The Space We Make:

Fostering Belonging on Your Team.

A People Leader's Guide

Start Your Next Team Meeting

- "What's one thing you're working on that you'd like the team to know about?"
- "What's something outside of work that's been giving you energy lately?"
- "What's one thing that would make this meeting more useful for you?"

Watch For

Fitting in: Staying quiet in meetings, agreeing by default, changing how they speak, being tired after "always on" days.

Belonging: Speaking up, disagreeing respectfully, asking for help, sharing ideas and what matters to them.

Try this: If you notice signs of fitting in, don't assume. Open a conversation: "How are things feeling for you here?"

Phrases That Help

- "I'd value your take on this."
- "Tell me more about that."
- "It's okay to not have it figured out."
- "Thanks for raising that."

5 Ways to Build Belonging

1. Invite different perspectives. Ask quieter voices directly, and thank people for dissent.
2. Model authenticity. Share your own challenges and learning moments. Make asking for help normal.
3. Respond with curiosity, not judgment, when someone does.
4. Check in one-on-one. Ask "What do you need from me to do your best work?"
5. Notice who's missing. Look for who isn't speaking, included or recognized.

Remember

Belonging isn't all or nothing. Many people experience both, depending on the environment. Small, everyday actions can help create more spaces where we, and others, can be authentically ourselves.

Opening Minds | MENTAL HEALTH COMMISSION OF CANADA

If you are in distress or supporting someone in distress, call or text 9-8-8 at anytime. If it is an emergency, call 9-1-1 or go to your local emergency department.