

## BLUEPRINTS FOR AWAKENING COMPASSION AT WORK

### **FEELING** EMPATHY AND CONCERN

This aspect of compassion tends to be a \_\_\_\_\_ strength \_\_\_\_\_ challenge

#### **Building personal capacity**

How can I remind myself to “stand in the other person’s shoes” or see things from his or her perspective, especially during a disagreement or when my expectations are not met?

When I need to tune into other caregiver’s feelings, how can I turn off distractions and learn to be more present?

How can I learn new ways to be mindful at work?

How might I learn to be better at listening with empathy and acknowledging my colleagues’ stress or suffering, without interrupting or needing to jump in and fix things?

#### **Strengthening group capacity**

Can we invent new ways of working together that allow us to be sure that we are hearing one another’s perspectives on important issues?

Could we create more retreat like times or technology-free meetings where we lessen distractions and emphasize listening?

How could we begin and end our group discussions with an emphasis on being mindfully aware and fully present?

Could we consistently acknowledge times when caregivers are encountering stress or going through difficulties?

### **ACTING** TO ALLEVIATE SUFFERING

This aspect of compassion tends to be a \_\_\_\_\_ strength \_\_\_\_\_ challenge

#### **Building personal capacity**

How could I better keep track of what would be helpful to each of my colleagues in times of stress or suffering?

How could I cultivate my ability to be present with caregivers who are suffering and acknowledge them in ways that allow my presence to become an act of compassion?

How could I become more comfortable at improvising actions when I learn that someone is suffering?

How could I be more responsive in sharing and responding to calls for action when others alert me that someone is suffering?

