Workplace Inclusion & Belonging

Social belonging is a fundamental human need, hardwired into our DNA. If workers feel like they belong, companies reap substantial bottom-line benefits!



The Benefits of Belonging:[1]

56% increase in work performance

50% drop in turnnover risk

75% reduction in sick days

Culture Creates Contentment[4]

Employees with a strong sense of belonging are more than twice as likely as the average to say their company is diverse, values diversity, and is diverse at senior levels.

D + E + I = B



Consequences: Lack of Inclusion[3]



80% feel isolated or alone at work

51% feel like they don't belong

40% consider leaving their job

The Bottom-Line[2]

High belonging was linked to a whopping **56%** increase in job performance, a **50%** drop in turnover risk, and a **75%** reduction in sick days.

For a 10,000-person company, this would result in annual savings of more than **$52M**



Citations

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