

Rev. Courtney L. Carson

EnRich™

AT RICHLAND COMMUNITY COLLEGE

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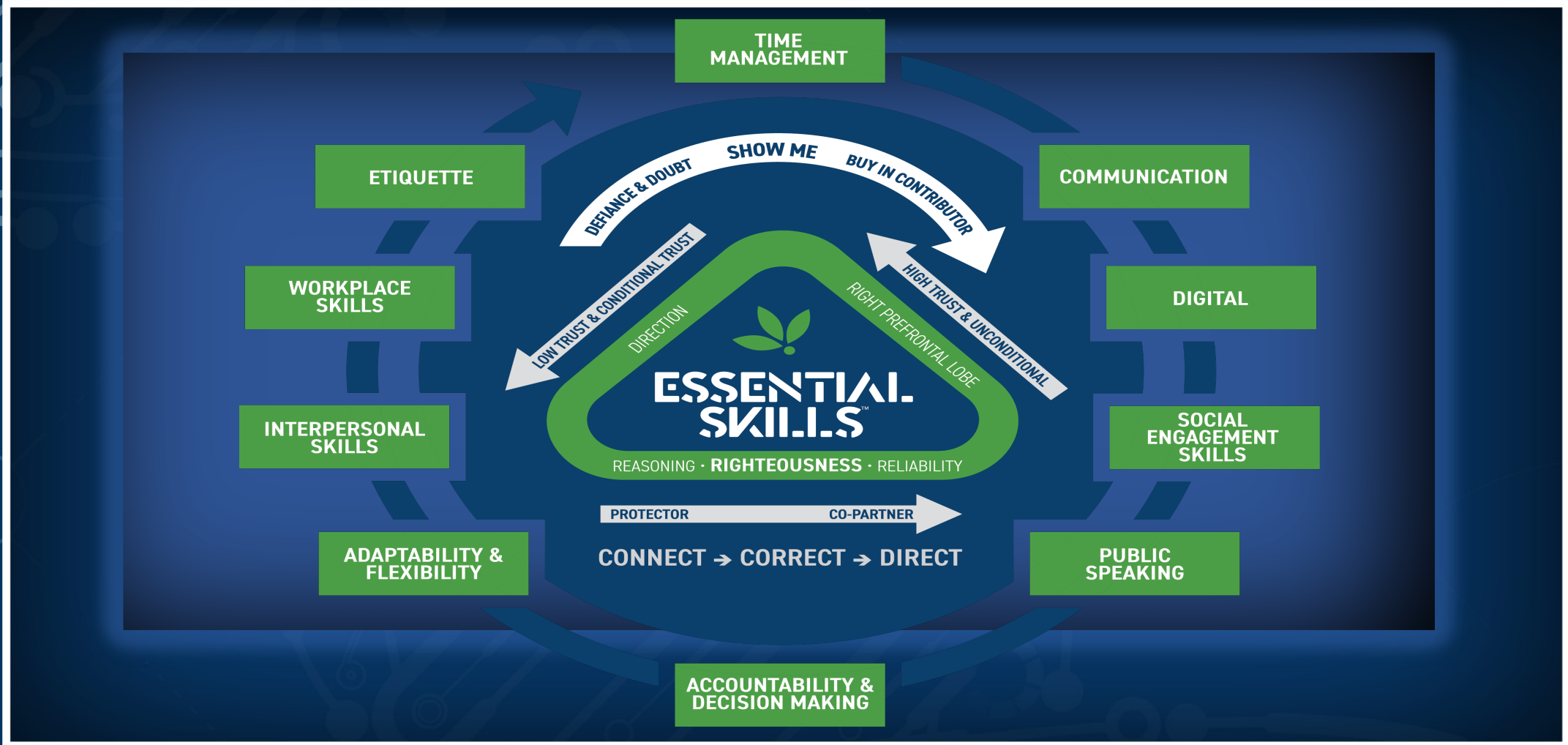
[Man In the Mirror](#)

Diversity:

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

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Diversity:

LOOK AT YOU:

LOOK AT ME:

The difference between us?

