



Cultivate connection,
inspire change.
Belonging and Engagement

Interdependence every business owner needs
to understand and most don't.



Creating engagement & belonging.



What is engagement?

Engagement is the active & sustained focused social, emotional, and cognisant participation with individuals/group and/or a task/s. Only with sustained active engagement can we progress ourselves, teams, and organisation to maximise engagement, potential, productivity, and performance.

What is belonging?

Belonging is the feeling we have to the question “do I belong here?”.

Belonging is the driving universal need of people. The level of Belonging is the response every child, adult, staff member, colleague, owner, board member and community member have to **their assessment** of the level of inclusion and acceptance **they feel** in the organisation in the **social, emotional, academic/professional and world view spheres**. The sense of or lack of belonging that every individual and group feel will drive their level of engagement, progression, and behaviour.

Universal Needs Taxonomy				
Maslow (1968)	Dreikurs (1972)	Glasser (1986)	Bendtro, Brokenleg & Van Bockern (1990)	Fiona Stanley (2005)
Survival		Survival	Mastery	Competence
Belonging	Belonging	Belonging	Belonging	Belonging
Love		Fun	Independence/ Autonomy	Independence
Esteem		Power	Generosity	Connectedness
Self Actualisation		Freedom		



What is Mastery Engagement vital?

Mastery Engagement is when an individual and the group attain Mastery level of Belonging and the collective engagement, potential, productivity, performance, and progression is optimal and creativity abound. Mastery Engagement is what is required for the team multiplier (x1.8FTE) effect to be released. Team multiplier is where everyone is at their true potential and outcomes can be progressed beyond standard potential of an isolated individual. True mastery is both individual and corporate in its formation and acquisition and benefits all.

When Mastery level Belonging, and Mastery Engagement unite the interdependent and collaborative support of each member of the community explodes.

Whole organisational level Mastery Engagement can only occur when every person feels they belong and can engage in community. When we feel safe and can engage academically/professionally, socially, emotionally within our world views as an individual and with all others in a group can we engage at our full potential.

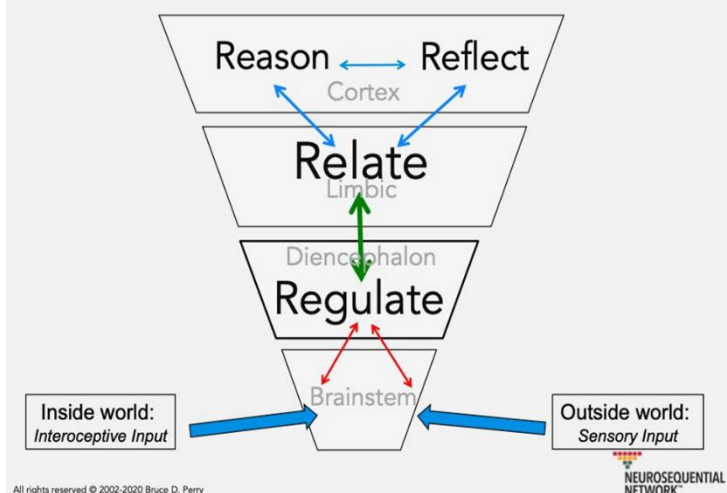
Mastery Engagement occurs when the teams and the whole organisation are united in purpose and values which are integrated into daily engagement.

Mastery Engagement can be seen when there is collective and individual voice & efficacy. When staff want to come to work and actively engage when at work.

Why Belonging matters



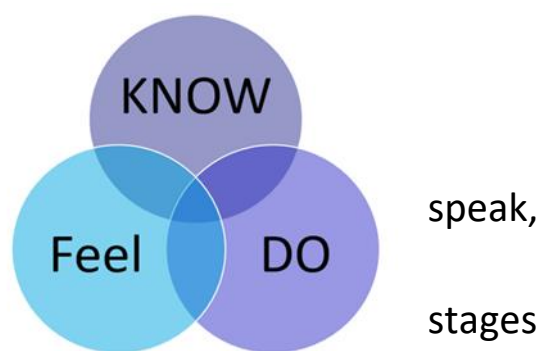
Sequential Engagement & Processing



When we feel we belong our willingness & capacity to engage expands.

