

# ANCHORS OF BELONGING FRAMEWORK FOR THOSE WORKING IN SPORT

## 'FEELING SEEN'



Recognising individuals both at the start of their journey with an organisation and on an ongoing basis.

Recognition through performance but also life experiences and unique contributions.

Seeing others that look like you in different roles throughout the organisation.

What and who is **recognised and celebrated** within your organisation and how can this be **extended and diversified**?

## 'FEELING HEARD'



Opportunities for employees to voice their ideas.

Having ideas acted upon to influence and drive change.

Open, transparent dialogue in safe and supported spaces.

How and with whom can all employees **share their ideas** around your **organisation's development**?



## INDIVIDUAL SENSE OF BELONGING

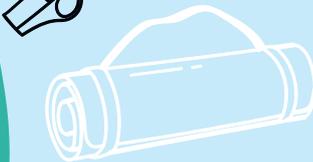
## 'FEELING KNOWN'



Employees being understood as a unique individual.

Requires opportunities for individuals to connect with a diversity of colleagues.

Requires holistic understandings of individuals including their life outside of the organisation.



What **opportunities** do you provide for colleagues across the organisation and at all levels to **get to know each other and develop meaningful relationships**?

## 'FEELING VALUED'

Enabling individuals to feel needed, accepted, respected and celebrated for their authentic self.

Supportive culture that provides regular opportunities to grow and develop.

Valuing people's work-life balance.

How are **opportunities for growth and development** actively and **transparently communicated** and **encouraged** with each individual?

## CONTEXT



### WANT TO LEARN MORE?

Please email [a.stride@leedsbeckett.ac.uk](mailto:a.stride@leedsbeckett.ac.uk) or [l.j.norman@leedsbeckett.ac.uk](mailto:l.j.norman@leedsbeckett.ac.uk)