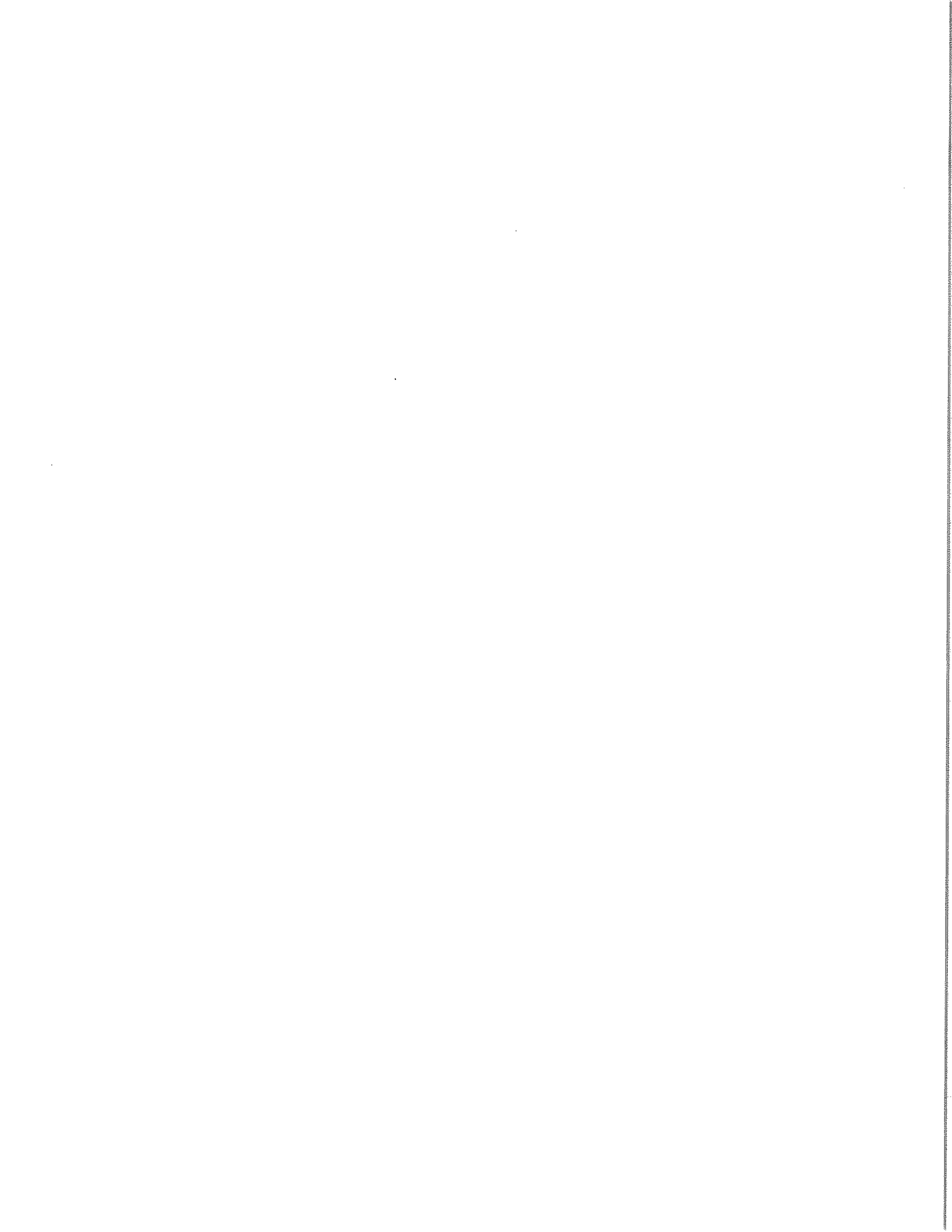
#### **Strengthening group capacity**

How can we easily and quickly get in touch with each other in case of an emergency or when suffering requires immediate actions?

Could we find ways to share more stories of compassion that would inspire us to take action when suffering surfaces?

Could we more regularly recognize the times when members of the group engage in improvisational action to alleviate suffering?

Could we find new ways to share alerts when someone is suffering to draw out more compassionate actions?



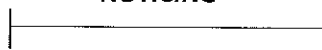
## EXPLORE YOUR LEADERSHIP COMPASSION CAPACITY

### STEP 1: RATE YOUR COMPASSION CAPACITY

- Think about the importance of compassion for our profession, and specifically for your community as you read the following statements.
- Where are you along each continuum? Rate yourself as far to the right, far to the left, or somewhere in the middle.

I feel uncomfortable knowing about caregiver's suffering and would rather keep this awareness out of my work.

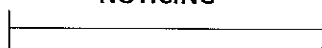
NOTICING



I feel comfortable knowing about caregiver's suffering and see this awareness as an important aspect of my work.

In this group, I seldom have conversations in which I notice a caregiver's suffering.

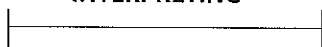
NOTICING



In this group, I often have conversations in which I notice a caregiver's suffering.

In this group, I tend to see caregivers who get behind or make mistakes in their work as problematic and want to get away from them.

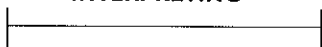
INTERPRETING



In this group, I tend to see caregivers who get behind or make mistakes in their work as in need of help and I approach them.

In this group, if I find out that a caregiver is having difficulty in his or her life, I tend to ignore it and keep the focus on tasks.

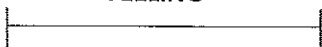
INTERPRETING



In this group, if I find out that a caregiver is having difficulty in his or her life, I tend to ask about it and focus on their well-being.

I seldom feel concern for others in this group. I seldom feel concern for caregivers in my community.

FEELING



I often feel concern caregivers in my community.

I find it difficult to take the perspective of others in our community.

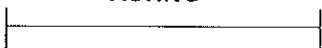
FEELING



I find it easy to take the perspective of others in our community.

I rarely find myself taking action to help others in our community.

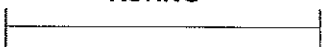
ACTING



I often find myself taking action to help others in in our community.

If I found out that caregiver's in our community were suffering, I would not know what to do to comfort them.