The limbic neural pathways that put us into fight or flight mode are significantly reduced. Cognitive load increases as the

prefrontal cortex are unlocked. The capacity to listen, hear, think, write, show empathy and compassion explode. The ability to progress through of knowledge from recall to analysis accelerate. Our capacity to make plans and engage activity with new skills and strategies multiplies. Our emotional regulation capacity increases. Our capacity to work in community and collectively work towards mastery becomes possible.



Most importantly as the stress indicators reduce, social, emotional, and professional/academic progression accelerates and the simple happiness of life. There is a parallel decrease in disengagement and off task behaviours. These two parallel outcomes unlock the team multiplier that every staff/client and community member has experienced at times but don't always know what it is and how we arrived there.

Why is belonging and engagement important?



Organisations are focused on achieving their objectives and thriving. Organisations provide the financial and often social stability to many of our lives.

Staff/human wellbeing is linked to the concept of belonging. Over 30 years of leading, coaching and training the consistent theme from staff, clients and organisations is “I don’t feel like I fit in” or “They don’t like me”. This has been a consistent cry of the disengaged and a justification presented for poor staff professional conduct.

Staff who have not been well often cite the feeling of not fitting in as a core influence on their wellbeing. “We are not supported!” or “We are only told what we need to do better” or “Admin don’t know what it’s like they never come to the coal face”. All cries of a staff member who does not feel they can belong and therefore their personal sense of wellbeing is diminished.

Conversely when staff feel they belong and believe they are accepted and accept others in return they will engage at a deeper level. Staff feel they want to come to work. They want to engage at their true capacity and give to others.

If we don’t belong, we don’t engage and we leave. Leaving may be visual or invisible but the invisible disengagement is just as dangerous if not more to the achievement of collective goals, stability of a team, achievement of collective goals and the stability of each team members future than leaving. Disengagement by staff is also as dangerous to community and client services. Disengagement will influence our efficacy and wellbeing. Disengagement will reduce our learning, increase our sense of isolation, and reduce the capacity we must have choice over our future.

Belonging is a universal need of us all. When we don’t belong, we will not engage.

How do we build belonging?

The first step in building belonging is accepting others just as they are, in this place currently.



Proactive effective leadership delivered individually and corporately to the whole team to accept and be accepted is what is needed. This proactive intentional action is displaying overt acceptance of each member of the team. Accountable leaders can build belonging by sustained display of overt acceptance of the team by consciously setting up patterns of collegial interaction, communication and understanding of one another grows into mutual acceptance. Conscious and sustained activities, interaction, expectations, feedback loops that build a community of acceptance. This starts with the leader holding & demonstrating high expectations about every staff member's capacity and accepting their honest effort as part of a progression journey. The skills we employ to encourage each other to trust and move to acceptance fall into 4 main spheres.

Cognito leadership definitions.



What is leadership?

Everything that you say and do that influences the thoughts, behaviour, and emotions of others.

What is effective and productive leadership?

Everything that you say and do that influences the thoughts, behaviour, and emotions of others to achieve a shared planned goal and/or purpose and where everyone feel they belong and want to be continually engaged.

What is high quality, brilliant leadership?

Everything that you say and do that influences the thoughts, behaviour, and emotions of others to achieve a shared planned goal and/or purpose and where everyone feels they belong and want to be continually engaged and are activity engaged in growing the organisation for the benefit of all.

What is a team?

A team is a group who working together cooperatively, collaboratively and interdependently on a project or with a shared objective.

Leaders & Team Members are not passive; they are active participants engaged and invested.

Reference

Dr Bruce Perry: Nuerosequencing Network

Dr Maslow

Dr Dreikurs

Reclaim youth foundation.

