

*Webinar*

# The Great Reshuffle

Navigating the Return to the Office



A man with glasses and a beard is writing on a whiteboard with a white marker. The background is a blurred office setting.

03

**Compassion  
is Empathy in Action**

SECRET #3

# 03

## How to Move From Empathy to Compassion

*Empathy is More Than Sympathy*

- ▶ Sympathy creates disconnection, Empathy Creates Connection.
- ▶ Empathy Alone is Not Enough
- ▶ Compassionate Companies are More Productive.

*Moving to compassion as a collaborative effort to remove suffering and friction.  
Compassion increases the value of the employee and leaves them feeling heard, respected and validated*





Compassion is Empathy in Action

# These Things Block Compassion



## Self-Inflicted

If you deem someone to be their own worst enemy, you deem them undeserving.



## Undeserving

If you deem someone to not be resourceful, you deem them undeserving.



## Under Resources

If you deem yourself to not have the time or resources, you will avoid compassion.

# Do These Things to be Compassionate



01

Communicate often, it lessens anxiety.



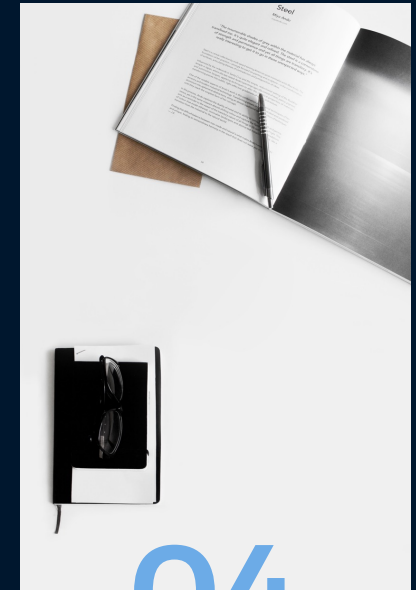
02

Find small ways to be present and connect with other's situation.



03

Be insightful, notice when someone is suffering.



04

Invest in time for Self-Care.

# In Summary

## Create Psychological Safety

Create a safe place for employees to engage in difficult conversations

01

## Embrace Difficult Conversations

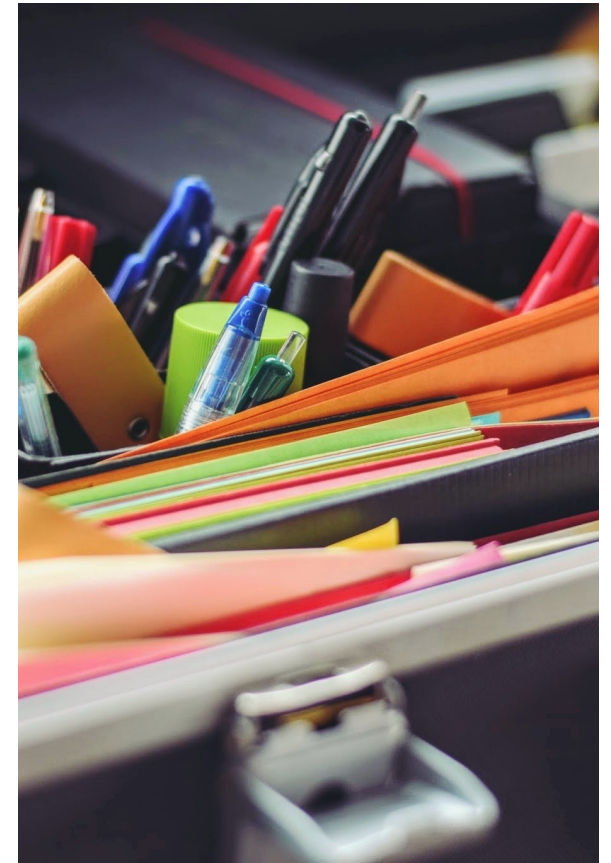
Use the skills I've shared to navigate value trading.

02

## Put Empathy Into Action

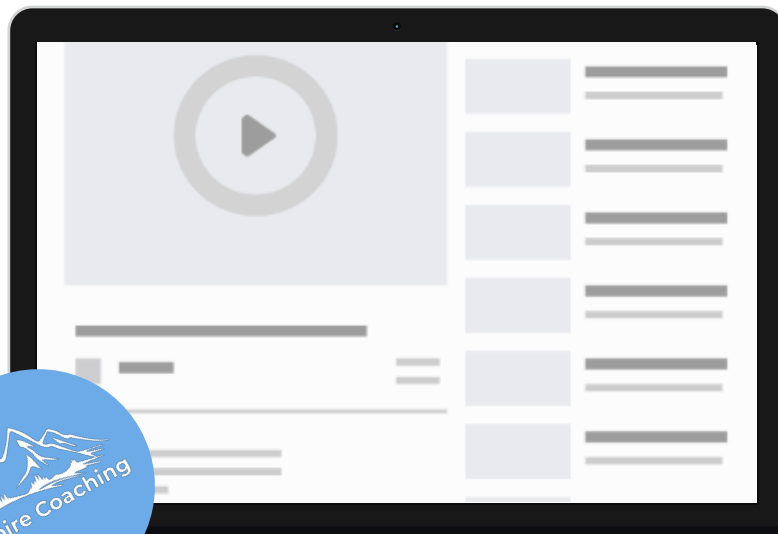
It takes collaborative compassion to solve problems

03



# Bonus Material

Tools to Calm Your Anxiety



## 4 X 4 Breathing

Releases Serotonin to Counter Anxiety.

## Compassionate Meditation

Trains Your Brain to Focus and be Compassionate.

## 5-4-3-2-1 Grounding

See, Touch, Hear, Smell, and Taste.

## Challenge Your Beliefs

A-B-C Adverse Events are Interpreted Through our Beliefs Impacting Consequences.



YOUR INSTRUCTOR

# Randy Free

- ▶ Executive coach.
- ▶ Creator of the *ZEAL* process for personal improvement.
- ▶ Retired partner - Grant Thornton.

I empower professionals  
to unleash their true potential



@CoachToResilience