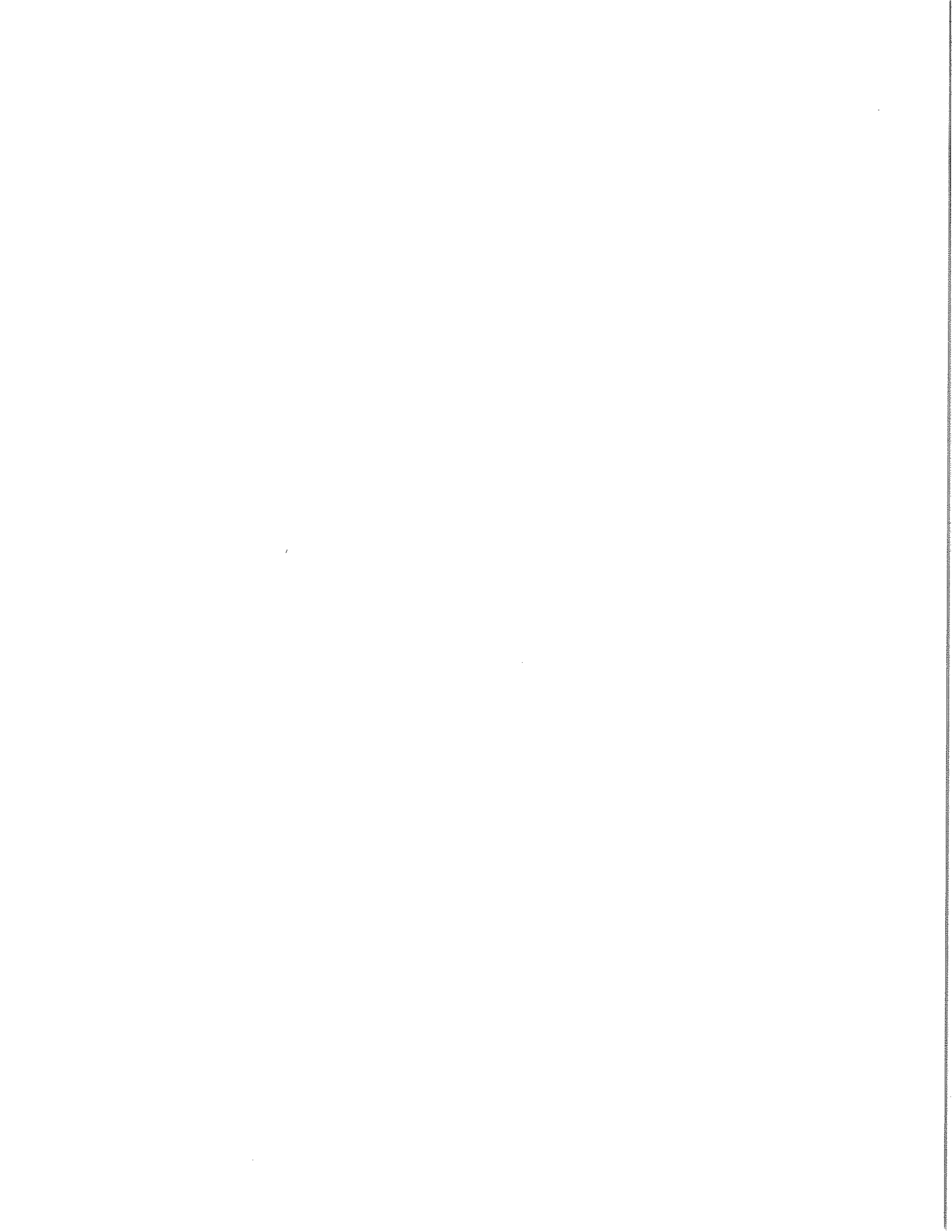
ACTING



If I found out that caregiver's in our community were suffering, I would very likely know what to do to comfort them.

**Strengths:** Identify the two lines where you rated yourself farthest to the right-these are your strengths. Do they correspond with noticing, interpreting, feeling, or acting?

**Challenges:** Identify the two lines where you rated yourself farthest to the left-these are your challenges. Do they correspond with noticing, interpreting, feeling, or acting?



CREATE YOUR PERSONAL BLUEPRINT FOR  
COMPASSION AT WORK

- Note below whether each aspect of the compassion process is a strength or a challenge.
- If it is a strength, think about how you can build on it to awaken greater compassion in your work.
- If it is a challenge, think about how you might strengthen your capacity in this area.

**NOTICING SUFFERING**

This aspect of compassion tends to be a \_\_\_\_\_ strength \_\_\_\_\_ challenge.

**Building personal capacity**

What could I do to become more comfortable knowing about caregiver's difficulties?

What could I do to make room for suffering to surface?

What could I do to better notice when a caregiver is "not themselves"?

How might I make myself available for deeper conversations where I might be able to notice suffering?

**Strengthening group capacity**

What makes it difficult in our community to know more about caregiver's lives, including their difficulties?

How could we engage each other differently to make it more likely that caregivers could reveal suffering and we would notice it?

Could we establish or use regular meetings to check in with one another? Could we have more playful times

together that might make it easier to notice suffering.

**GENEROUSLY INTERPRETING SUFFERING**

This aspect of compassion tends to be a \_\_\_\_\_ strength \_\_\_\_\_ challenge.

**Building personal capacity**

What can I do to remind myself that "there's always pain in the room" when I encounter difficult situations at work?

How could I become more comfortable and skilled at asking if something is wrong when I notice that a caregiver is not "himself" or "herself" on a particular day?

How can I inquire about mistakes, errors, or missed deadlines in ways that do not create blame?

How can I learn more about common forms of suffering that occur in our community, so that I can take them into account?

**Strengthening group capacity**

How can we create reminders in our community that our caregivers are good, capable, and worthy of compassion?

How could we build more regular interpersonal checkins into our work so that it is easier to understand and generously interpret what's happening when something is going wrong?

How might we engage each other differently when we experience a failure, so that we regard it as an opportunity to learn?

How can we educate ourselves about the common sources of suffering in the lives of our caregiver's and resident's so we can understand them more easily?