The Power of Compassion and Leadership

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The Power of Compassion and Leadership
In one word, “Why do you do this work?”
Why Do You Do This Work?

Discussion Prompt:
What brought you to healthcare and to your work to eliminate vaccine-preventable diseases? Take a minute to write down your purpose for the work you do. Then in groups of three, discuss your

Go in alphabetical order by first name.
• Spend a moment to greet each other.
• Person A speaks for 3 minutes. Pause, thank each other, and take a group breath.
• Person B speaks for 3 minutes. Pause, thank each other, and take a group breath.
• Person C speaks for 3 minutes. Pause, thank each other, and we will return to the full group.
Awareness of the suffering of another coupled with the desire to alleviate the suffering and the causes of suffering.

Compassion
Compassion

Awareness + Connection + Empathy + Action

Source: Worline and Dutton, 2017
Science of Compassion
Capacity for Growth in Compassion

• Compassion is innate.
• Capacity to train and grow our compassion on a neurological level.
• Evidence emerging that we may have the capacity to affect our genetic expression through compassion training.

Source: Warneken and Tomasello, 2006
Capacity for Growth in Compassion

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• Evidence emerging that we may have the capacity to affect our genetic expression through compassion training.

Source: Klimecki, et al., 2012 and Weng, et al., 2013
Capacity for Growth in Compassion

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Source: Gilbert and Mascaro, 2017
Empathy and Compassion in the Human Brain

Source: Singer and Klimecki, 2014
Empathy

**Empathic Distress**

- Self-related emotion
- Negative feelings: e.g., stress
- Poor health, burnout
- Withdrawal & non-social behavior

Source: Singer and Klimecki, 2014
Empathy + Action = Compassion

<table>
<thead>
<tr>
<th>Empathic Distress</th>
<th>Compassion</th>
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<tbody>
<tr>
<td>• Self-related emotion</td>
<td>• Other-related emotion</td>
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<tr>
<td>• Negative feelings: e.g., stress</td>
<td>• Positive feelings: e.g., love</td>
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<tr>
<td>• Poor health, burnout</td>
<td>• Good health</td>
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<tr>
<td>• Withdrawal &amp; non-social behavior</td>
<td>• Approach &amp; prosocial motivation</td>
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Source: Singer and Klimecki, 2014
Qualities of Awareness

• More than paying attention
• Includes qualities of:
  • kindness, curiosity, generosity
• Does not include:
  • fear, judgment, attachment
• We get to choose
• Where awareness goes, energy follows
Science of Self-Compassion

Self-Compassion is strongly correlated with

- Compassion for Others
- Well-being

- Burnout and Empathic Fatigue

Source: Beaumont (2015)
Science of Self-Compassion
Self-Compassion is strongly correlated with

- Compassion for Others
- Well-being
- Perfectionism
- Burnout and Empathic Fatigue

Myths of Self-Compassion

• Self-compassion = Self-pity
• Self-compassion means weakness.
• Self-compassion will make me “settle” or be complacent.
• Self-compassion is narcissistic.
• Self-compassion is selfish.

Source: Neff, 2015
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