

Well-being at Work Learning Collaborative

Being a Beacon of Belonging: Build Bold, Inclusive Spaces That Enable Psychological Safety

August 10, 2023



Great Lakes (HHS Region 5)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration





Tara Fischer, LICSW, MSW
Program Manager
617-913-0971
tfischer@ahpnet.com

Tiffany Malone, M.A.
Senior Program Manager
323-431-5617 ext. 631
tmalone@ahpnet.com



Real World Solutions for Systems Change

Welcome to the Learning Collaborative

SESSION 1: Well-being in the Workplace Starts With You: *Core Components of Sustaining Your Own Self-care and Fostering Work–Life Harmony as a Team*

SESSION 2: Lead From the Inside Out: *Lean Into Your Strengths and Values*

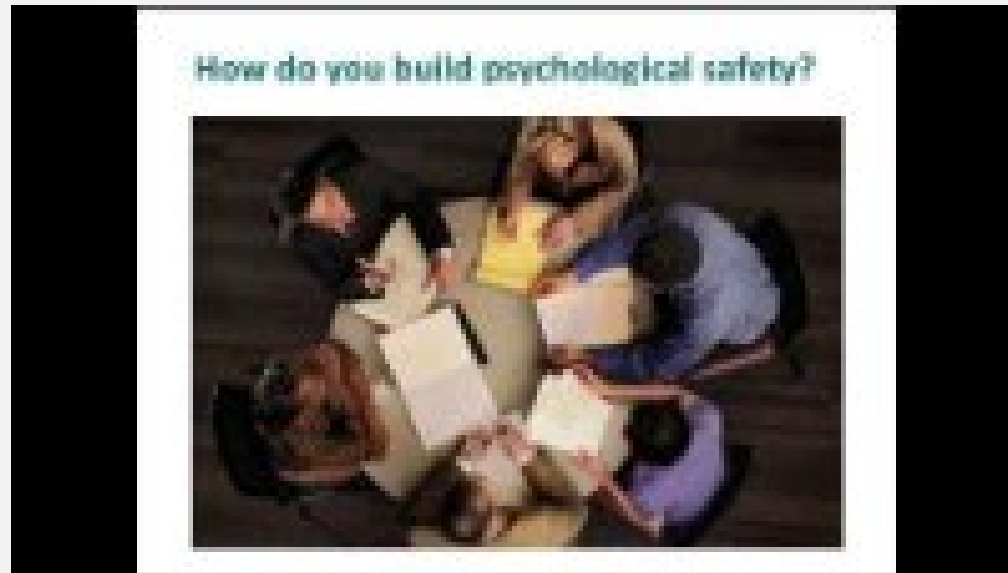


SESSION 3: Be a Beacon of Belonging: *Build Bold, Inclusive Spaces That Enable Psychological Safety*

SESSION 4: Activate Agency: *Help Each Team Member Succeed by Fostering Intentionality, Anticipation, Action, and Self-reflection*



Between Session Prework



Link to video: <https://youtu.be/LhoLuui9gX8>



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Evaluation and Continuing Education (CE)

To receive **four NAADAC CE credits**, you **must** attend all four sessions and complete an evaluation following the final session.

*This course has been approved by Advocates for Human Potential, Inc. (AHP), as a NAADAC Approved Education Provider, for educational credits. NAADAC Provider **81914**, AHP, is responsible for all aspects of the programing.*



