

Being Seen, Heard and Valued: The Power of Belongingness

Danielle Christina Mullings, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

How can school districts retain top talent over time?

Educator retention is a challenge that continues to impact student achievement. Educators work hard and creating an environment of support and challenge is critical to sustain the workload. Through my interviews, educators consistently talked about the importance of feeling seen, heard and valued which leads to belongingness. When they feel like they belong, they stay longer in their roles which leads to greater staff and community cohesion and ultimately higher student achievement over time.

Methods

Literature Review



Semi-structured Interviews

Six Principles of Belonging

CELEBRATE PEOPLE

People need to believe that their strengths and the work that they do matters. Celebrate the big and small wins that help the team reach their goals and desired outcomes.

GROWTH MINDSET

People are constantly growing and learning which means you must give people space to make mistakes and learn from them without making it personal.

TAKE RISKS

A workspace where people feel like they can be courageous and take risks allow for creative and innovative solutions to thrive. When people challenge each other in respectful ways, it allows space for people to say what no one else will say

CULTIVATE DEEP RELATIONSHIP

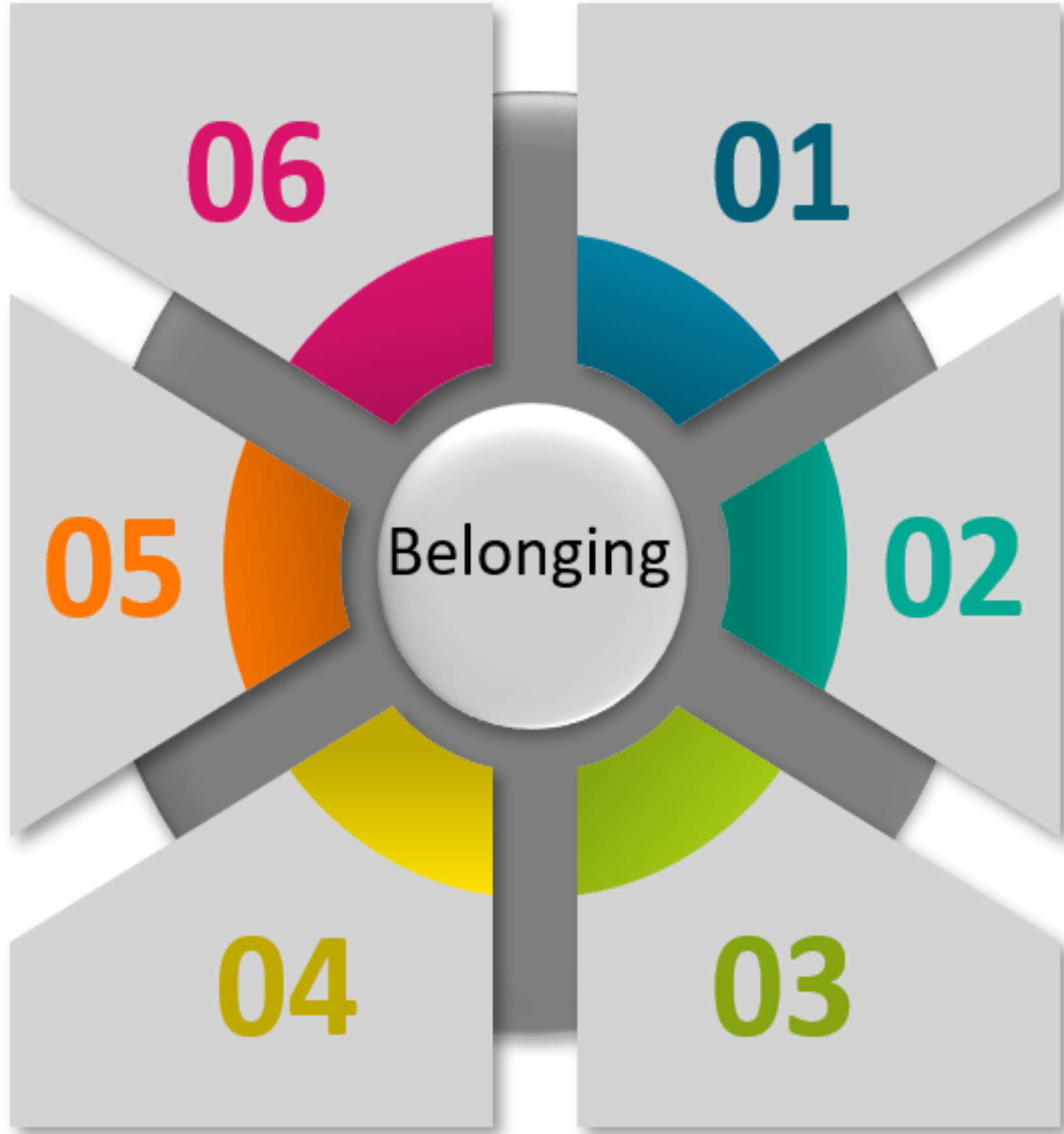
Know what matters to people, what they are motivated by and how that contributes to the collective team.

BUILD EMPATHY

At the center of every deep relationship is trust and respect. Building empathy is a practice to show understanding which cultivates belonging.

LEVERAGE DIVERSE PERSPECTIVES

There is power and responsibility to invite and value different ideas, experiences, perspectives in how teams and organizations make decisions. There should never be one way to do something because that is restrictive and doesn't leave space for innovation.



Conclusions

In addition to the six principles for belonging I found from my interviews there are **four** conditions that must be true for belongingness to thrive. These conditions must be built on a learning orientation that is foundational towards a culture of belongingness for all staff members.



Learning Orientation

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Further Information

For further discussion, please feel free to reach out: Danielle Christina Mullings at danichris12@gmail.com.