Visible: *What you see, or within the range of wavelengths to which the eye is sensitive*

Invisible: *unable to be seen; not visible to the eye*

Inclusion: *The action or state of including or of being included within a group or structure (look at like this)*



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The Circle of Courage – Belonging, Mastery, Independence, Generosity – is the foundation for psychological resilience and positive human development.

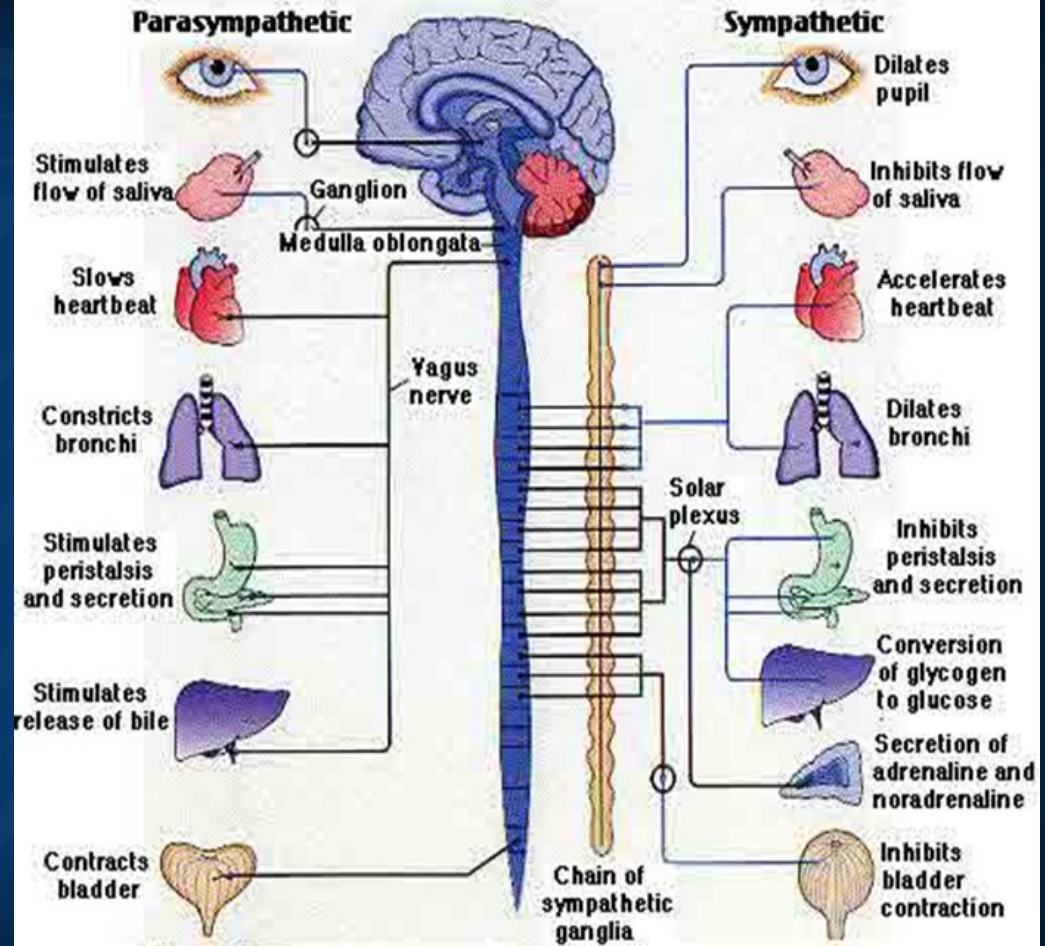
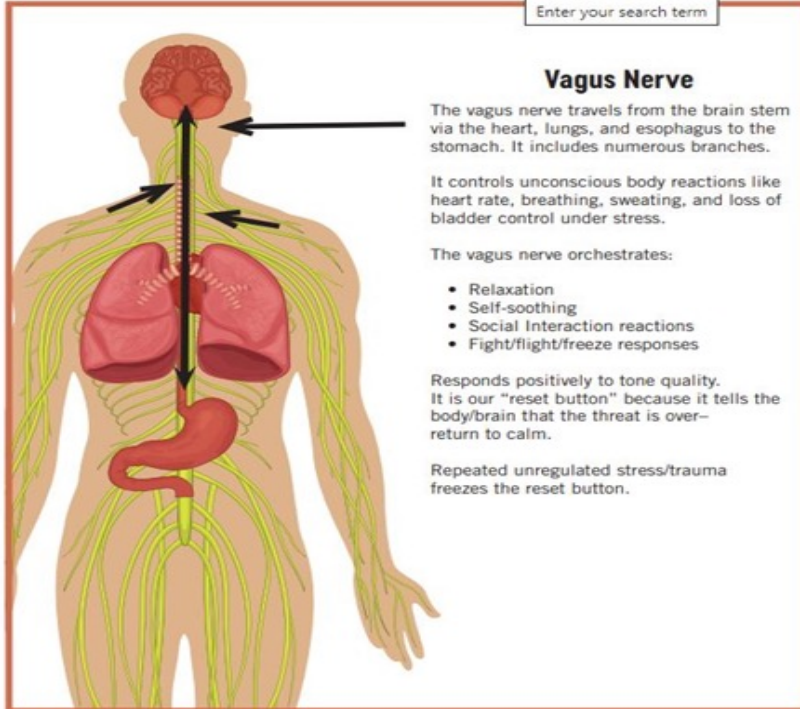
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The Polyvagal Theory

