

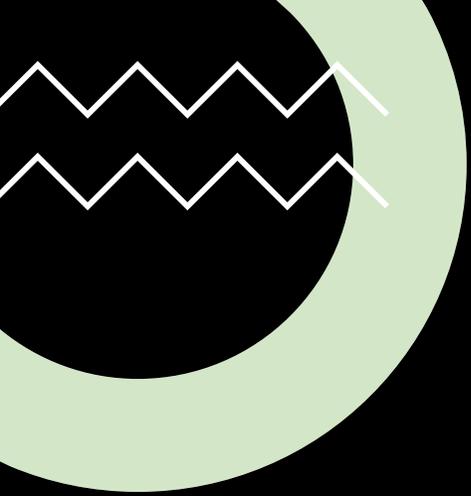
# *Practicing Compassion Culture in the Workplace*

Facilitated by Charlie Johnson and Janice Bankert-Countryman

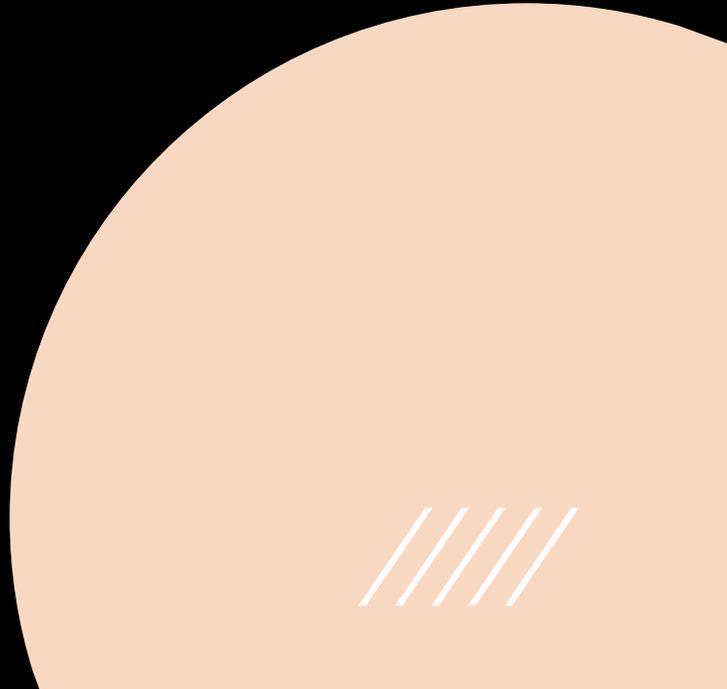
Session 1: September 16th at 12:30

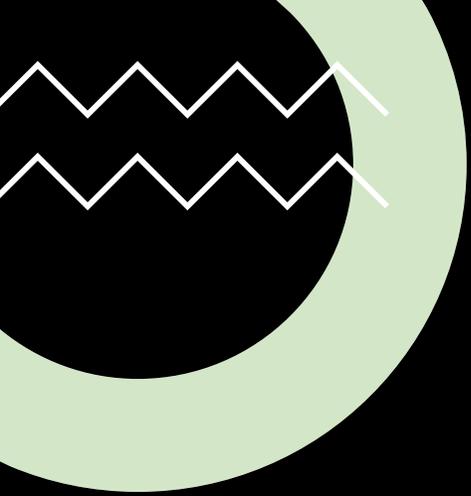
Session 2: October 21st at 12:30





*What drew YOU here today?*



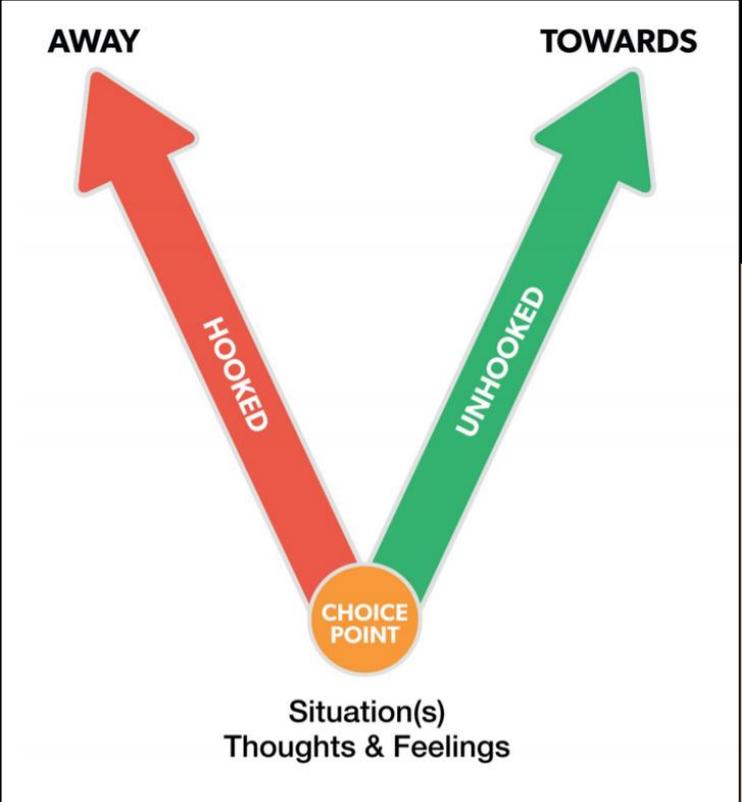
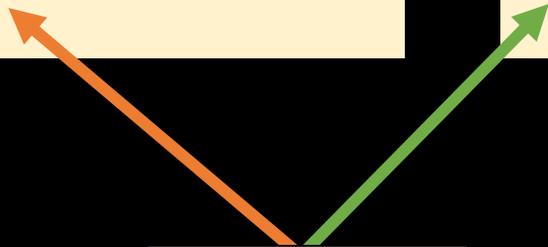


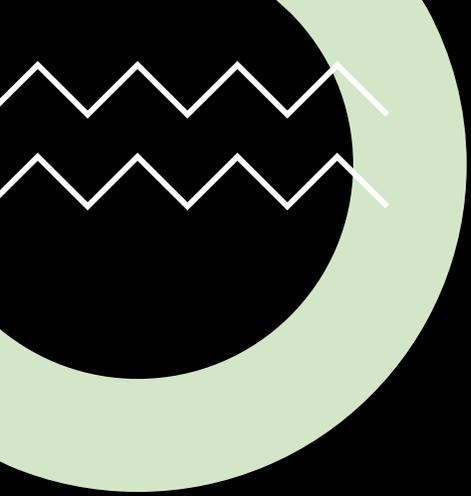
