



SOLE EFFECTS

Leadership Journey

03 EMPATHY FOR OTHERS

Switch Judgment *to* Understanding

SOLE FX JOURNEY



Question Connection



Reflect Back

Return to your **GPS** in your Leadership Guidebook and review your **Goals**. Update any new **Progress** and **Successes** from Adventures 01 and 02. Choose something to share.

Gear Up

What is something you have been through that has been challenging? Who was there to support you?

Look Ahead

Without using names, how did someone recently make you annoyed, frustrated, angry, etc.? What could have been going on "under the surface" with this person?



EMPATHY FOR OTHERS

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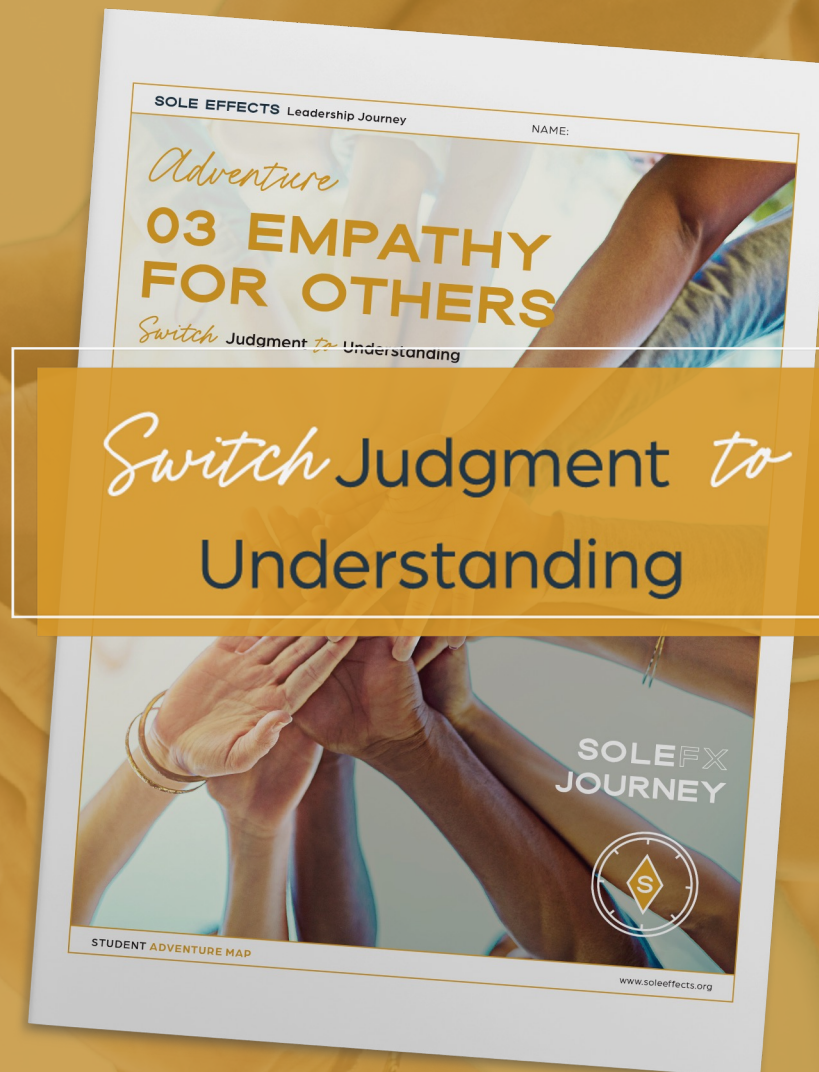
Adventure Introduction

▲ LEARN

Empathetic leaders seek to understand, respect, and be inclusive of others. Empathy allows us to see things from another's perspective, respond supportively, and build stronger connections. Empathetic leaders understand differences and can agree to disagree.

Empathy is often confused with sympathy (feeling sorry for someone). Empathy is being able to relate to someone's hurt and to feel what they're feeling. It's being able to put yourself in their shoes, seeing the world through their eyes.

Judgment is the opposite of empathy and can be shown by the tone of voice and body language, not only the words being said. Why do we judge? *"Thinking is difficult, that's why most people judge."* Carl Jung. **Understanding** is more difficult than judging, as it requires deep thinking, patience, compassion, and an open mind.





Negative FX & Positive FX

▲ LEARN



Negative FX When we lack empathy we feel more isolated because interactions with others become difficult. People who fail to understand others are less successful in school and their careers. They can be prejudiced, often lacking meaningful and trusting relationships.