Dr Glasser

Dr Stanley: Children of the lucky country

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Brad Raynor

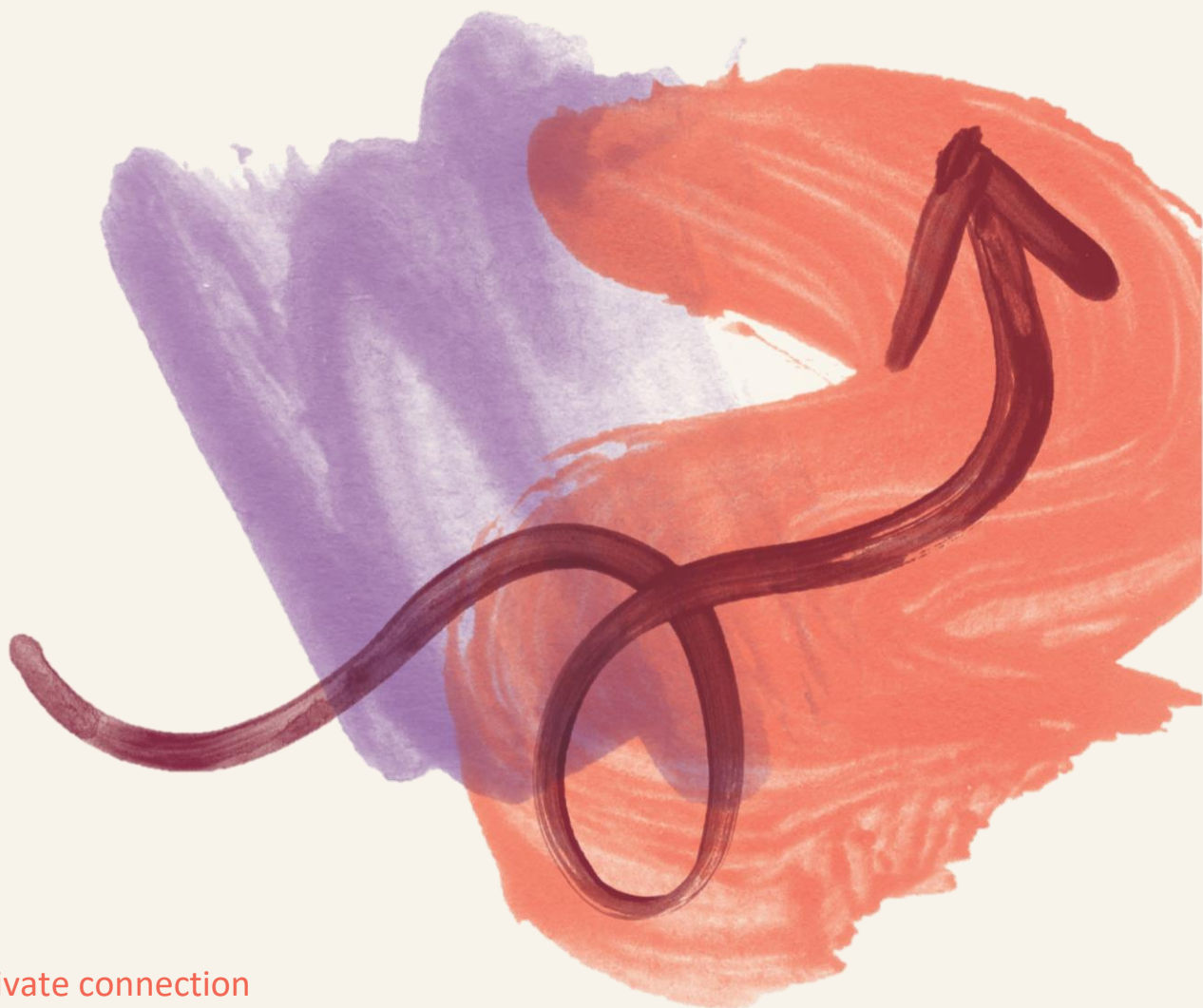
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