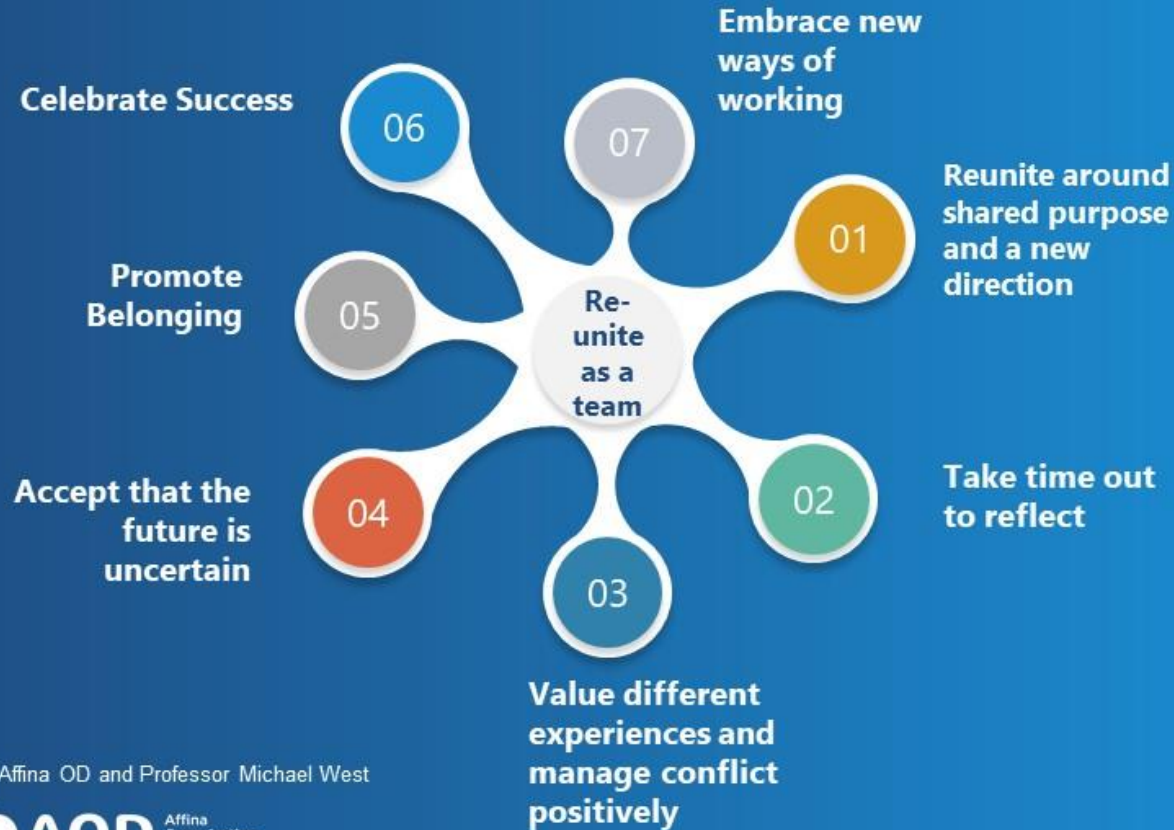


Belonging to a 'real' team makes us want to stay

The Managers Conference
March 2022



Focus on re-building the team



Courtesy of Affina OD and Professor Michael West



<https://www.affinaod.com/article/7-simple-tips-for-rebuilding-your-team/>

What am I noticing?

