Fostering Belonging

Team Chemistry Workshops

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Part 1 · About this workshop

Why Belonging Matters: Teams with strong belonging show 56% better performance and 50% lower turnover.

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Part 2 · Understanding Belonging in SUD Treatment Teams

Belonging is fundamental to team effectiveness in substance use disorder treatment.

Components of Belonging

- Feeling accepted, valued, and included
- Experiencing connection to others and purpose
- Feeling safe to be authentic
- Having contributions recognized
- Full participation in decisions

Benefits in SUD Teams

- Increased motivation and engagement
- Enhanced collaboration
- Improved patient care quality
- Reduced burnout and turnover
- Greater innovation capacity

Unique Challenges

- High emotional demands
- Diverse professional backgrounds
- Integration of lived experience professionals
- Societal stigma
- High staff turnover

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Part 3 · Identifying Barriers to Belonging

Rate how significantly each barrier impacts your team (1-5):

Professional Hierarchies

Traditional hierarchies limiting input

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Difficulty integrating peer specialists

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Cultural Differences

Limited diversity in team

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Unconscious biases affecting interactions

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Burnout Factors

Emotional exhaustion leading to disengagement

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Team members isolating due to overwhelm

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Communication Issues

Formation of cliques

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

Information silos

Low ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 High

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Part 4 · Strategies for Promoting Inclusivity

Inclusive Leadership

- Model inclusive behaviors
- Create psychological safety
- Implement shared decision-making
- Address microaggressions promptly

Team Building

- Design inclusive activities
- Create shared experiences
- Implement peer support systems
- Celebrate achievements

Communication

- Establish clear protocols
- Ensure all voices are heard
- Create safe spaces for dialogue
- Use inclusive language

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Part 5 · Team Belonging Self-Assessment

Rate your agreement (1-5):

I feel valued and accepted by my team members

Disagree ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 Agree

My unique perspective is appreciated

Disagree ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 Agree

I feel safe to express disagreement

Disagree ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 Agree

I am included in important decisions

Disagree ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 Agree

I feel connected to my team's mission

Disagree ○ 1 ○ 2 ○ 3 ○ 4 ○ 5 Agree

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Part 6 · Action Planning for Belonging

Individual Actions

What actions can I take to enhance belonging?

How can I support excluded team members?

Team Initiatives

What team-building would foster connection?

How can we improve meeting inclusivity?

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Part 7 · Measuring and Sustaining Belonging

Quantitative

- Team satisfaction surveys
- Retention rates
- Participation rates

Qualitative

- Quality of interactions
- Psychological safety level
- Willingness to share ideas

Sustainability

- Regular belonging check-ins
- Annual assessment
- Leadership accountability

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Part 8 · Assessment Summary

Scoring guide

Each barrier group's score is the average of its ratings, out of 5.

Score: 4.0–5.0 — Critical

Score: 3.0–3.9 — Significant

Score: 2.0–2.9 — Moderate

Score: below 2.0 — Minor

Belonging Score

The average of the five self-assessment statements, out of 5.

Score: 4.0–5.0 — Strong belonging

Score: 3.0–3.9 — Moderate - room for improvement

Score: below 3.0 — Significant challenges identified

Next Steps

- Share results with leadership
- Facilitate team discussion
- Select 2-3 strategies to implement
- Schedule follow-up in 3 months

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