



What we get wrong about EMPATHIC LEADERSHIP

BY: OLGA VALADON / AS PUBLISHED IN HBR

IN A SURVEY

52%

Respondents feel their company's efforts to be empathetic are **DISHONEST**

EMPATHY matters

Builds trust

Improves morale & productivity

Creates psychological safety

What we get **WRONG** about **EMPATHY**

EMPATHY

≠

SYMPATHY



Compassion **WITHOUT** personally relating



Feeling other's sorrow **THROUGH** personal experience

AUTHENTIC EMPATHY

= **UNDERSTAND** where they are coming from

+

RESPOND thoughtfully

HOW CAN LEADERS DISPLAY AUTHENTIC EMPATHY

Actively listen and be curious

Be fully present, lean in

Listen to understand, not to respond

Acknowledge and ask questions

Know that you don't have to have the answers

Avoid rushing to solutions for personal challenges

Give others the space to talk and feel heard

Always, always make the time

Show authenticity by personally arranging follow-ups when busy

Follow through on commitments to build trust

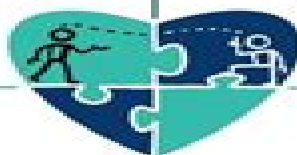
Demonstrate willingness and genuine care to support

Avoid an autopilot response

Empathy is not "one-size-fits-all"

Respect boundaries when others choose not to share

Adopt a fluid approach



Growing Appreciation Issue 2

**Marc Bungenberg, Markus
Krajewski, Christian J. Tams, Jörg
Philipp Terhechte, Andreas R. Ziegler**

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Table of Contents Growing Appreciation Issue 2

1. Understanding the eBook Growing Appreciation Issue 2
 - The Rise of Digital Reading Growing Appreciation Issue 2
 - Advantages of eBooks Over Traditional Books
2. Identifying Growing Appreciation Issue 2
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Growing Appreciation Issue 2
 - User-Friendly Interface
4. Exploring eBook Recommendations from Growing Appreciation Issue 2
 - Personalized Recommendations
 - Growing Appreciation Issue 2 User Reviews and Ratings
 - Growing Appreciation Issue 2 and Bestseller Lists
5. Accessing Growing Appreciation Issue 2 Free and Paid eBooks

- Growing Appreciation Issue 2 Public Domain eBooks
- Growing Appreciation Issue 2 eBook Subscription Services
- Growing Appreciation Issue 2 Budget-Friendly Options
- 6. Navigating Growing Appreciation Issue 2 eBook Formats
 - ePub, PDF, MOBI, and More
 - Growing Appreciation Issue 2 Compatibility with Devices
 - Growing Appreciation Issue 2 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Growing Appreciation Issue 2
 - Highlighting and Note-Taking Growing Appreciation Issue 2
 - Interactive Elements Growing Appreciation Issue 2
- 8. Staying Engaged with Growing Appreciation Issue 2
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Growing Appreciation Issue 2
- 9. Balancing eBooks and Physical Books Growing Appreciation Issue 2
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Growing Appreciation Issue 2
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Growing Appreciation Issue 2
 - Setting Reading Goals Growing Appreciation Issue 2
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Growing Appreciation Issue 2
 - Fact-Checking eBook Content of Growing Appreciation Issue 2
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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