



**MINDING  
YOUR BUSINESS:  
HOW BELONGING  
MATTERS**

## DEFINITIONS

### DIVERSITY

The representation of a variety of populations and perspectives, including different backgrounds, gender identity, sexual orientation, and ableness.

### INCLUSION

Practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.



### BELONGING

The organization-wide effort where different groups and individuals are culturally accepted and welcomed.

### MICROAGGRESSIONS

Subtle expressions that are commonly seen or heard that are hurtful and trigger an emotional reaction from the person to whom the message is delivered.

## I AM....BUT I AM NOT....

1 \_\_\_\_\_  
\_\_\_\_\_

2 \_\_\_\_\_  
\_\_\_\_\_

3 \_\_\_\_\_  
\_\_\_\_\_

4 \_\_\_\_\_  
\_\_\_\_\_

5 \_\_\_\_\_  
\_\_\_\_\_

### [Implicit Association Test \(Link\)](#)

Measures the strength of our associations between concepts, evaluations, and stereotypes. Helps us identify opportunity gaps in our knowledge, and also our biases.

### INCREASING BELONGING

- Change
- Commitment
- Courage
- Collaboration
- Cultural intelligence
- Curiosity
- Confidence





Describe an experience when part of your identity appeared to hold you back.

---

---

Describe an experience when part of your identity appeared to work to your advantage.

---

---

It's time to put your new skills into action. Start by writing down your Top 3 Issues, Conversations, and Goals. Assign yourself action steps with deadlines. Execute! You'll make progress in no time!

### ISSUES I WANT TO ADDRESS:

Problem I'm Having	Ways to Address It/Action to Take	<input checked="" type="checkbox"/>
1.	What action can I take today?	<input type="checkbox"/>
	What is my next step? Deadline ___/___/___	<input type="checkbox"/>
2.	What action can I take today?	<input type="checkbox"/>
	What is my next step? Deadline ___/___/___	<input type="checkbox"/>
3.	What action can I take today?	<input type="checkbox"/>
	What is my next step? Deadline ___/___/___	<input type="checkbox"/>

### CONVERSATIONS I WANT TO HAVE:

With Whom	About	Style/Tone	Desired Outcome	When	<input checked="" type="checkbox"/>
				___/___/___	<input type="checkbox"/>
				___/___/___	<input type="checkbox"/>
				___/___/___	<input type="checkbox"/>

**GOAL:** \_\_\_\_\_

**COMPLETE BY:** \_\_\_/\_\_\_/\_\_\_

Step 1: Due Date \_\_\_/\_\_\_

\_\_\_\_\_

Step 2: Due Date \_\_\_/\_\_\_

\_\_\_\_\_

**GOAL:** \_\_\_\_\_

**COMPLETE BY:** \_\_\_/\_\_\_/\_\_\_

Step 1: Due Date \_\_\_/\_\_\_

\_\_\_\_\_

Step 2: Due Date \_\_\_/\_\_\_

\_\_\_\_\_

**GOAL:** \_\_\_\_\_

**COMPLETE BY:** \_\_\_/\_\_\_/\_\_\_

Step 1: Due Date \_\_\_/\_\_\_

\_\_\_\_\_

Step 2: Due Date \_\_\_/\_\_\_

\_\_\_\_\_



### JUDY HISSONG, CLM

President, Nesso Strategies | Legal Leadership Institute  
Speaker | Consultant | Coach

Judy Hissong is the President of Nesso Strategies. A former law firm Chief Operating Officer, she helps firms become more profitable by advising leaders in strategic and leadership development challenges. Her mission is “world domination for Good®.” By creating actionable, lightbulb moments that leaders want to share and spread, she intends to improve the world one person at a time. When she’s not speaking, training and consulting, Judy teaches quarterly online workshops and facilitates Leaders Lab, a monthly video conference that enables small groups of leaders to brainstorm strategies and solutions to work through common issues that keep firms stuck.

619.546.7885

[judy@nessostrategies.com](mailto:judy@nessostrategies.com)

[nessostrategies.com](http://nessostrategies.com)

Follow



*If your actions inspire others to dream more, learn more, do more and become more, you are a leader.*

*—John Quincy Adams*