# What situations dispose us to abandoning compassion? And what intentions facilitate practicing compassion?

- *What hooks me?*
- *What closes me down?*
- *What triggers reactivity and separation?*
- *What takes compassion offline for me?*

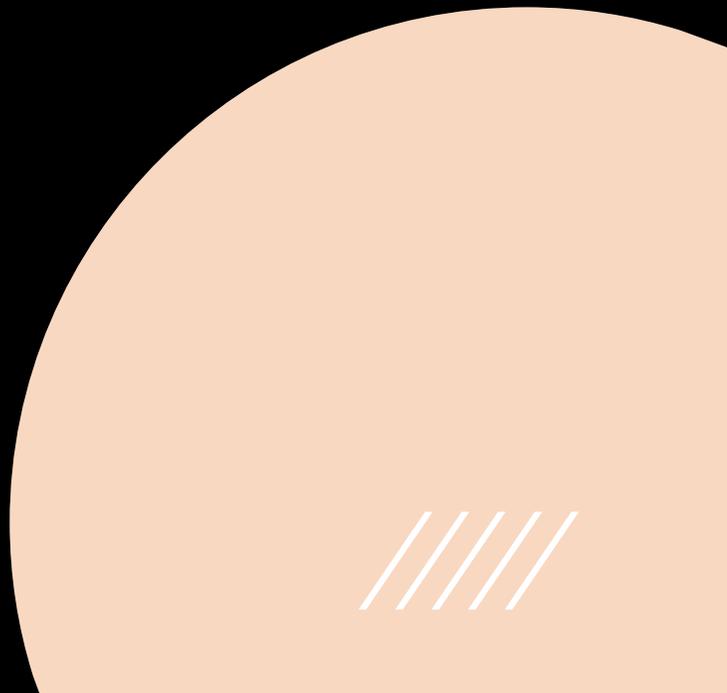
- *Who and what we care about*
- *What we stand for*
- *The kind of person we want to be*
- *Opening and being curious*
- *Softening and practicing compassion*

