

Redefining Compassion *in the Workplace*

From performing politeness to embodying care

Most of us were taught a performative brand of compassion that centers comfort and politeness. In the workplace this upholds harmful norms. Real compassion requires you to learn how to sit with discomfort and suffering and *then* act from a place of deep care.

PERFORMATIVE POLITENESS

- Avoiding feedback to spare someone's feelings
- Staying silent in meetings to keep the peace
- Managing perception rather than addressing reality
- Mistaking politeness and control for care
- Protecting yourself by withholding truth

EMBODIED COMPASSION

- Learning how to sit comfortably with discomfort
- Understanding your own compassion hierarchy
- Speaking truth as an act of respect
- Cultivating compassion as an embodied experience

*"Not everything that is faced can be changed,
but nothing can be changed until it is faced."*

— JAMES BALDWIN

THREE PRACTICES OF EMBODIED COMPASSION

01

Sit with the discomfort

Developing a practice of welcoming all emotional experiences with deep care.

02

Act out of care, not fear

Learning how fear impacts your decision making and practicing operating out of care instead.

03

Daily Practice

Daily rituals and practices to enlarge the physical feeling of compassion, and your ability to sit with discomfort.

REFLECTION PROMPTS

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1. Where in your work are you choosing comfort, yours or someone else's, instead of compassion?
2. How could genuine compassion change your organization and the community you serve?
3. Is your fear serving you, or limiting you?
4. Who in your life models the kind of compassion your workplace needs? What do they do differently?