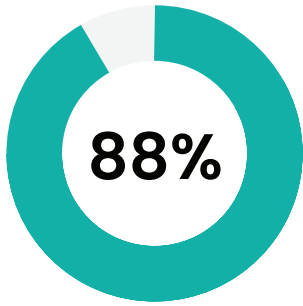


The 2022 Workplace Belonging Survey

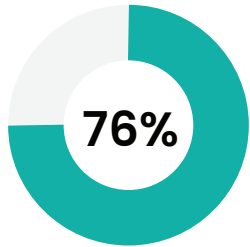
Employed job seekers are more likely to feel lonely and excluded in their current role.

Belonging is good for business.

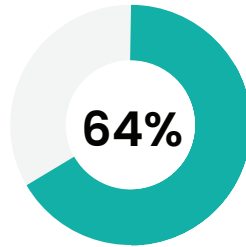


Agree a sense of belonging at work boosts productivity.

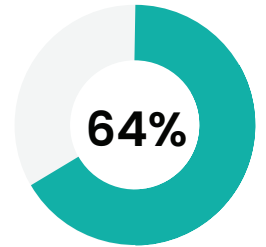
What does having a sense of belonging mean to Americans workers?



Being treated fairly and respectfully.



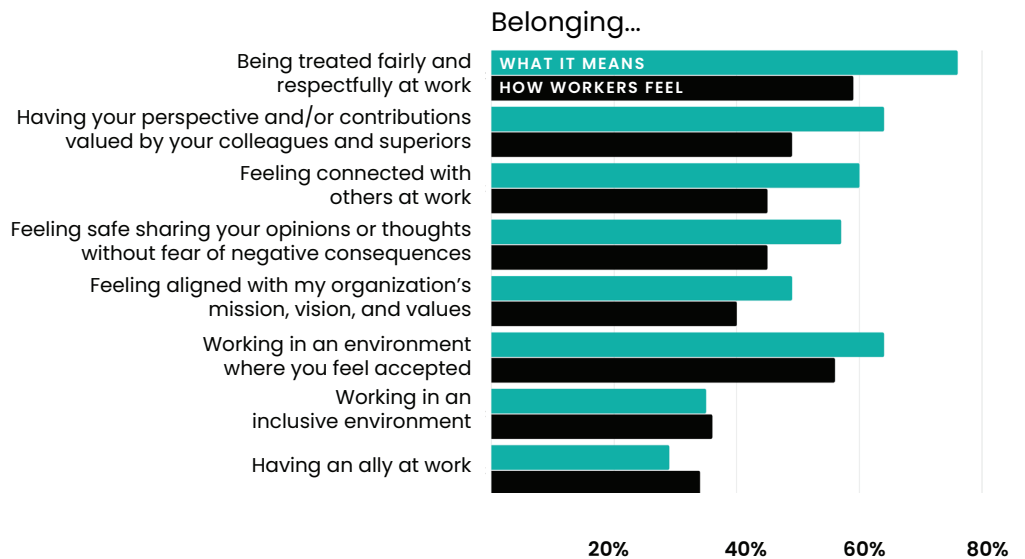
Having their perspective and/or contributions valued by their colleagues and superiors.



Working in an environment where they feel accepted.

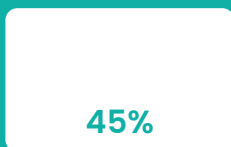
There's a GAP

The largest disparity between what workers think belonging means and what they currently feel at work is "being treated fairly and respectfully at work."

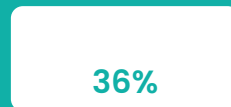


Employees are leaving.

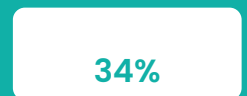
Nearly half of American workers are considering leaving their current place of employment.



Feel connected with others at work.



Feel they work in an inclusive environment.



Feel they have an ally at work.

There's more to the story...



One in four women feel lonely at work.



One in three millennials feel aligned with the organization's mission, vision, and values.

Opportunities to drive belonging

"Belonging is not a program or initiative, it is an experience related to social connectedness, feeling included, and being accepted. Now, more than ever, companies and employers must take a more human-centered approach to how they support, communicate, and engage with their employees. Well-intentioned quick fixes can come across as transactional or virtue signaling when this is not complemented with the effort to strengthen relational ties." – Dr. Rumeet Billan

