



Compassion: Creating a Relationship-Based Culture

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Quotes to Ponder

“A compassionate leader always feel motivated to bring happiness and relieve the suffering of customers, investors, suppliers, employees, government and the communities.” — Amit Ray

“Compassion is the practice of demonstrating that people are valuable, capable, and responsible in every interaction.”

— Nate Regier



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Breakout Room #1

- ▶ What was ONE thing you learned and applied from last session?
- ▶ How was the Challenge this past week?
- ▶ How have you shown compassion for your team?



Creating Brave Spaces



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- ▶ Active Listening
- ▶ Intentionality
- ▶ Modeling

What is Compassion?



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3 Parts of Compassion

Thupten Jinpa, a Tibetan scholar and English translator to the Dalai Lama, defined compassion as “*a mental state endowed with a sense of concern for the suffering of others and aspiration to see that suffering relieved*” (Tan, 2012).

Jinpa indicated that every expression of compassion has three aspects in it (Tan, 2012):

- The cognitive aspect – “I understand your problems”
- The affective component – “I feel what you feel”
- The drive or motivational component – “I want to help you out of this.”

Why is Compassion Important in Leadership?

Indifference is easy.
Empathy and compassion are messy.

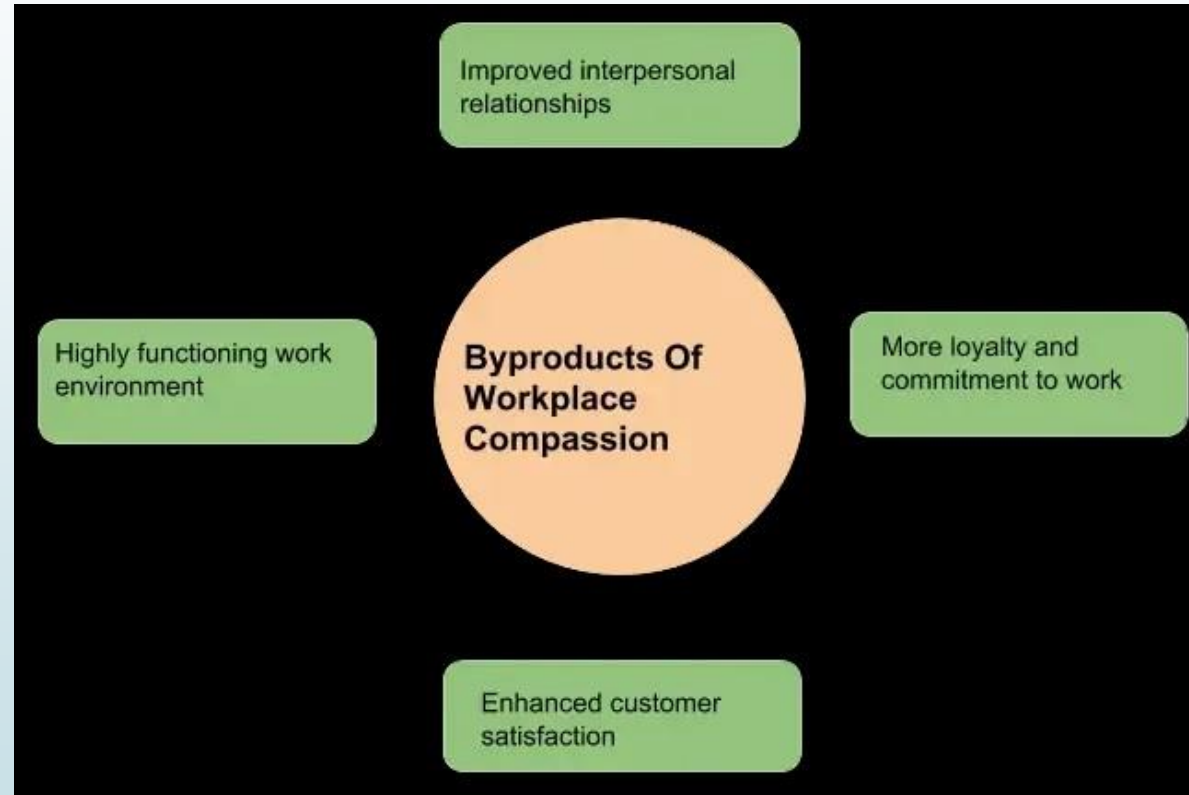


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Compassion in the Workplace



Byproducts of Workplace Compassion



Compassion Scale

- A. Activist level**
- B. Apathetic level**
- C. Altruistic level**
- D. Avoidant level**
- E. Other (put in chat)**



