



LEEDS
BECKETT
UNIVERSITY

Citation:

Stride, A and Norman, L and McGoldrick, M and Fitzgerald, H and Clarke, N (2024) Anchors of Belonging Framework for those Working in Sport. [Teaching Resource] (Unpublished)

Link to Leeds Beckett Repository record:

<https://eprints.leedsbeckett.ac.uk/id/eprint/11600/>

Document Version:

Teaching Resource (Other)

Creative Commons: Attribution-Noncommercial-No Derivative Works 4.0

© the authors

The aim of the Leeds Beckett Repository is to provide open access to our research, as required by funder policies and permitted by publishers and copyright law.

The Leeds Beckett repository holds a wide range of publications, each of which has been checked for copyright and the relevant embargo period has been applied by the Research Services team.

We operate on a standard take-down policy. If you are the author or publisher of an output and you would like it removed from the repository, please [contact us](#) and we will investigate on a case-by-case basis.

Each thesis in the repository has been cleared where necessary by the author for third party copyright. If you would like a thesis to be removed from the repository or believe there is an issue with copyright, please contact us on openaccess@leedsbeckett.ac.uk and we will investigate on a case-by-case basis.

ANCHORS OF BELONGING FRAMEWORK FOR THOSE WORKING IN SPORT

'FEELING SEEN'



Recognising individuals both at the start of their journey with an organisation and on an ongoing basis.

Recognition through performance but also life experiences and unique contributions.

Seeing others that look like you in different roles throughout the organisation.

What and who is **recognised and celebrated** within your organisation and how can this be **extended and diversified**?

'FEELING HEARD'



Opportunities for employees to voice their ideas.

Having ideas acted upon to influence and drive change.

Open, transparent dialogue in safe and supported spaces.

How and with whom can all employees **share their ideas** around your **organisation's development**?



INDIVIDUAL SENSE OF BELONGING

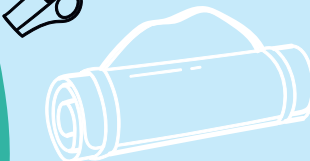
'FEELING KNOWN'



Employees being understood as a unique individual.

Requires opportunities for individuals to connect with a diversity of colleagues.

Requires holistic understandings of individuals including their life outside of the organisation.



What **opportunities** do you provide for colleagues across the organisation and at all levels to **get to know each other and develop meaningful relationships**?

'FEELING VALUED'

Enabling individuals to feel needed, accepted, respected and celebrated for their authentic self.

Supportive culture that provides regular opportunities to grow and develop.

Valuing people's work-life balance.

How are **opportunities for growth and development** actively and **transparently communicated** and **encouraged** with each individual?

WANT TO LEARN MORE?

Please email a.stride@leedsbeckett.ac.uk or l.j.norman@leedsbeckett.ac.uk

CONTEXT

