

The Power of Compassion and Leadership

Laura Berland and Evan Harrel
Center for Compassionate Leadership



Association of
Immunization
Managers

Funding for this conference was made possible in part by the Centers for Disease Control and Prevention. The views expressed in written conference materials or publications and by speakers and moderators do not necessarily reflect the official policies of the Department of Health and Human Services, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.



Association of
Immunization
Managers

The Power of Compassion and Leadership





Mentimeter Word Cloud

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



Awareness
+
Connection
+
Empathy
+
Action

Compassion

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

- 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: Klimecki, etal, 2012 and Weng, etal, 2013



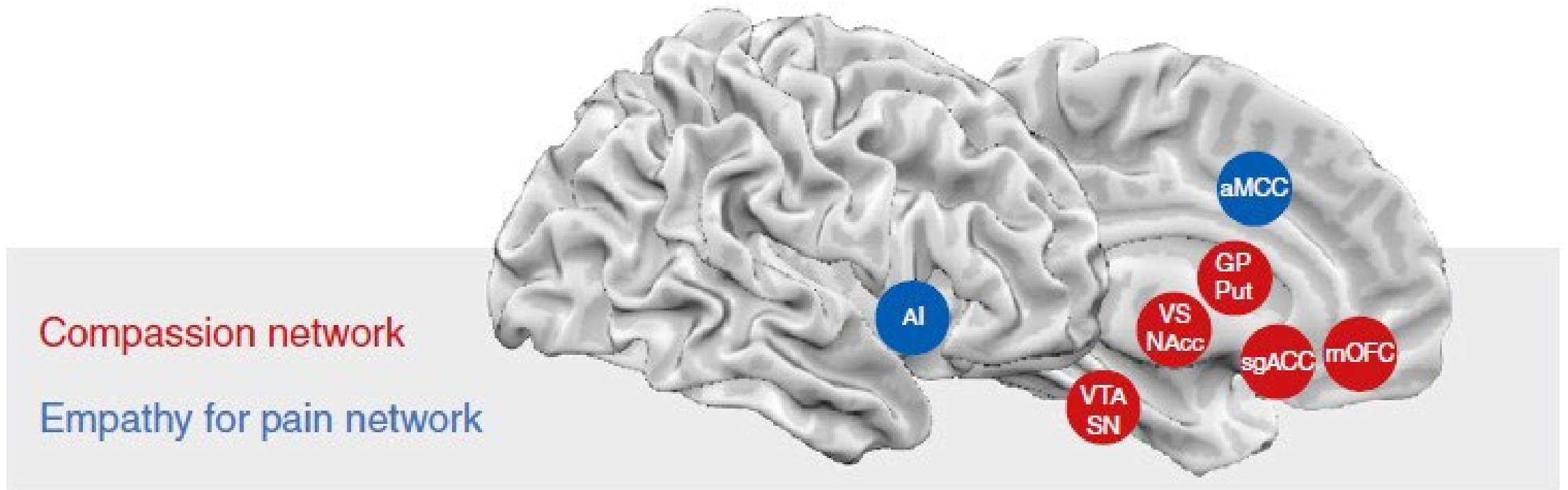
Capacity for Growth in Compassion

- 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: 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

Empathy + Action = Compassion

Empathic Distress

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

Compassion

- Other-related emotion
- Positive feelings: e.g., love
- Good health
- Approach & prosocial motivation

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

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



Please use the Conference App to evaluate this session!

<https://guidebook.com/g/aim2022/>

- 1 – In the App, click the three lines at the top left
- 2 – Select Conference Evaluation from the menu options
- 3 – Select the evaluation for this session

