

## Be Compassionate (Walk in Their Shoes)

**WHAT:** Be Compassionate

**WHY:** Empathizing with the leader helps us understand where they are, what keeps them up at night, and what tools they need to succeed.

**HOW:** Walk in Their Shoes

### Honor Story

- Listen with curiosity and for discovery, without judgment.
- Remember what your first year on the job was like, or a time when you struggled, failed, felt sad, questioned your own competence, felt lonely, lost the attention of your classroom, or said something ridiculous in a meeting.
- Breathe, step into the leader's shoes, and coach to their strengths.
- Provide space for the leader to think and talk her way to understanding.

### Be Curious

Ask nonjudgmental questions to collect data and build trust.

*Examples of what compassionate curiosity sounds like in a statement:*

- "That must have felt \_\_\_\_\_."
- "Tell me what would be most helpful to you right now."
- "It sounds like you were being courageous."

*Examples of what compassionate curiosity sounds like in a question:*

- "What strengths have you called on in other situations like this?"
- "Who are your lifelines?"
- "What self-care do you practice?"
- "So that I know how to listen, do you need to vent for a while, or do you want to try to solve the problem?"

### Potential Traps

- Being impatient
- Getting triggered
- Being impulsive
- Confusing your issues with theirs
- Mining their deeper psychological issues

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