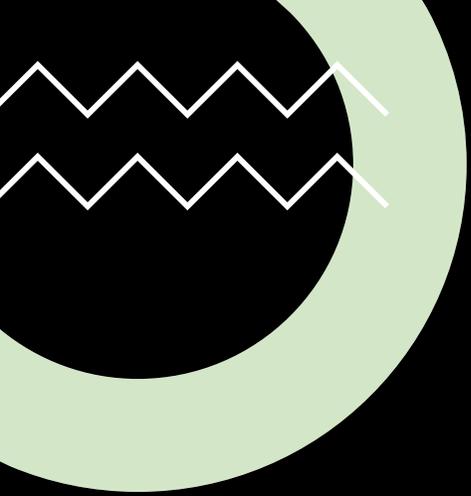
CHOICE POINT





Russ Harris and the Evolution of the Human Mind





*7-minute break!!!*

*(... and reflection time...)*

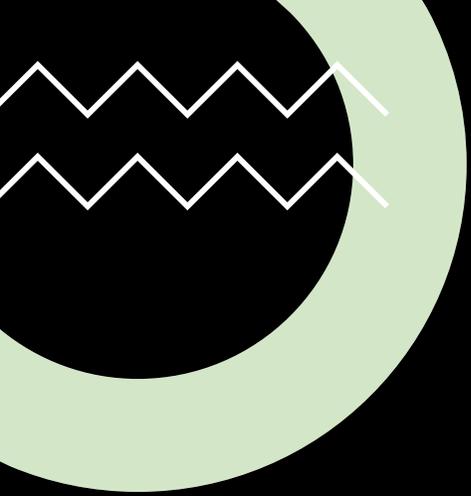
Step One: Move and hydrate and...

Step Two: Reflect on what you have learned so far and what questions you have

Step Three: Jot down your questions – we will hold space for a QA time at the end of our session

Step Four: Settle in for more discovery and exploration

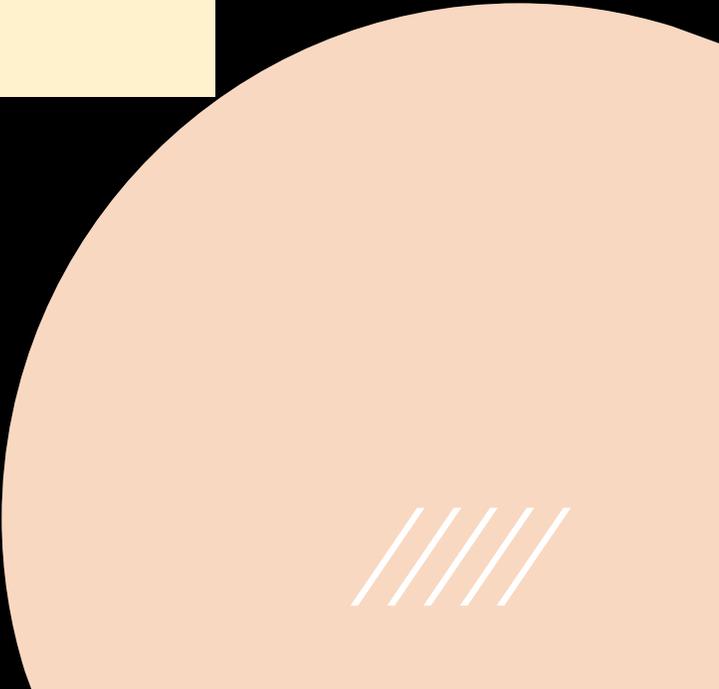




Welcome back!!!

