



# Connectedness

A frame of mind that reflects an individual’s outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need.



**The following items are used to assess Connectedness on the DEOCS using a 7-point response scale from strongly disagree to strongly agree on the first question and a 6-point scale from not at all true for me to very true for me for the remaining questions.**

1. My future seems dark to me.
2. These days, I think I am a burden on people in my life.
3. These days, I feel like I belong.
4. These days, I feel that there are people I can turn to in times of need.
5. I know someone in my organization who has thought of, attempted, or died by suicide.

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> <li>• Individuals feel connected to co-workers and/or unit</li> <li>• Positive emotions displayed by employees</li> <li>• Supportive relationships are formed</li> </ul>	<ul style="list-style-type: none"> <li>• Verbal cues (e.g., using vague phrases such as “ok” or “fine” when conversation dictates a lengthier answer)</li> <li>• Behavioral shifts (e.g., previously outgoing and social now being reserved and standoffish)</li> <li>• Personal preparation (saying goodbye to close family and friends)</li> <li>• Traumatic life event</li> <li>• Showing signs of detachment instead of engagement</li> </ul>
Outcomes	<ul style="list-style-type: none"> <li>• Low levels of absenteeism</li> <li>• Better physical and mental health</li> <li>• More cooperative employees</li> </ul>	<ul style="list-style-type: none"> <li>• Depression</li> <li>• Individuals withdraw from group</li> <li>• Safety issues at work</li> <li>• Possible Suicide</li> </ul>

For more information go to Assessment to Solutions on [deomi.org](http://deomi.org). You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor