

### Cultivating compassion: Building a thriving workplace

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# Why do we need compassion at\_work?

#### Increased suffering in the workplace

- Increased workload / overwhelm and burnout /focus on task
- Moral distress
- Bullying, Harassment, Discrimination
- Conflict
- Change fatigue
- Disrespectful interactions
- Absence of psychological safety
- Little autonomy / control over work
- Increasing disconnection from each other and organisational purpose
- Judgement / punishment/ blaming



## What is compassion?

### FOUR ELEMENTS OF COMPASSION

- Paying attention noticing that suffering is present
- 2. Sense making of the suffering
- 3. Empathetic concern
- 4. Taking action to help

EMPATHY AND ACTION Healing starts with compassion



### What is the difference?



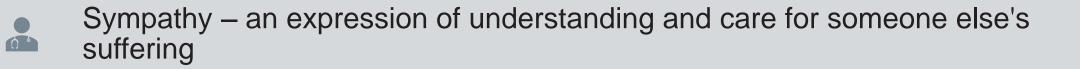
Kindness - voluntary and proactively support another's flourishing



Happiness – personal sense of well being



Gratitude - feeling and expressing appreciation for a life experience

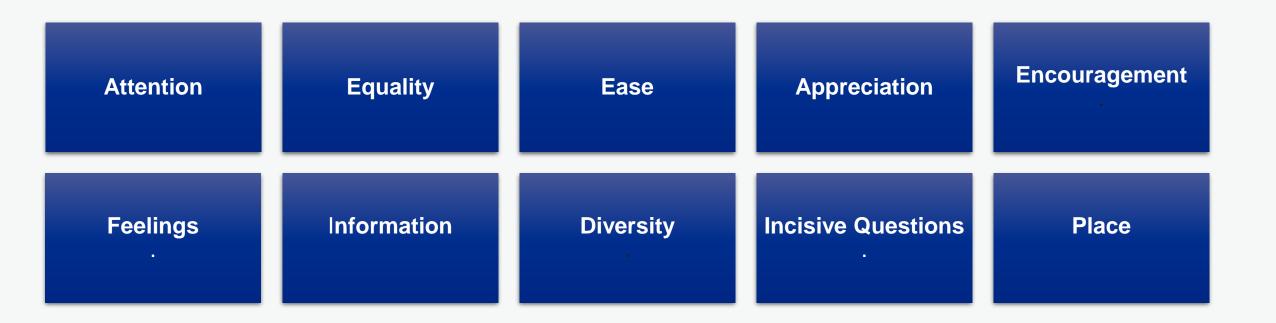


# Evidence shows us that compassionate leadership results in



# Elevate our compassion as OD Practitioners Time to think – the thinking environment Nancy Kline

# THE TEN COMPONENTS



# Activity

- Think of an issue you have been puzzling with or an unresolved problem
- Find a thinking partner
- Talk for 10 minutes each. Start with asking So what would you like to think feel or say?
- After the first wave of thinking, when they pause ask What more would you like to think, feel, or say?
- End with an appreciation of them.
- Reflect together about what you noticed.



## **References and Resources**

#### Books

- Awakening Compassion at Work. The quiet power that elevates people and organisations. Monica Worline and Jane E Dutton.
- Compassionate Leadership. Sustaining Wisdom, Humanity and Presence in Health and Social Care. Michael West.
- Time to Think Listening To Ignite The Human Mind. Nancy Kline
- More Time to Think. Nancy Kline
- The Promise That Changes Everything. I Won't Interrupt You. Nancy Kline
- Living With Time To Think. Nancy Kline
- Leader as Healer. Nicholas Janni.
- Listen. How to Find Words for Tender Conversations

### Websites

https://www.timetothink.com/

https://www.thethinkingproject.co.uk/

https://www.kingsfund.org.uk/search?term=compassion

### Research

Whither compassionate leadership? A systematic review. Sunder Ramachandran Sreejith Balasubramanian, Wayne Fabian James, Turki Al Masaeid. <u>https://pmc.ncbi.nlm.nih.gov/articles/PMC10072040/</u>

### Video

Compassionate Leadership. Micheal West <a href="https://youtu.be/mgQ0NlW10ow">https://youtu.be/mgQ0NlW10ow</a>