Coming up next:

- Compassion
- Compassion practices



## *What is Compassion, anyway?*

- Lovingkindness with the self and others, composed of steadfastness; clear seeing; experiencing our emotions, including emotional distress; and attention to the present moment. *Based on the work of Pema Chodron*
- "'feeling felt' ... the ability of one person to empathically and authentically encounter another person" *Based on the work of Dan Siegel*
- "The wish for another being to be free from suffering..." and "We must transform our thoughts and behavior on a daily basis to cultivate compassion without attachment." *Based on the work of the Dalai Lama*
- Being One: I see you.  
Being Two: I am here. *Based on the Zulu word Sawubona*
- "... understanding is the very foundation of love and compassion," and "... if love and compassion are in our hearts, every thought, word, and deed can bring about a miracle..." *Based on the work of Thich Naht Nahn*
- "The practice of love begins with acceptance—the recognition that wherever we are is the appropriate place to practice, that the present moment is the appropriate time." *Based on the work of bell hooks*
- "The self-worth that comes from being kind to yourself is much more stable than that which comes from judging yourself positively." And "Self-compassion. In other words, treating yourself just like you would your best friends, even when they (you) screw up." *Based on the work of Kristin Neff*

*"...the narrow ridge is the meeting place of the we"*

## Martin Buber and Practicing I-Thou

Us vs Them/ I-It



I-Thou/ We

Choosing I-Thou includes:

- Inviting and participating in dialogue
- Questioning what we "know" about ourselves and others
- BE-ing present with self and other
- Wondering
- Investing in curiosity
- Asking questions rather than offering answers
- Creating and holding space for changing beliefs and behaviors

*"All real living is meeting."*

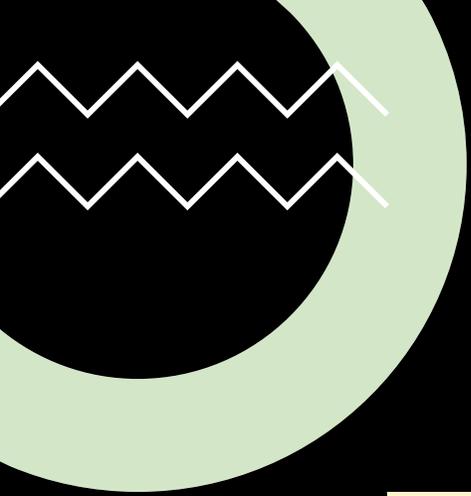


## A Matrix for Reflection and Self-discovery



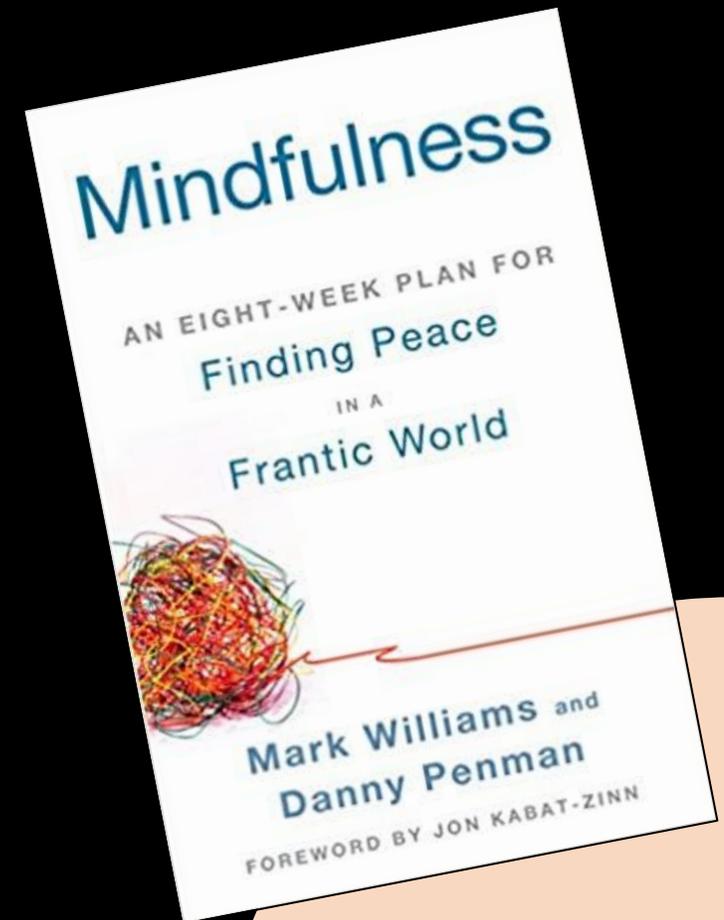
The Matrix  
Kevin Pyle, Ph.D.

