

We Keep Building Culture. Why Are People Still Lonely at Work?

A conversation about belonging, relationships, leadership, and the culture people actually experience.

Where is connection in our organization currently dependent upon luck?

Use this conversation to examine what makes meaningful connection more - or less - likely in everyday work.

1 WHERE MIGHT PROXIMITY BE MISTAKEN FOR BELONGING?

Where are people physically or digitally together without necessarily feeling known, included, trusted, or connected?

2 WHAT DOES AN ORDINARY MONDAY TEACH?

After the retreat, event, values exercise, or office day, what do everyday routines teach people about whether they matter?

3 WHERE DOES CONNECTION EMERGE FROM THE WORK?

What parts of the work create genuine interdependence, shared problem solving, reciprocal help, and reasons to rely on one another?

4 HOW GOOD ARE OUR CONVERSATIONS?

Do leaders and colleagues mostly exchange information, or do people have space to ask, clarify, disagree, admit uncertainty, and be heard?

5 WHO IS MOST LIKELY TO BECOME PERIPHERAL?

Which roles, locations, career stages, identities, or work arrangements make it easier for someone to become socially or professionally invisible?

6 WHAT IS LEADERSHIP HERE TO BUILD?

Which routines, relationships, access points, and expectations could make belonging less accidental and connection more reliable?

BEFORE YOU LEAVE

One place where connection is too dependent on luck

One everyday routine we could redesign relationally

One person or group whose experience we need to understand better

Proximity is not belonging.