



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

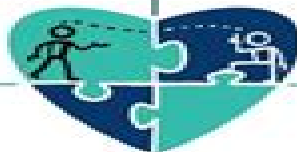
Demonstrate willingness and genuine care to support

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

J Elliott



Growing Appreciation Issue 2:

The book delves into Growing Appreciation Issue 2. Growing Appreciation Issue 2 is a crucial topic that needs to be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Growing Appreciation Issue 2, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Growing Appreciation Issue 2
 - Chapter 2: Essential Elements of Growing Appreciation Issue 2
 - Chapter 3: Growing Appreciation Issue 2 in Everyday Life
 - Chapter 4: Growing Appreciation Issue 2 in Specific Contexts
 - Chapter 5: Conclusion
2. In chapter 1, this book will provide an overview of Growing Appreciation Issue 2. The first chapter will explore what Growing Appreciation Issue 2 is, why Growing Appreciation Issue 2 is vital, and how to effectively learn about Growing Appreciation Issue 2.
3. In chapter 2, the author will delve into the foundational concepts of Growing Appreciation Issue 2. The second chapter will elucidate the essential principles that must be understood to grasp Growing Appreciation Issue 2 in its entirety.
4. In chapter 3, this book will examine the practical applications of Growing Appreciation Issue 2 in daily life. The third chapter will showcase real-world examples of how Growing Appreciation Issue 2 can be effectively utilized in everyday scenarios.
5. In chapter 4, the author will scrutinize the relevance of Growing Appreciation Issue 2 in specific contexts. This chapter will explore how Growing Appreciation Issue 2 is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, the author will draw a conclusion about Growing Appreciation Issue 2. The final chapter will summarize the key points that have been discussed throughout the book.

This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Growing Appreciation Issue 2.

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