Positive FX Empathetic people are kind, show real interest in others, and have stronger friendships. People who are more understanding decrease bullying and racism. True leaders are empathetic, bringing unity to our communities.



Adventure Visual





Adventure Goal



Our Goal



TO CREATE HOPE

Seek to understand, respect,
and support each other.



In Today's Adventure You Will:

- ▶ Recognize that negative behaviors mask struggles.
- ▶ Understand traits of empathy and assess yours.
- ▶ Reduce gossip to create accepting environments.
- ▶ Strengthen your relationships and empathy skills.



Self-Reflection 1



ENGAGE

UNDER THE SURFACE



To help you develop empathy, reflect on the example below and complete the chart.

Columns 1 & 2: Answer the questions, based upon those you may judge (*appearance, behaviors, etc.*).

Column 3: Reflect upon times **you** feel judged by others and complete the sentences.

Example	1	2	3
ABOVE THE SURFACE They're very negative and critical.	ABOVE What do you see or hear?	ABOVE What do you see or hear?	ABOVE I feel judged by others about the way I...
UNDER THE SURFACE They're insecure because at home they never feel good enough.	UNDER What may be causing this?	UNDER What may be causing this?	UNDER I wish others knew that I...



Self-Reflection 2



EMPATHY QUESTIONNAIRE

Read each statement below and rate yourself using the scale below.

1=Never 2= Rarely 3= Sometimes 4=Often 5=Always

- ___ **Compassionate:** Friends talk to me about their problems, saying that I'm understanding.
- ___ **Open-minded:** In a discussion, I try to look at everyone's side before I make a decision.
- ___ **Helpful:** I look for ways to be helpful because I enjoy making others feel supported.
- ___ **Sensitive:** It upsets me when I see someone being treated disrespectfully or unkindly.
- ___ **Perceptive:** If someone seems withdrawn, anxious, or emotional, I ask how they're feeling.
- ___ **Intuitive:** I can tell when others are upset, even when they don't say anything.
- ___ **Authentic:** I open up about my feelings so others feel comfortable sharing theirs.
- ___ **Inclusive:** I ask questions and actively learn about other people, cultures, and backgrounds.
- ___ **Kind:** I don't tease or criticize others because I think about what it would feel like to be them.
- ___ **Accepting:** I understand and accept that not everyone reacts to situations the way I do.
- ___ **Caring:** I actively listen to others more than I talk.
- ___ **Understanding:** I try to think, "What happened to them?" instead of "What's wrong with them?"

- ___ **TOTAL (Maximum 60)**

A higher total equates to being more understanding of others and showing empathy. The way you can develop more empathy is by listening to others and trying to understand what they are experiencing and feeling.



- ▶ What leads you to judge others?
- ▶ If you took time to think about what's possibly causing this, how might you react differently?
- ▶ What changes when you ask, "What happened to them?" vs. "What's wrong with them"?
- ▶ What is one way you feel judged by others?

- ▶ In what situations is it easier for you to show empathy? When is it difficult?
- ▶ Based on your empathy score, how can you **personally** raise your level of empathy?

- ▶ Why do you think people gossip? How do you deal with gossip?
- ▶ To combat the negativity of gossip, how can you create a more inclusive and accepting environment at your school? Create a list to share with the class.

SOLE FX JOURNEY



Strategies for Healthier Habits



DEVELOP

EMPATHY FOR OTHERS

Switch Judgment *to* Understanding

Step 1

Choose a strategy that will help you to become more understanding of others.

Step 2

Reflect back on what you learned about yourself and from others during your discussions.

Step 3

Return to your Leadership Guidebook and locate your **GPS** for Adventure 03 to:

- » Set Your **Goal**
- » Track Habit **Progress**
- » Build on **Successes**



TO CREATE HOPE

Strategies to Develop Healthier Habits

- ☐ Resist judging others and responding negatively.
- ☐ Understand others by actively listening.
- ☐ Create environments where everyone can belong.

Switch the Story *Live* Your Adventure



Your Working GPS

Adventure 03 EMPATHY FOR OTHERS *Switch* Judgment *to* Understanding

Goal: I will

Progress HABIT *Plan* **TO CREATE HOPE:**

H ▶ _____

A ▶ _____

B ▶ _____

I ▶ _____

T ▶ (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

Just starting.

Making progress.

It's a habit!

Signs of **Successes:**

-
-
-
-
-



EMPATHY FOR OTHERS