The Parasympathetic Nervous System (PNS), the same system that can shut us down and immobilize us, has another branch called the social engagement system which ALSO governs goodness and belonging.

Enter your search term



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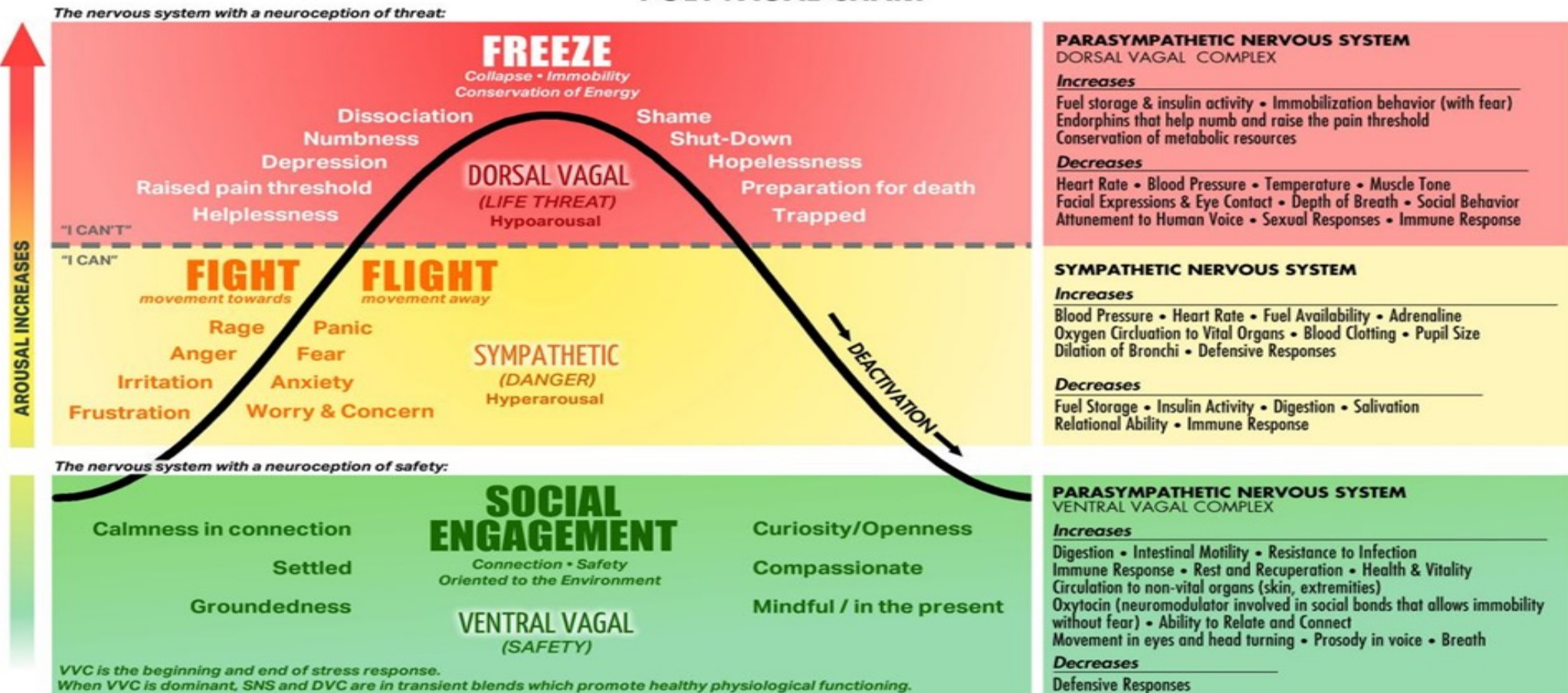


