



Human Optimization

Pod Club Discussion Questions



E43 The Importance of Belonging: Why We All Need to Be Accepted, Valued, and Connected

Guest: Shawn M. Ehler, M.B.A., Vice Chair – Human Resources | Mayo Clinic – Arizona

The three big questions explored in the podcast:

Question 1

What exactly is “belonging” and why is it so important?

Question 2

Why do we struggle: to feel like we belong, and to ensure that others know that they belong?

Question 3

What daily habits can we take to create an atmosphere of genuine belonging at work and at home?

Discussion Questions:

1. How do you personally define “belonging”? For you, is this definition the same at home as it is professionally? How is your definition the same or different from others in your group?
2. Do you think that you have to “belong” in order to be your most successful self? Can you be successful in a place where you feel like you don’t belong? If so, how does success in that type of environment look compared to success in an environment where you feel like you do belong?
3. Prior to reviewing the content, what were your prior perceptions of the concept of “belonging?” In what way have those changed after reviewing the content and discussing with others?
4. What do you think are some of the most common misconceptions you’ve seen (or felt yourself) around the concept of belonging?
5. If you felt like you were surrounded by people that fundamentally understood you and accepted you for who you are, how do you think that would impact your ability to be productive and accomplish your goals?
6. Is it more important for you to be surrounded by people who understand and accept you, or people that are just like you (these are not always the same thing)?
7. Tell your group at least one new thing (action step) you are going to do or behavior you are going to adopt to improve your sense of belonging based on the steps listed for individuals in section three of the session.
8. Based on this episode, what is one small change you are going to make to help improve in this area. How are you going to keep yourself accountable to that and measure your success? (Be sure to keep it simple, start small, and make it very clear).