



HERO FORUM²⁰²³
Doing Well by Doing Good:
How Responsible Organizations are
Addressing Societal Challenges

The Power of Belonging

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Feelings of belonging have been linked to increased performance, improved self-confidence, and reduced levels of depression, yet 25% of employees feel like they don't belong at work. This is troubling considering the average person spends one-third of their life at work. For employers who want to enhance those feelings of belonging, creating a compassionate work culture may provide an unexpected pathway. The latest neuroscience suggests that mindfulness, compassion and generosity can rewire our brains and bodies for resilience while also impacting those around us. These positive attributes are contagious, and have a boomerang effect that leads to enhanced mood, performance, and even creativity. In fact, research has shown that witnessing a single act of generosity can inspire at least three additional acts of compassion. Put simply, when we do good, we feel good, and we help others feel better. Conversely, when we are overwhelmed by stress, we are less able to feel compassion, which likewise may spread to those around us. This session will break down the science behind how positive behavior impacts individuals and groups. Dr. Willard will also discuss how employers who encourage kindness and compassion in the workplace can foster feelings of community and belonging that contribute to improved employee well-being and performance.

Learning Objectives

After completing this session, participants will be able to:

1. Describe the impact of positive psychology, including kindness and compassion, on performance and well-being for individuals and the broader workplace community.
2. Identify ways to integrate and encourage simple behaviors such as kindness and compassion in the workforce.
3. Explain the neuroscience and behavioral science of how the power of belonging can influence culture, productivity and well-being outcomes.

.75 CEU

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