



Embodied Leadership and Cultivating Empathy



Neural wi-fi

The Animal Side of Empathy



הלל אומר:
אל תפרוש מן הצבור,
ואל תאמן בעצמך עד יום מותך,
ואל תדין את חברך עד שתגיע
למקומו

Pirkei Avot 2:5

Hillel Says:

*Do not remove yourself from the
community*

*And don't believe in yourself until the day
you die*

*And do not judge your fellow until you are in
his place.*





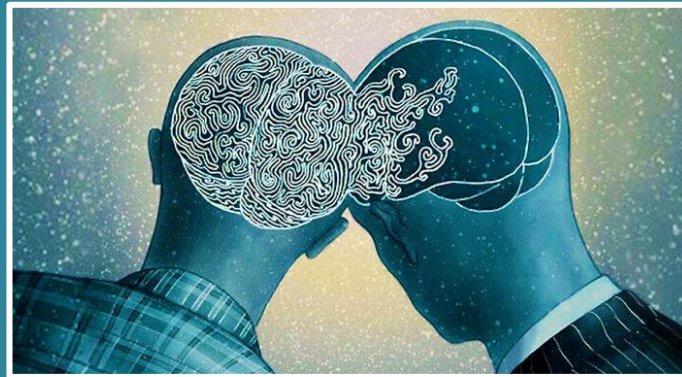
What's the benefit of not having empathy?

Three Forms of Empathy

Knowing another's
feelings



Feeling what another
person feels



Responding
compassionately

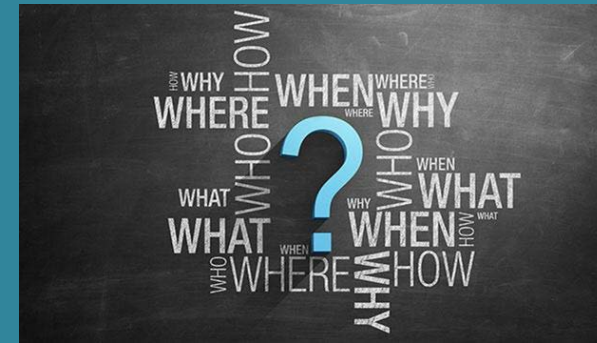


Mechanics of Empathy

Body language



Questions

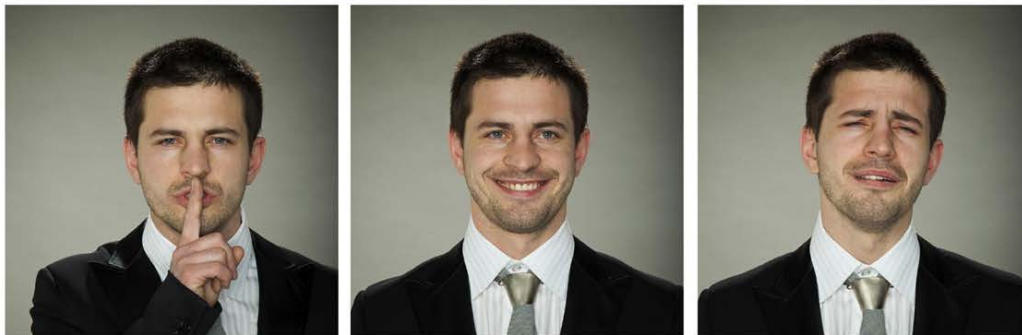


Being Present/Listening



Responding





What makes someone credible?

38% by voice tone & tempo

55% by body language

93% of building trust and credibility is communicated through the body



Three Levels of Listening



INTERNAL
All about YOU

Level 1



FOCUSED
Sharp focus on the other person

Level 2




GLOBAL
Hear more than what is spoken

Level 3




Asking Powerful Questions

Many leaders believe that their job is to answer questions, not ask them. Unfortunately, when you hold this belief, you miss out on one of the most powerful conversational moves that is available to us as leaders – the power of questions.



Why, How,
What?



Open Ended?



Closed Ended?

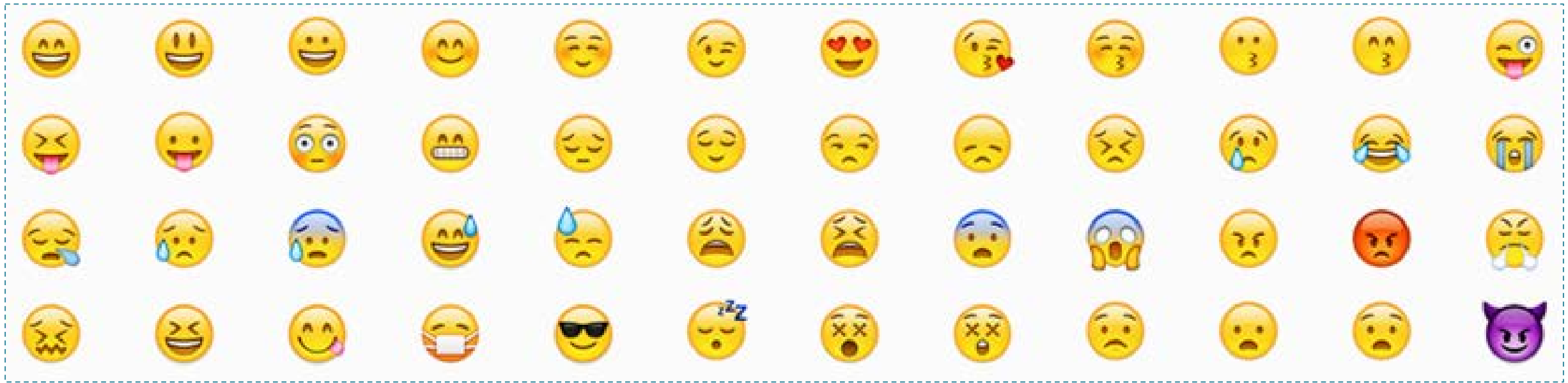
Response 1

Say it again.

simple.

Response 2

Feelings



Response 3

Deeper listening



Values

It sounds like X is really important to you You work hard to respect/support/ your mother/daughter/colleagues/responsibilities

Response 4

Summarize & organize into goals

- You want to speak to/change/reduce/expand...
- In addition, you want to....
- From what you have said, it sounds like your goals are 1, 2 and 3.



What was a transformative moment you had this week that touched you and called on you to change, think more deeply, and/or take action?

Person	Round 1 - Repeat	Round 2 - Feelings	Round 3 - Values
A	Speaker	Observer	Listener
B	Listener	Speaker	Observer
C	Observer	Listener	Speaker

Round 4 – Goals



Here's the deal. The human soul doesn't want to be advised or fixed or saved. It simply wants to be witnessed — to be seen, heard and companioned exactly as it is. When we make that kind of deep bow to the soul of a suffering person, our respect reinforces the soul's healing resources, the only resources that can help the sufferer make it through.”

Parker Palmer. <https://onbeing.org/blog/the-gift-of-presence-the-perils-of-advice/>