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Today's Agenda

01

Welcome and
Follow-up From
Past Session

02

Psychological
Safety

03

Inclusion Safety

04

Learner Safety

05

Wrap-up

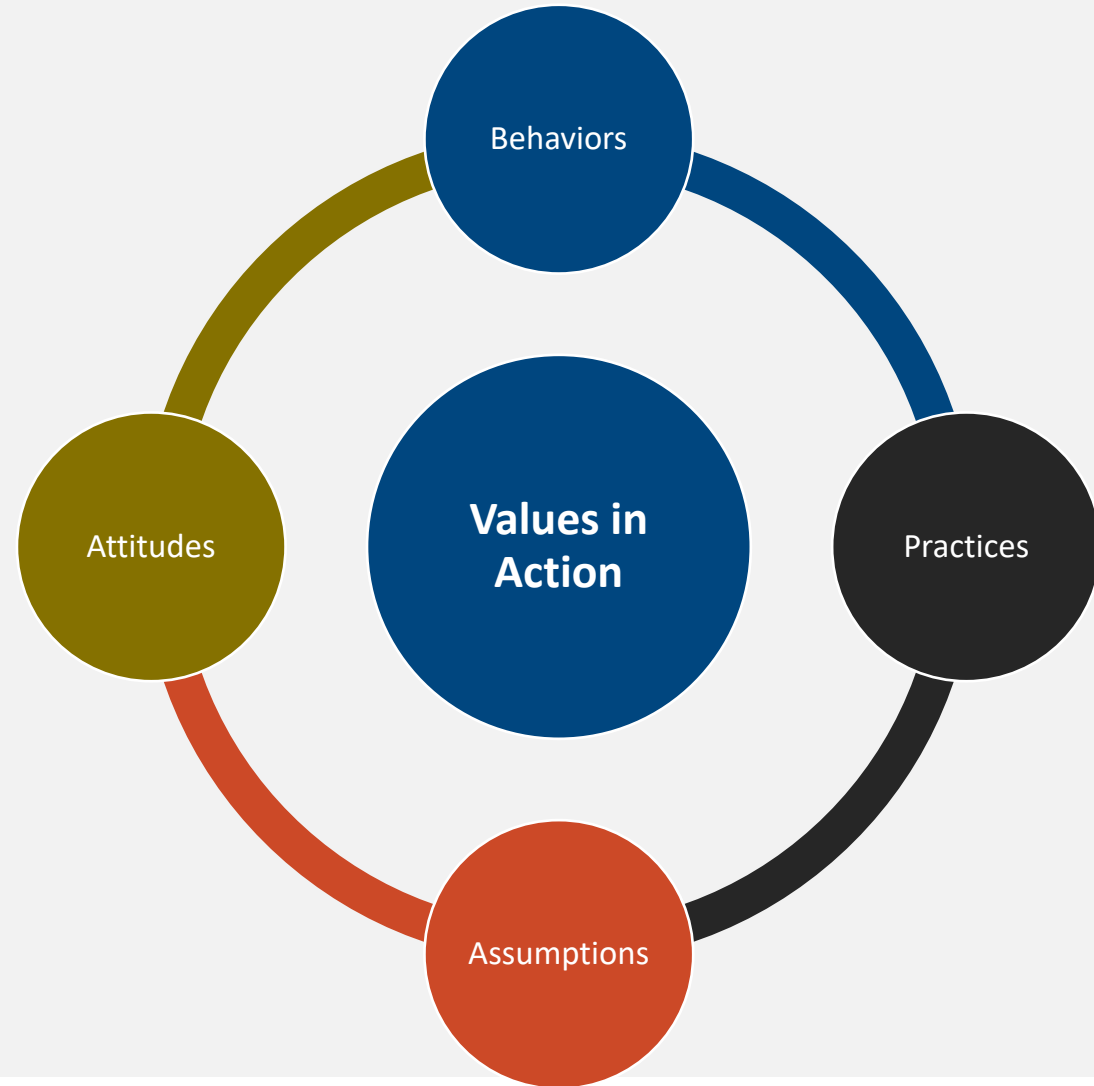


What do you want the culture of this group to be?

- Laughter and fun.
- Courage and vulnerability.
- Openness—for discussion, for information, for learning.
- Transparency and honesty.
- Open-mindedness.
- Curiosity and seeking to learn.
- Flexible and collaborative.
- Be kind and speak kindly and respectfully (we can speak directly, but in a kind way).
- Be attentive to oneself. Have self-awareness for where you're at in this space.
- Make it a comfortable space to ask for anything you need.
- Be engaged in the discussion, give input, and try not to multitask.
- Refrain from judging.
- It's OK to make mistakes and share novel, unusual, atypical ideas.
- Be here now.
- Own learning and offer expertise.
- Love thy neighbor.
- Be discreet.
- Ask permission.

Workplace Culture

Well-being culture is shaped by our **shared values** and agreements on how to **engage with one another**.





Being a Beacon of Belonging

- Belonging is vital to performance, innovation, and retention, and starts with executive commitment.
- If employees don't experience a sense of belonging, they are more likely to feel insecure about their place in the organization and feel less freedom to be their authentic selves.
- Recent research shows that a sense of belonging is one of the top three most important reasons employees give for leaving their job.



What Is Psychological Safety?

Types of Psychological Safety

Inclusion Safety

- Be Included

Learner Safety

- Learn, Grow, Make Mistakes

Contributor Safety

- Share and Contribute

Challenger Safety

- Challenge the Status Quo



1st Stage of Psychological Safety: Inclusion Safety

Link to video:

https://youtu.be/0EtQSNf3U_Y



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What Inclusion Safety Feels Like



Inclusion means having affiliation or connection to a group.

