

Assess Your Own Sense of Belonging

By Pentabell >> www.pentabell.com/blog/sense-of-belonging-in-the-workplace/

Instructions: Respond to each statement by selecting a number to indicate how much you agree or disagree with the statement. Use the following scale:

Strongly disagree 1 - 2 - 3 - 4 - 5 - 6 - 7 Strongly agree

Scoring:

Step 1: For questions 2, 3, 4, and 5 subtract each of your answer choices from 8 (8 minus your answer choice number) and then add them up to get a subtotal

Step 2: Add your answer choice number for the 1st question to your subtotal.



1. I generally feel that people accept me in my organisation.
2. I feel like a misplaced piece that doesn't fit into the larger puzzle of the organisation
3. I would like to make a difference to people around me at work, but I don't feel that what I have to offer is valued
4. I feel like an outsider in most situations in my organisation
5. I am uncomfortable that my background and experiences are so different from those who are usually around me in the organisation

Score Your Result

A score of 0 – 15: You don't feel a sense of belonging. You do not feel safe and valued for expressing your true self.

A score of 16 – 30: You feel some sense of belonging. You mainly feel safe and valued for expressing your true self, but there is still room for improvement.

A score of more than 30: You feel a good sense of belonging. You feel that you can usually share your thoughts and know you'll be respected and heard.

Self Reflection



- How do you explain the results you just had?
- What are the most significant factors for your results?