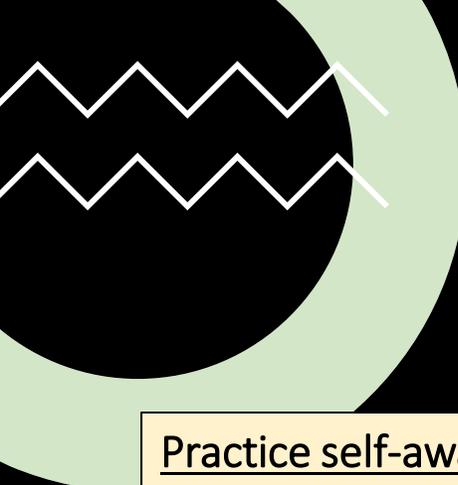




Mindfulness is an act of hospitality. A way of learning to treat ourselves with kindness and care that slowly begins to percolate into the deepest recesses of our being while gradually offering us the possibility of relating to others in the same manner. **Working with whatever is present is enough. There is no need to condemn ourselves for not feeling loving or kind. Rather, the process simply asks us to entertain the possibility of offering hospitality to ourselves no matter what we are feeling or thinking.** This has nothing to do with denial or self-justification for unkind or undesirable actions, but it has everything to do with self-compassion when facing the rough, shadowy, difficult, or uncooked aspects of our lives.

Mindful Staff 2010





*When the going gets hard...*

Practice self-awareness of:

Body – racing heart, tummy ache, tight muscles, headache, sudden sweat, unusual hunger or food aversion...

Mind – racing thoughts, obsessive thought cycles, "What if...", "I should...", "They should..."...

Emotions – racing feelings, panic, fear, rage, urges to control others, overstimulated, rigidity...

We all live in three timelines at the same time:

Past experiences, present circumstances, and expectations of the future.

*In moments of struggle, we often focus on an undesired past experience and/or future.*