Being trusted,
involved

Being asked for
input

Comfort and
reassurance that
you matter

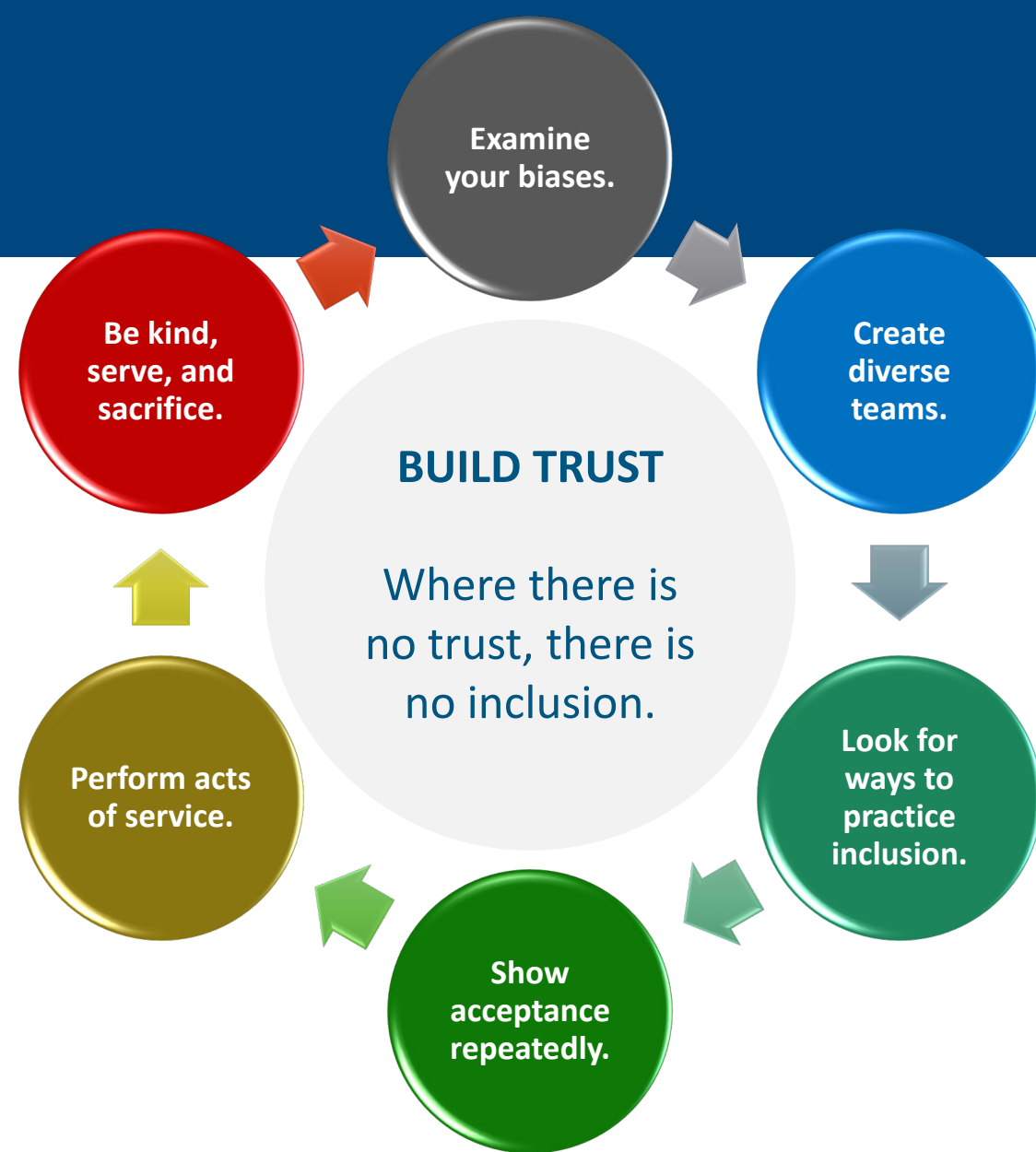
Acceptance, shared
identity, belonging

Being valued for
your unique
qualities and
experience

Collaboration
among diverse
groups



Fostering a Culture of Inclusion Safety



Help Cultivate a Safe Container (8 min., two people to share out)



- 1. Share a time when you were included (in a process, decision, activity at a past/present job) in a way that felt safe to you.**
 - 2. What helped you feel that way?**
- Each volunteer has 2 minutes to answer the question.
 - Just listen. Do not comment. Bear witness to that person's experience. If you want to say something, say "thank you."
 - If someone finishes before their time is up, sit quietly together and reflect on what they said.



