



HOW TO BUILD BELONGING IN HYBRID TEAMS

7 practical ways to help every team member feel seen, valued, and connected

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A CONNECTED CULTURE DOESN'T HAPPEN BY ACCIDENT

With some employees working remotely and others in the office, it's easy for hybrid teams to feel disconnected.

Belonging—feeling like you're part of something and that your voice matters—is key to employee engagement, retention, and performance.

But hybrid work adds new challenges: unequal access, unclear norms, and missed moments of connection.

👉 Over the next few slides, we'll share 7 practical ways to foster a strong sense of belonging—no matter where your team is working from.



#1

NORMALIZE FLEXIBILITY FOR EVERYONE

One of the biggest risks in hybrid work? Creating an unspoken “in-office default.”

Make flexibility an intentional, team-wide norm—not just a perk for remote workers.

Set shared expectations about availability, response time, and time zones. And model it from the top: when leaders embrace flexibility, others feel safe doing the same.





#2

MAKE SPACE FOR EVERY VOICE IN MEETINGS

Hybrid meetings can be awkward—remote folks often feel like observers.

To build belonging, design meetings that include everyone.

Assign a moderator to check for raised hands (virtual and physical), encourage turn-taking, and call on quieter voices. And don't forget to rotate speaking opportunities so everyone is heard regularly.



#3

BUILD RITUALS THAT REINFORCE IDENTITY

Rituals—like weekly wins, shout-outs, or question-of-the-day icebreakers—build shared identity and emotional connection.

These don't need to be time-consuming. A 5-minute Slack thread every Friday or a monthly “culture call” can go a long way.

Consistency is what counts.





#4

DESIGN FOR ASYNCHRONOUS BELONGING

Belonging doesn't have to be synchronous.

Use async tools—like shared digital whiteboards, celebration channels, and team playlists—to create touchpoints that make people feel included, even when they're not online at the same time.

This supports autonomy and inclusion at the same time.



#5

TELL RECOGNITION STORIES, NOT JUST STATS

Saying “Great job!” is nice—but sharing why someone’s work mattered builds meaning.

Go beyond metrics. Tell mini-stories in your praise: what the person did, how it impacted others, and what values it reflected.

Story-based recognition helps teammates feel seen and valued.





#6

CHECK IN WITH CURIOSITY, NOT CONTROL

Instead of asking “What are you working on?”, ask “How are you doing?” or “What’s something that’s been energizing or draining lately?”

Psychological safety starts with leaders who show care, not just accountability. These quick, curiosity-driven check-ins build trust and emotional connection.



#7

CO-CREATE BELONGING, DON'T PRESCRIBE IT

Belonging can't be copy-pasted from another team—it has to be built together.

Invite your team to define what belonging looks like for them. Ask: “What helps you feel part of a team here?” or “What makes you feel excluded?”

Then act on those insights together.

