



Compassionate Leadership

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“Be the Change you wish to see in the world”

- Gandhi

Compassion

Define It.

Three Core Principals-Empathy, Cognitive, Motivation:

1. **Empathy:** “Karuna” in Buddhism.

Feeling how someone else is feeling. The willingness to bear the pain of others.

This begins with Exploring the who and the why. Understanding your own feelings and personal non-negotiables. Embracing vulnerability.

We have the procedures of achievement upside down. Typically we write new year’s resolutions, make our to-do lists and our strategic plans — all the stuff we want to have, get, accomplish, and experience outside of ourselves. All of those goals and needs are being driven by an innate desire to feel a certain way. And to do so, we have to know who we are and what that core desired feeling is.

Character-WHO ARE YOU?

What are your personal non-negotiables?

How do you want to feel...

when you look at your schedule for the week?

when you get dressed in the morning?

when you walk through the door of your office or workplace?

when you pick up the phone?

when you cash the big check?

when you feel love?

when you accept the award?

when you have a breakthrough at work?

when you connect with someone else?

when you go to bed at night?

What if, first, you got clear on who you are and how you actually wanted to feel in your life, and then laid out your intentions? What if your personal non-negotiables and most desired feelings consciously informed how you connect with others and how you help lead your organization to belonging?

Apathy, Empathy, Sympathy:

Define It.

Role Play it.

An co-worker or employee, Ben, has been slacking off a little bit. He is often late and unorganized and never used to be. You see his demeanor change. He seems to be struggling getting things done. You aren't sure what's going on...

How do you respond to Ben in each of the three definitions above?

Roll play with a partner.

What did you notice?

2. **Cognitive** (Communication): Seeking to understand what someone else is thinking and why they came to this certain opinion.

Belief Windows.

Listening--Aggressive, Passive, Active.

Aggressive-Listening to respond, interrupts you while you are still talking and is thinking about what they are going to say.

Passive-The one that believes they can multi-task while you are talking to them, responding to a text message or email.

Active-Listens thoroughly to what you said and can mirror back what you said with phrases like, "What I hear you saying is..." "TELL ME MORE"

Role Play:

What's something you would come up with as an idea to help improve culture in your workplace?

Person 1, talk about it. Person 2 listen in one of the three styles. Person 1, guess which style. Then switch.

3. **Motivation:**

The How

We have a choice in where our focus lies. We have a choice in how we respond. We have a choice in where to spend our time and energy. We have a choice in how we portray the kind of leader we are. We have a choice in how we show up, with compassion and empathy and leading all-in from the heart level.

My WHY/My happiness story/what drives me:

My strengths

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

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