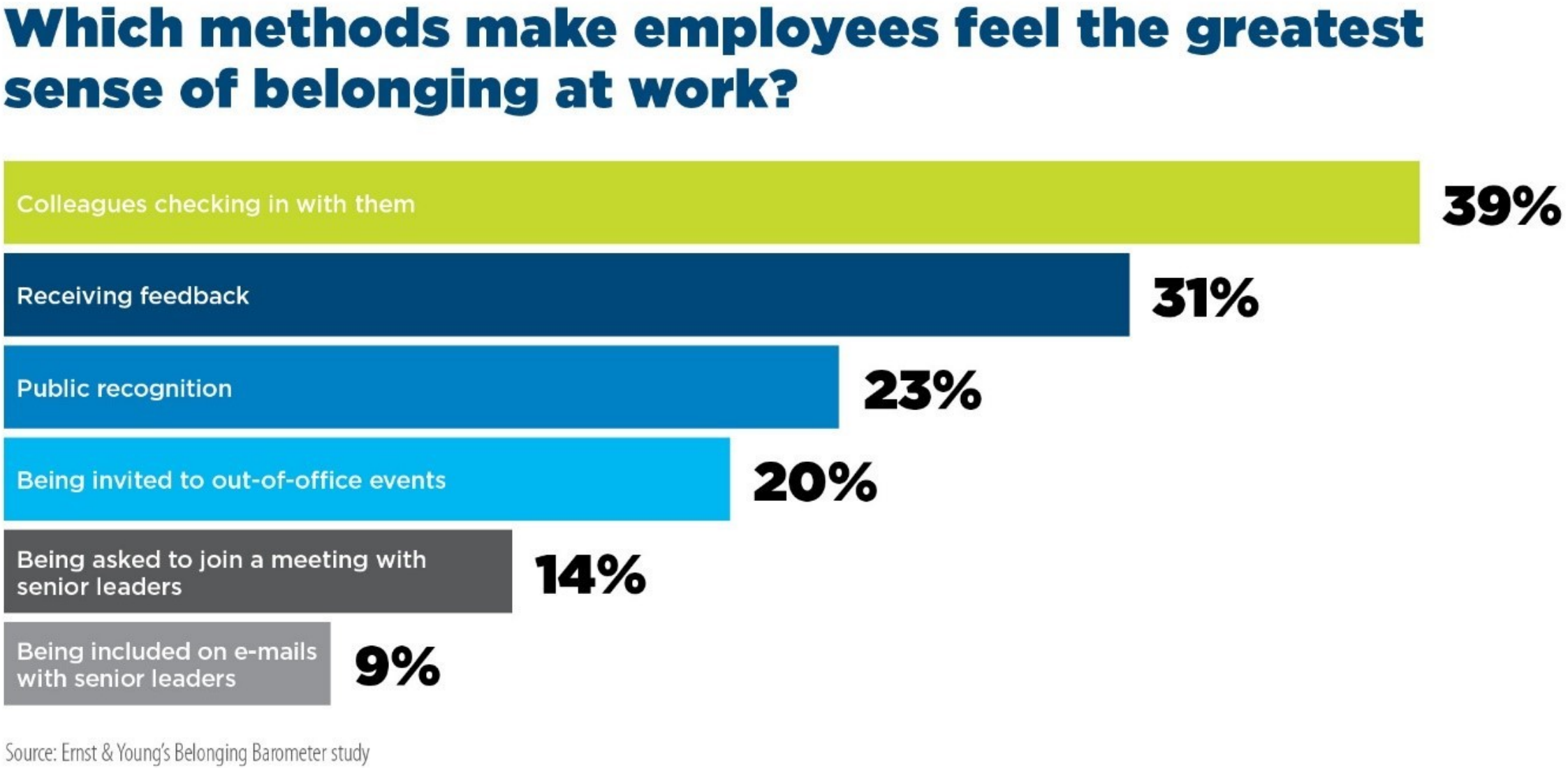
How Leaders Can Promote Belonging

- Model inclusive behavior and language.
- Invite and value all voices.
- Provide regular, constructive feedback.
- Create growth opportunities.
- Team building and bonding activities.
- Celebrate team wins and individual contributions.

Data-Driven Statistics



Homework:

Check out/Homework/Next Steps

- Practice promoting belonging behavior with members of your team. (slide 17)
- Continue practicing using the “Six Questions to Create Psychological Safety” with members of your team.
- Continue to pay attention to Implicit Bias.
- Next meeting June 26th!

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Thank you!