Core human needs and compassionate leadership

A

Autonomy and control

The need to have control over ones work life, and to be able to act consistently with ones values

- Authority, empowerment and influence
- Justice and fairness
- Work conditions and work schedules

B

Belonging

The need to be connected , to be cared for by and caring of colleagues, and to feel valued, respected and supported

- Teamworking
- Culture and leadership

C

Contribution and competence

The need to experience effectiveness in work and deliver valued outcomes

- Workload
- Management and supervision
- Education, learning and development

Adapted from
ABC of Core Work Needs
West et al, 2020
Page 121

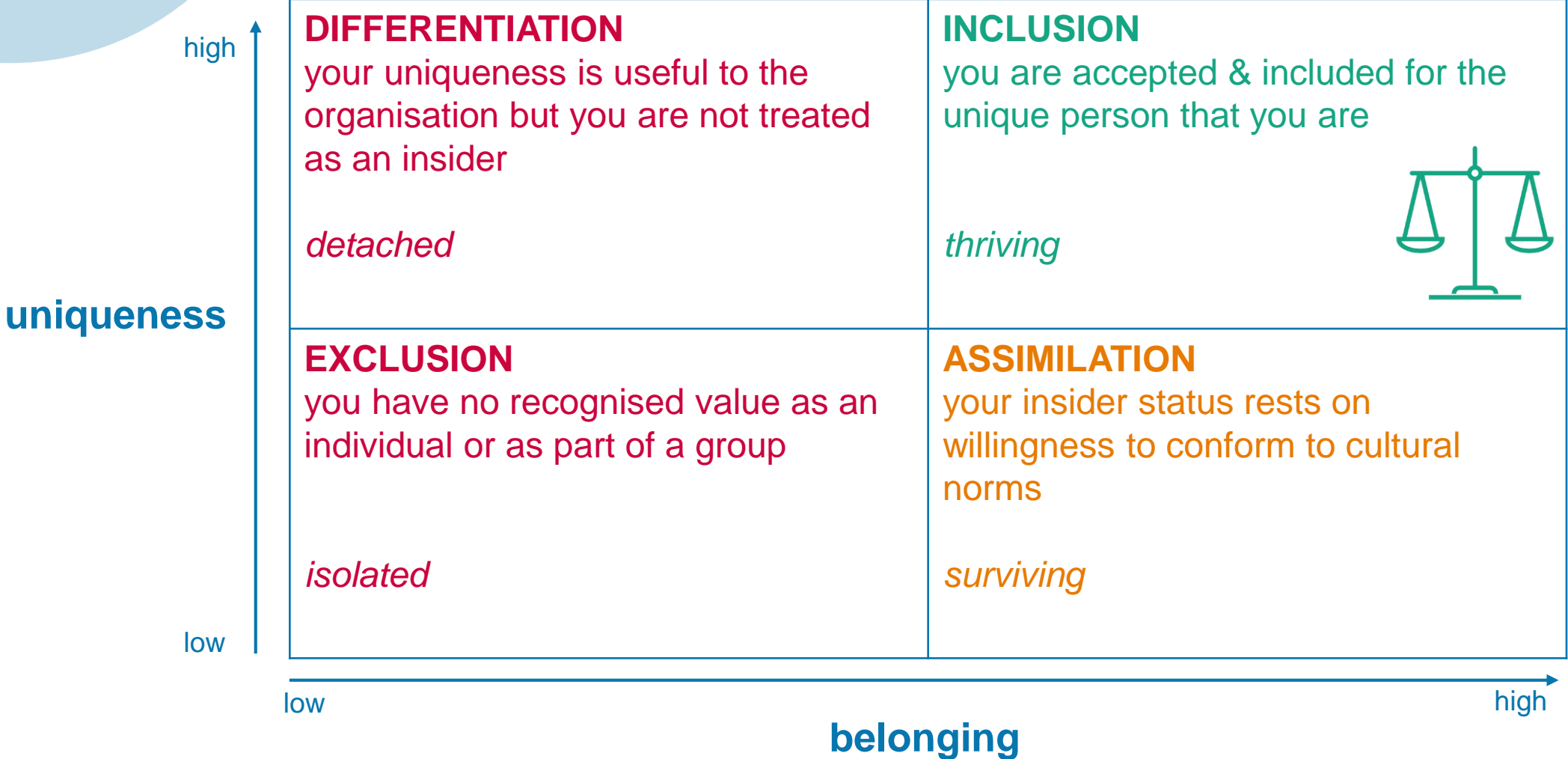


1. Does your team have clear objectives?

2. Do you work closely together to achieve those objectives?

