



Belonging in Action: Teamwork and Psychological Safety

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Belonging means more than fitting in. It means being free to show up as yourself.

This month, we are highlighting psychological safety: The foundation of teamwork and innovation.

When people feel safe to share ideas, ask questions, or admit mistakes without fear of embarrassment or blame, that's when inclusion truly grows.

Quick Tips: Building Belonging in Daily Work

- Recognize effort, not just results
- Invite quieter voices into conversations
- Thank people for bringing up concerns or ideas
- Use humor carefully. It should connect, never exclude



Building Belonging Through Teamwork

In homecare scheduling, teamwork happens across phones, emails, and shifting priorities. It's easy to feel disconnected, but small acts of inclusion can make a big impact.

Ways to build psychological safety in your team:

- Start team meetings with check-ins
- Celebrate mistakes as learning moments
- Encourage curiosity by welcoming questions and new ideas
- Thank others for their honesty and feedback

Belonging thrives when trust is stronger than fear.

Resources

- Workplace Strategies for Mental Health: tools for psychological safety and resilience
- CCIDI: Creating Safe Spaces for Dialogue
- Canadian Mental Health Association: Building Inclusive Teams Toolkit

