

Belonging Assessment Tool

Belonging By Design

Think about your work teams, community members, volunteer groups or boards as you respond to each statement on a scale of 1 to 5, from “Not Yet” to “100%.” Use this as a discussion tool to evaluate where you may need a more systematic approach to building a culture of belonging.

	Not Yet				100%
1. Our meetings and gatherings are participatory, with people actively contributing and stepping up to help and lead.	1	2	3	4	5
2. We know different aspects of each other beyond our specific roles.	1	2	3	4	5
3. People are connected to the purpose of our organization and understand how their role contributes to the big picture.	1	2	3	4	5
4. People raise problems with solutions in mind, rather than complaining behind-the-scenes. We welcome disagreement and dissenting opinions, which are offered freely.	1	2	3	4	5
5. We have rituals and practices to celebrate achievements and milestones, and support each other when needed.	1	2	3	4	5
6. Each person’s skills, talents, and networks are known, valued and utilized in our organization.	1	2	3	4	5
7. People from different parts of our organization are familiar with each other’s work and collaborate frequently.	1	2	3	4	5
8. People come together in times of adversity and work well together to solve problems.	1	2	3	4	5
9. People stay, bring others, and take on increasing responsibility and ownership.	1	2	3	4	5
10. Diversity of many kinds is valued, celebrated and reflected at all levels of our organization. All people are actively engaged, and retention across our organization is consistent.	1	2	3	4	5

Want to learn how your organization can unleash the power of belonging?
 Contact **Wendy Verba**: wendyverba@designbelonging.com
 or check out our **Belonging by Design** website: designbelonging.com