Report Out



What helps people feel safe to be included?



Learner Safety



2nd Stage of Psychological Safety: Learner Safety

Link to video:

https://youtu.be/CZN_yFprVi8

Stage 2 -



25



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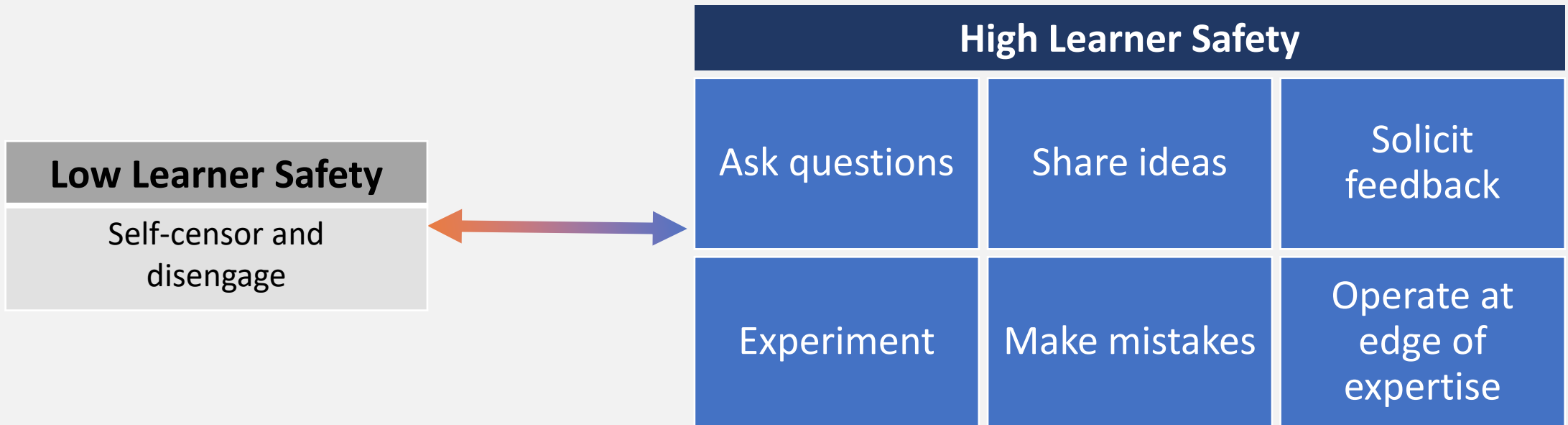
Learner Safety

In every learning context, whether consciously or not, we assess the level of interpersonal risk.



What Learner Safety Feels Like

Do your team members experience learner safety?



Mind Map:
How do I signal that this
is a safe place to learn?



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To Foster a Culture of Learner Safety

Those with low ego and uncommonly high emotional intelligence have the easiest time cultivating learner safety.



“Psychological safety is built on a moral foundation of looking on our fellow creatures with respect and giving them permission to belong and contribute.

—Timothy Clark



See You Soon!

SESSION 4: Activating Agency: Help Each Team Member Succeed by Fostering Intentionality, Anticipation, Action, and Self-reflection

September 14, 2023

2:30 p.m.–3:30 p.m. ET

1:30 p.m.–2:30 p.m. CT



Between Session Reflection:

Instructions: Please read either one of these articles regarding personal agency prior to the next session.

1. [How We Confuse Agency and Motivation at Work](#)
2. [Agency Is the Highest Level of Personal Competence](#)

References & Resources

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- Clark, T. R. (2020). *The 4 stages of psychological safety: Defining the path to inclusion and innovation.* Berrett-Koehler Publishers.
- Dana, D. (2021). *Anchored: How to befriend your nervous system using polyvagal theory.* Sounds True Inc.
- Edmondson, A. (1988). Psychological Safety and Learning Behavior in Work Teams. *Administrative Science Quarterly*, Vol. 44, No. 2. Johnson Graduate School of Management, Cornell University. <http://www.jstor.org/stable/2666999>
- Maslow, A. H. (1943). [A theory of human motivation](https://doi.org/10.1037/h0054346). *Psychological Review*, 50(4), 370–396. <https://doi.org/10.1037/h0054346>
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