

The Power of (Self) Empathy to Effect Change

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1.

The What and How of Empathy



3 Types of Empathy

1. Affective Empathy (Emotional)
2. Cognitive Empathy (Perspective Taking)
3. Empathic Concern (Compassionate)

E.M.P.A.T.H.Y

E: Eye Contact

M: Muscles of Facial Expression

P: Posture

A: Affect

T: Tone of Voice

H: Hearing the Whole Person

Y: Your Response

Riess, H. (2018). The Empathy Effect. 7 Neuroscience Based Keys for Transforming the way we Live, Work and Connect Across Differences. Sounds True Books.

2.

Emotional Regulation: A Necessary Part of Empathy



« Discomfort is the price of admission to a meaningful life. »

Susan David, Emotional Agility.

To remain empathic toward others, we need to be empathic toward ourselves.

Emotional Agility

- 1. Showing up: Facing** into thoughts, emotions and behaviours willingly with curiosity and kindness.
- 2. Stepping out:** Detaching from, and **observing** your thoughts and emotions to see them for what they are—just thoughts, just emotions.
- 3. Walking Your Why:** Your core **values** provide the compass that keeps you moving in the right direction.
- 4. Moving On:** Small deliberate tweaks to your **mindset, motivation, and habits** – in ways that are infused with your values, can make a powerful difference in your life.

David, S. (2016). Emotional Agility. Get Unstuck, Embrace Change and Thrive in Work and Life. Avery Books.

Emotional Regulation

Recognizing and sharing someone else's emotional state is a complex inner experience.

It calls on **self-awareness**, the ability to **distinguish between your own feelings and those of others**, the skill to take another's perspective, the ability to **recognize emotions** in others as well as oneself, and the know-how to **regulate** those feelings.

Empathy is first and foremost an emotional skill, and empathizing is much easier when you understand that **each emotion arises for important reasons.**

All emotions contain gifts, skills, and intelligence that you can't get anywhere else, and there are **no unnecessary emotions!**

When you know why emotions arise and how to work with them intentionally, you'll understand yourself and others better – and you'll be able to access the deep intelligence and skills that all emotions contain.

| INTENSITY | HAPPINESS | SADNESS | ANGER | FEAR | SHAME |
|---------------|---|--|---|---|---|
| HIGH | Elated Excited Overjoyed Thrilled Exuberant Ecstatic Fired up Passionate | Depressed Agonized Alone Hurt Dejected Hopeless Sorrowful Miserable | Furious Enraged Outraged Boiling Irate Seething Loathsome Betrayed | Terrified Horrorified Scared stiff Petrified Fearful Panicky Frantic Shocked | Sorrowful Remorseful Defamed Worthless Disgraced Dishonored Mortified Admonished |
| MEDIUM | Cheerful Gratified Good Relieved Satisfied Glowing | Heartbroken Somber Lost Distressed Let down Melancholic | Upset Mad Defended Frustrated Agitated Disgusted | Apprehensive Frightened Threatened Insecure Uneasy Intimidated | Apologetic Unworthy Sneaky Guilty Embarassed Secretive |
| LOW | Glad Contented Pleasant Tender Pleased Mellow | Unhappy Moody Blue Upset Disappointed Dissatisfied | Perturbed Annoyed Uptight Resistant Irritated Touchy | Cautious Nervous Worried Timid Unsure Anxious | Bashful Ridiculous Regretful Uncomfortable Pitied Silly <i>Source: Julia West. In Emotional Intelligence 2.0.</i> |

Values

Authenticity
Achievement
Adventure
Authority
Autonomy
Balance
Beauty
Boldness
Compassion
Challenge
Citizenship
Community
Competency
Contribution
Creativity
Curiosity

Determination
Fairness
Faith
Fame
Friendships
Fun
Growth
Happiness
Honesty
Hope
Humor
Influence
Inner Harmony
Justice
Kindness
Knowledge

Leadership
Learning
Love
Loyalty
Meaningful Work
Openness
Optimism
Peace
Pleasure
Poise
Popularity
Recognition
Religion
Reputation

Respect
Responsibility
Security
Self-Respect
Service
Spirituality
Stability
Success
Status
Trustworthiness
Wealth
Wisdom

3.

When Things get Tough...



About Triggers...

A trigger can make us unable to access our empathic capacities

The Waiter

1. Label emotion (frustrated, upset)
2. Identify value (courtesy, respect)
3. Decide: Course of action (act, refrain, delay)

A Surprising Empathic Skill...

When people think of empathy, they tend to see it as a soft skill, full of yielding and niceness.

That's a *part* of empathy, but there's a deeper and more full-bodied form of empathy that **helps you engage with people when they (and you!) are not feeling nice at all.**

McLaren, K. (2013). The Art of Empathy. A Complete Guide to Life's most Essential Skill.

Self-Compassion

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

Kristen Neff (2011). Self-Compassion. The Proven Power of Being Kind to Yourself.

Emotional Agility: Susan David

“When you feel a strong, tough emotion, don’t race for the emotional exits. Learn its contours, show up to the journal of your hearts.

What is the emotion telling you? And try not to say “I am,” as in, “I’m angry” or “I’m sad.” When you say “I am” it makes you sound as if you are the emotion.

You are you, and **the emotion is a data source**. Instead, try to notice the feeling for what it is: “I’m noticing that I’m feeling sad” or “I’m noticing that I’m feeling angry.”

« If your compassion does not include yourself, it is incomplete »

Jack Kornfield

Thank You!

