



## Show Compassion

*If you want others to be happy, practice compassion.*

*If you want to be happy, practice compassion.*

**Dalai Lama**

Compassion in the workplace? Absolutely! It gives a competitive advantage and is needed more than ever today. There is enough craziness “out there”; people yearn to feel safe somewhere. They want to be valued for who they are. They want to be understood. People want to give their energy and commitment to an organization that genuinely cares about their needs and desires. I’ve felt it in eleven countries, three continents and even in the “C-suite” — CEO, COO, CTO, CFO.

Spirited leaders are compassionate. They care. They open their hearts. They are vulnerable. Leaders’ strength is within their vulnerability and their humanity in offering safety and sparking greatness amid the craziness of an environment where the standard seems to be “never enough; more demands with less time.” Feelings should be allowed, expressed, acknowledged and understood. Feelings are our soul.

By showing compassion and allowing people the freedom to express their feelings without dire consequences, the emotional turbulence and noise that is often lurking in the background in today’s organizations is significantly reduced. When the emotional noise is aired, solutions are found and miracles unexplainably appear. People who are untethered from their stuffed feelings can soar past surviving and the ordinary to thriving and the extraordinary.

# Coaching Moments

Please write your definition of compassion. What does compassion feel like when someone is compassionate toward you? How does compassion feel when you show it to others? Please list three effects that compassion, concern and care have on relationships.

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Are you compassionate by nature? Explain. What does compassion in the workplace signify for you? Is it a sign of weakness or strength? I want to share a quick story. I chose not to work with an executive who said compassion in the workplace was out of the question. Within eight months, the executive was canned and the division was sold.

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List three specific behaviors you will implement that will increase your compassion and trust quotient.

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**Uplift spirits with compassion.**