3. Do you meet regularly to review your performance and how it can be improved?

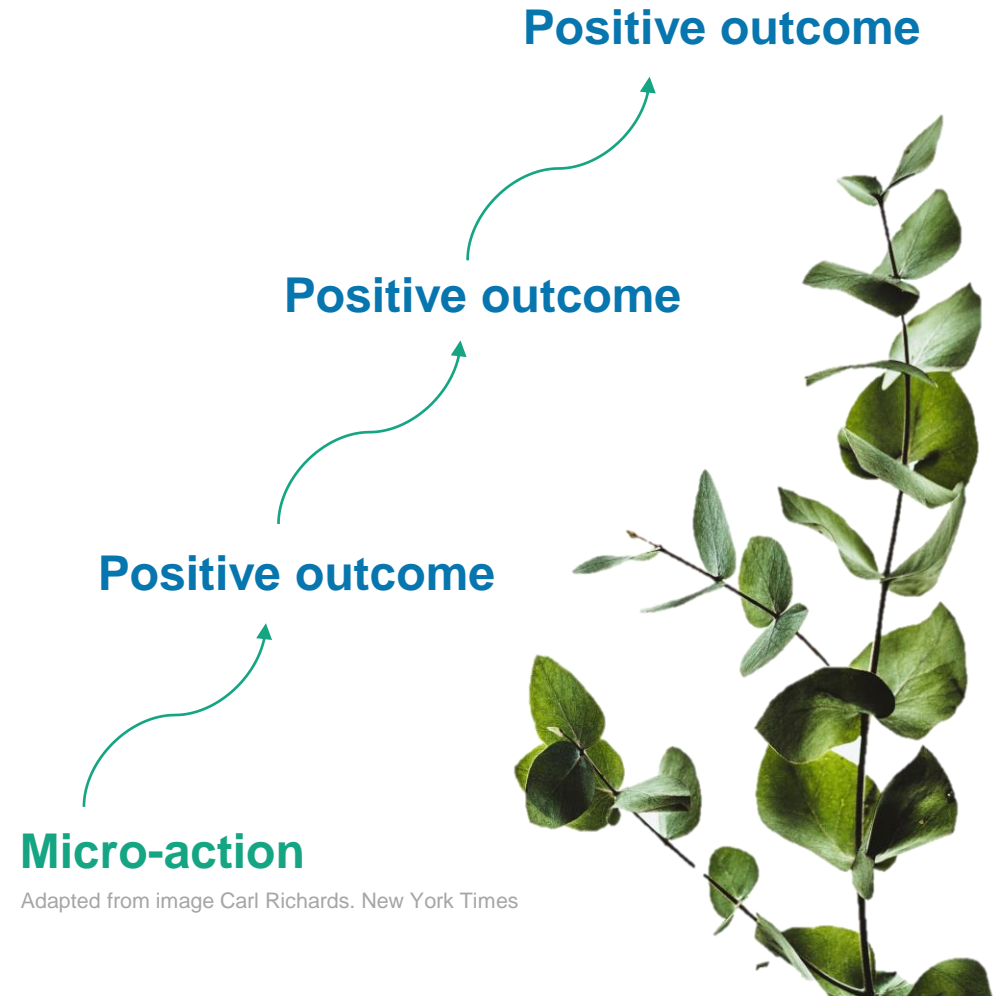
Balancing belonging & uniqueness



Based on Shore *et al.*, 2011.

Make belonging explicit

- Be intentional
- Amplify the value your team places on belonging
- Explore what makes people in your team feel that they belong
- Uncover the essence of your team – what matters – what is your team purpose?
- Then make it explicit – make it part of the daily conversation for all to see
- ‘Micro-actions’ – small gestures as social signals – and they’re contagious!



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The more we genuinely care about others the greater our own happiness & inner peace.” Allan Lokos

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