

Leading with Compassion

Ways to Create Connection, Compassion & Success

1. **Start with Self-Compassion.** In order to truly have compassion for others you must first have it for yourself. Practice self-care, gratitude and mindfulness.
2. **Invite Authenticity and Make it Personal.** Be your authentic best. Be real and make it safe for others to be themselves. Be vulnerable, really get to know others — who they are, what's important to them, their families and what they like to do, personally and professionally.
3. **Model Compassionate Leadership.** The best leaders lead from the heart, and know how to inspire others through kindness, respect, caring, flexibility, trust, support and empowerment. Take responsibility for your personal impact.
4. **Offer Kindness.** Kindness is universal and has a huge impact. Even the smallest action such as a smile or thoughtful note can break down barriers and create connection. Plus, it's good karma.
5. **Show Respect.** Let others be who they are. Honor someone's privacy. Don't gossip— it's their story to tell, not yours. Allow others to have their joy and pain, successes and failures.
6. **Use Conscious Communication.** Listen actively and be curious. Make eye contact, listen without interrupting, and acknowledge what the other person is saying to you. Self-manage and choose your own words with mindful intent and integrity.
7. **Be Honest.** People appreciate the truth, and candor is better than comfort, no matter what the news is.
8. **Engage Empathy.** Try to understand and accept the perspective of the other person and put yourself in their shoes. Find them right. Show genuine concern yet allow them to have their thoughts, feelings, beliefs, and above all, dignity. Do not try to take their pain away from them.
9. **Be of Service.** Be helpful, generous, offer guidance and pitch in when needed. Lend a hand to someone who is under stress, stuck or on a deadline. Be encouraging and positive, not critical or undermining. And remember, true generosity expects nothing in return.
10. **Establish Clarity.** Set expectations in the beginning. Create accountability and be clear about your goals, needs, and deadlines. The more you clarify things upfront, the better you can hold someone accountable.
11. **Instill Inspiration.** Have playdates and fun activities. Encourage reading, podcasts, trainings, continuing education and coaching.
12. **Encourage Creative Collaboration.** Recognize the synergy of people coming together to innovate, find creative solutions and possibly create something better together than alone.
13. **Give Positive Feedback.** Catch others doing it right. Acknowledge other people's strengths, attributes, wins and contributions — tell them and others often.
14. **Exude confidence.** Take charge, speak up, be strong, stay calm and be re-assuring. Being compassionate is not weak, so maintain your conviction, clarity and confidence. Use your authority wisely.
15. **Recognize Our Common Humanity.** Show grace by understanding people will make mistakes. Find connection with others in the experience of life rather than being alienated by our own suffering.