

Handout 4.1: Supporting confidence and competence

1. In the table below, write some ways of supporting your team's confidence and competence *that you are already practising*.

CONFIDENCE	COMPETENCE

2. In the table below, write some ways of supporting your team's confidence and competence *that you will try in the future*.

CONFIDENCE	COMPETENCE

3. In the table below, write some ways of crushing your team's sense of confidence and competence *that you will avoid!*

CONFIDENCE	COMPETENCE

Handout 4.2: Supporting values and meaningfulness

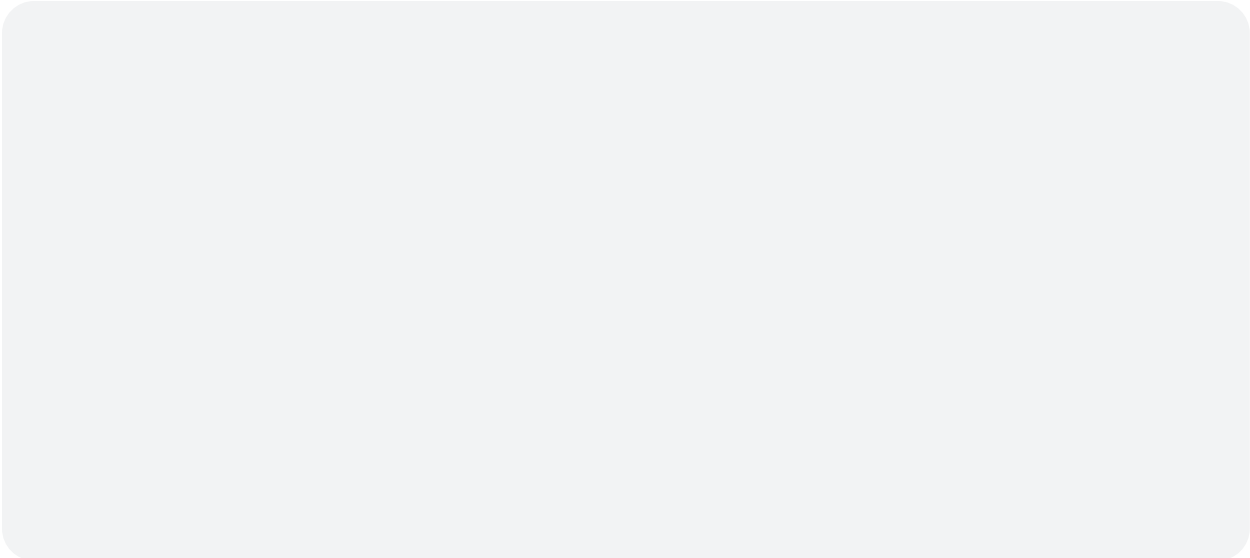
1. In the table below, write some ways of supporting your team’s values and sense of meaningfulness *that you already practise*.

2. Below fill in some ways of supporting your team's values and sense of meaningfulness *that you will try in the future.*

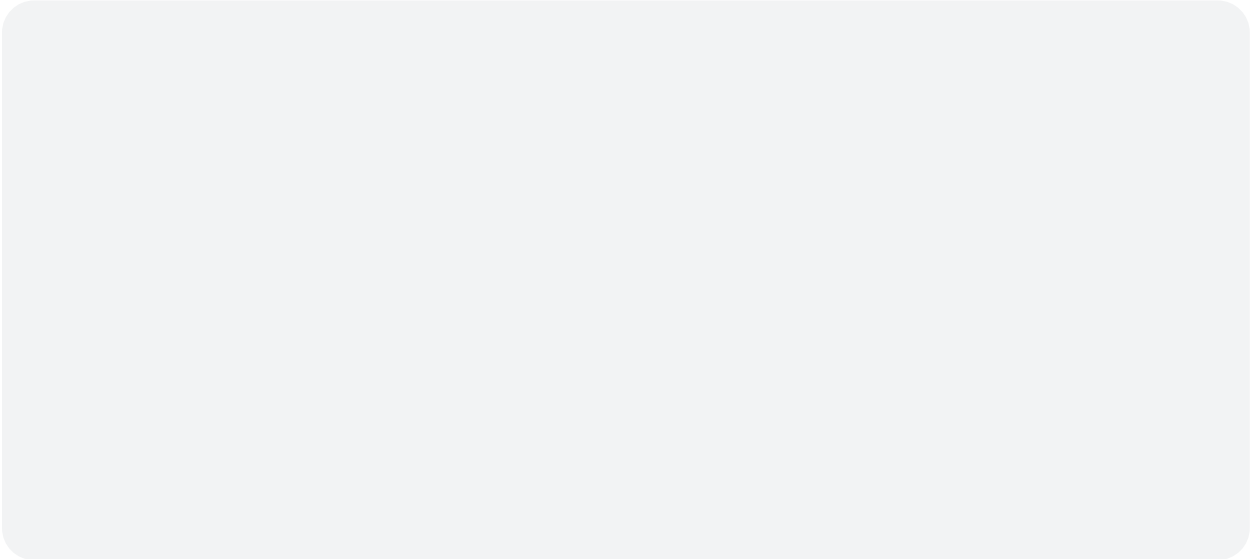
3. Below fill in some ways of crushing your team's confidence and competence *that you will avoid!*

Handout 4.3: Supporting a feeling of belongingness

Think back to a time and a place where you felt as if you belonged to a group (it does not have to be a work situation). Below, please write down some of the important things that other people in that group said and did that helped you feel this way.



Think back to a time and a place where you felt as if you did *not* fit in with a group (it does not have to be a work situation). Below, please write down some of the important things that other people in that group said and did that helped you feel this way.



Handout 4.4: Supporting a feeling of belongingness – five top tips

Five top tips for helping new staff to feel that they belong:

1.
2.
3.
4.
5.

Five top tips for helping current and maybe long-serving team members feel that they belong:

1.
2.
3.
4.
5.