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POLYVAGAL CHART



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Adapted by Ruby Jo Walker from: Cheryl Sanders, Anthony "Twig" Wheeler, and Steven Porges.

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Belonging is good for business

“If workers feel like they belong, companies reap substantial bottom-line benefits. High belonging was linked to a whopping 56% increase in job performance, a 50% drop in turnover risk, and a 75% reduction in sick days. For a 10,000-person company, this would result in annual savings of more than \$52M. Employees with higher workplace belonging and independence also showed a 167% increase in their employer promoter score (their willingness to recommend their company to others). They also received double the raises, and 18 times more promotions.



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Independence/Autonomy:

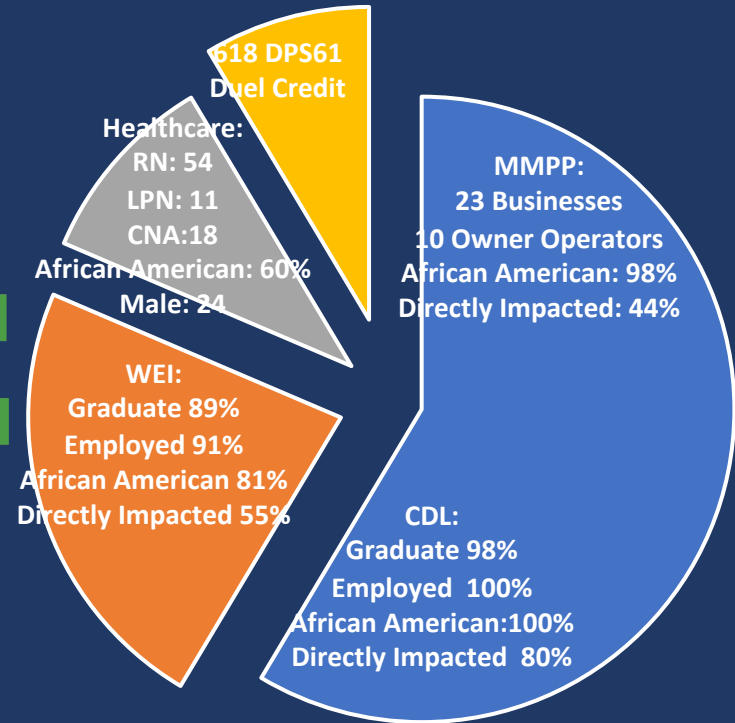
Humans need opportunities to develop self-sufficiency and self-governance. This is accomplished by being given opportunities to accept responsibility and prove oneself trustworthy. From these learning experiences, people can self-manage their actions and make good choices. They learn how their decisions influence their destiny.

Persons with a strong sense of "Independence" feel in control of themselves, their behavior, and their lives. They have a well-developed sense of autonomy and accept responsibility for themselves and their actions. On the other hand, those who have a lessened or absent sense of independence are likely to engage in "scatter-brained" or disorganized behavior, be easily swayed by others into engaging in irresponsible or inappropriate actions, and blame circumstances/others for their actions.



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