## Reframing and Resourcing

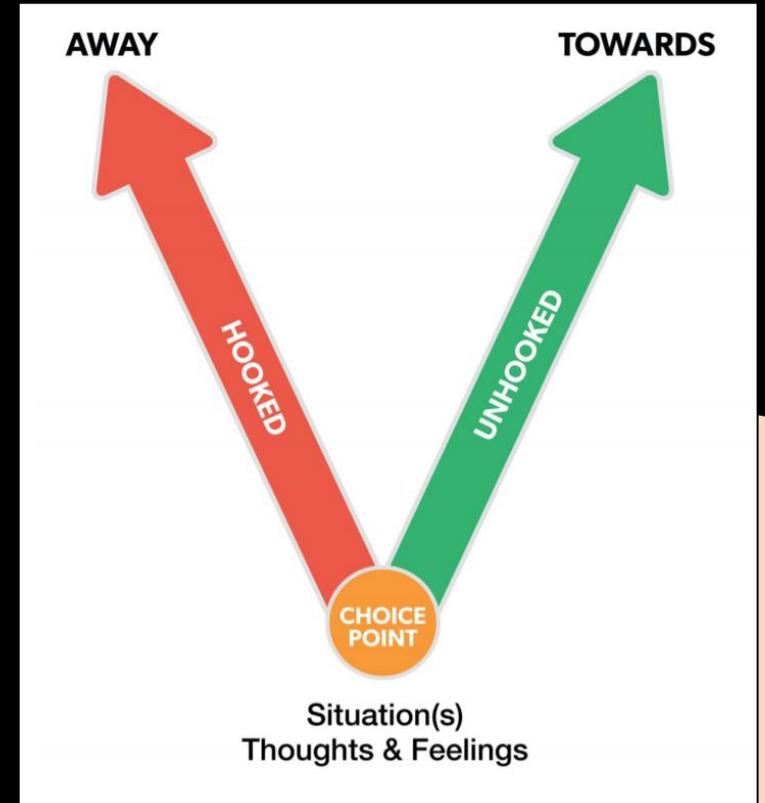
Reframing: Choosing to see in a different way, to change the lens

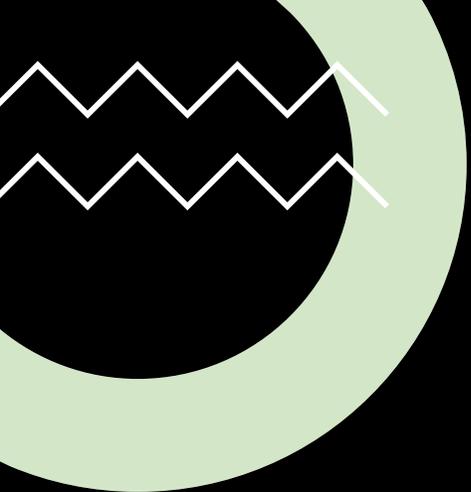
- *How else could I see...?*
- *How could I use this to better understand...?*
- *What are the stories I am not yet seeing?*
- *What are the biases I am engaging in?*

Resourcing: Choosing to draw energy from a different source

- *How can I move toward I-Thou?*
- *What am I resisting? What would acceptance look like?*
- *How can I soften in this moment?*
- *What would wisdom look like?*

In this moment, is it more important for me to feel right, or for me to foster relationship?





## *Practice Befriending*

May I be free from suffering

May I be as happy and healthy as it is possible to be

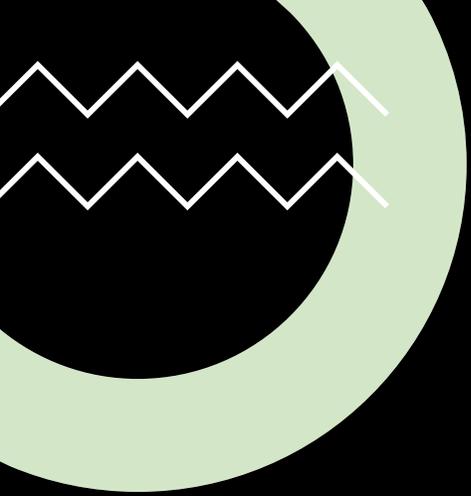
May I have ease of being

*Repeat this exercise for loved ones, friends, acquaintances, colleagues, strangers, challenging relationships, all humans, and all beings.*

Befriending invites us to connect with the wisdom of our hearts, moving from I-It to I-Thou relationships with ourselves and others.



*Based on practices developed by  
Mark Williams*



*Questions???*



## Next steps

- Over the next month, make it an intentional part of your day to practice compassion
  - *On your way to work, over lunch, on your way home, before bed...*
- Seek out resources:
  - *Kristin Neff, Pema Chodron, Mark Williams, Dan Siegel...*
- October 21 at 12:30 PM ET – Same Zoom room
  - We will explore as a whole group or in break-out rooms:
    - *What we are learning*
    - *What we are experiencing*
    - *What is changing*
    - *Examples from lived experience*
    - *Resources and ideas for moving forward*