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Trauma Informed Leadership

Concern

Understanding

Empathy



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Compassionate Integrity



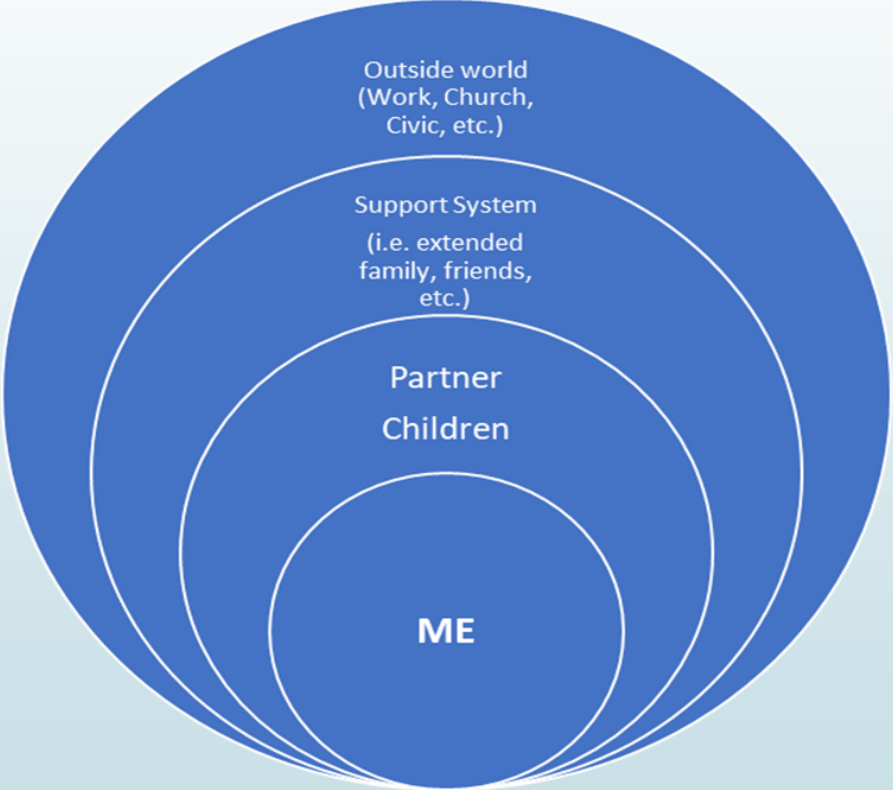
Self-Compassion



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1. Self-kindness vs. Self-judgment
2. Common humanity vs. Isolation
3. Mindfulness vs. Over-identification

Circles of Self-Compassion



Breakout Room

**How have you
displayed
compassion for
yourself?**



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Compassion in Leadership

A. Promotes a culture of wellness

B. Deepens relationships

C. Improves understanding

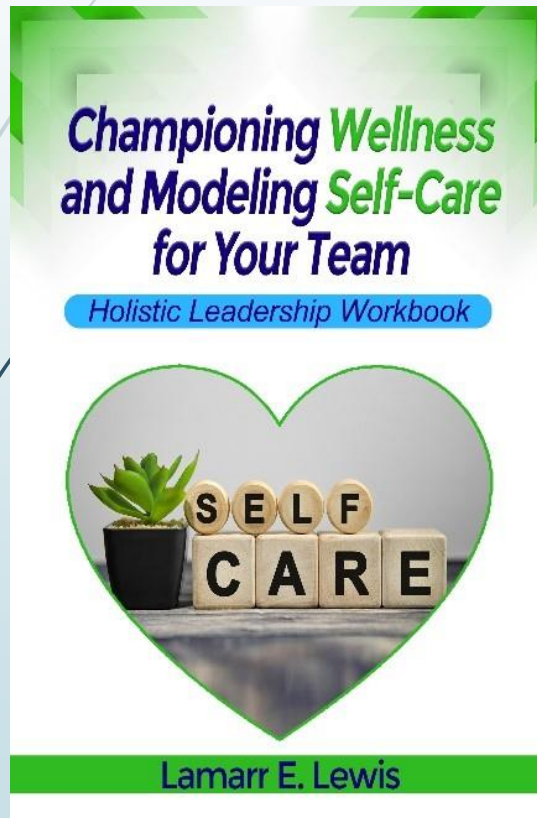


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Ongoing Challenge



Stay in Touch



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