

# Exploring Leadership

## SOCIAL AWARENESS: EMPATHY

Empathy is an important skill for people of all ages. Being empathetic takes a lot more than being able to “walk in another man’s shoes.” It means understanding why others act and behave the way they do. Empathy is used daily, with coworkers, peers, family members, and friends. By becoming more empathetic, you will benefit everyone you come in contact with.

### CONVERSATION STARTERS:

- Is there a time when you took in some one else's point of view?
- Becoming a successful leader requires the ability to understand those you are leading.

*“If there is any one secret of success, it lies in the ability to get the other person’s point of view and see things from his angle as well as your own.” – Henry Ford*

### KEY OBJECTIVES:

- Understand Empathy and why it is important.
- Discern when and where to be empathetic.

### WHAT YOU'LL NEED:

- 12 squares with words written in (see Appendix A) OR copies of BINGO game (See Appendix C,D)
- BINGO markers (cereal)
- 2 copies of A/B scripts (See Appendix B) for facilitators

## EXPLORATION ACTIVITY:

Hand out A/B Bingo sheets to all participants (See Appendices C,D). Have one facilitator read “A’s” script in the attached Appendix B, and the other respond with the responses listed in the “B” script. You can also have the students take turns reading the scenarios out loud to each other.

### FACILITATION TIPS:

- Some situations may fall into several categories, so allow the students some flexibility as they explain their answers.
- Provide incentives (candy, etc. if desired)
- Instruct each student to mark on their BINGO board what descriptor they think each situation demonstrated.
- Once someone gets a “BINGO” have them announce it and go over why they picked the answers they did.
- Continue until all of the scenarios have been run through.



## REFLECTION QUESTIONS:

What went well and what could have gone better? Have some students share what they learned about what Empathy means.

- Were there any scenarios that fit into several different categories?
- Did you have a hard time identifying any scenarios?
- Identify the healthy responses and talk about why they are better.
- Why are some of the responses not ideal?
- Are any of these responses “easier”? Why?

## APPLICATION DISCUSSION:

- Have you seen any of the response types recently in your life?
- Why is it important to be empathetic in all of your dealings?

## CONCLUSION:

Empathy is the ability to understand and share the feelings of another. Oftentimes we fall short of truly understanding exactly how someone feels, but we can come close.

Seeking to understand is often enough to help those we are working with to feel appreciated and supported. This leads to stronger relationships and better team work.



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## REFERENCES

o Activity came directly from AVPs the Transformer (2008) and was contributed by Sherri Sorro:  
<http://thetransformer.us/08-3.pdf>



## APPENDIX A:

12 squares with the following words written in the boxes:

1. Advising
2. One-upping
3. Educating
4. Consoling
5. Storytelling
6. Shutting-down
7. Sympathizing
8. Interrogating
9. Explaining
10. Correcting
11. Fixing it
12. Empathizing

Note: You will need to add 4x “Free Space”

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## APPENDIX B:

### Fix it

- A: I'm worried about having enough money to pay my bills this month.
- B: I'll loan you the money.

### One-upping

- A: Look at my scar from the cycling accident.
- B: That's nothing, you should see the one I have on my knee

### Storytelling

- A: I got caught in traffic for 2 hours in 100 weather and no air conditioning.
- B: That reminds me of the time....

### Consoling

- A: I feel so sad that my son was court ordered to a rehab center.
- B: It's not your fault, you are a good parent. You did the best you could.

### Sympathizing

- A: I just got the lab report back and it was what I most feared.
- B: Oh you poor thing.

### Empathy

- A: I Have So Much To Do Today.
- B: Are you feeling overwhelmed and wanting support?

### Advising

- A: It's scary for me to get up and speak in front of people.
- B: I think you should join a public speaking class.

### Interrogating

- A: I've been trying to get this weight off and just feel frustrated.
- B: When did you first start having this problem?

### Shutting down

- A: I just lost my job.
- B: Cheer up, let's go eat.

### Explaining

- A: I'm really upset. You promised to be here at 11 and it is now after midnight.
- B: The reason I'm late is because ...

### Correcting

- A: I'm hurt over what you said to mom last night
- B: That's not what I said...

### Educating

- A: My boyfriend left for college 3,000 miles away.
- B: This is an opportunity for you to learn...

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# APPENDIX C:

## EMPATHY BINGO HANDOUT - A

ADVISING	ONE-UPPING	EDUCATING	FREE SPACE
EXPLAINING	FREE SPACE	INTERROGATING	SYMPATHIZING
CONSOLING	STORYTELLING	FREE SPACE	SHUTTING DOWN
FREE SPACE	CORRECTING	FIXING IT	EMPATHIZING

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## APPENDIX D:

### EMPATHY BINGO HANDOUT - B

FIXING IT	ONE-UPPING	CORRECTING	FREE SPACE
FREE SPACE	EXPLAINING	INTERROGATING	EMPATHIZING
CONSOLING	FREE SPACE	ADVISING	SHUTTING DOWN
SYMPATHIZING	EDUCATING	FREE SPACE	STORYTELLING

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