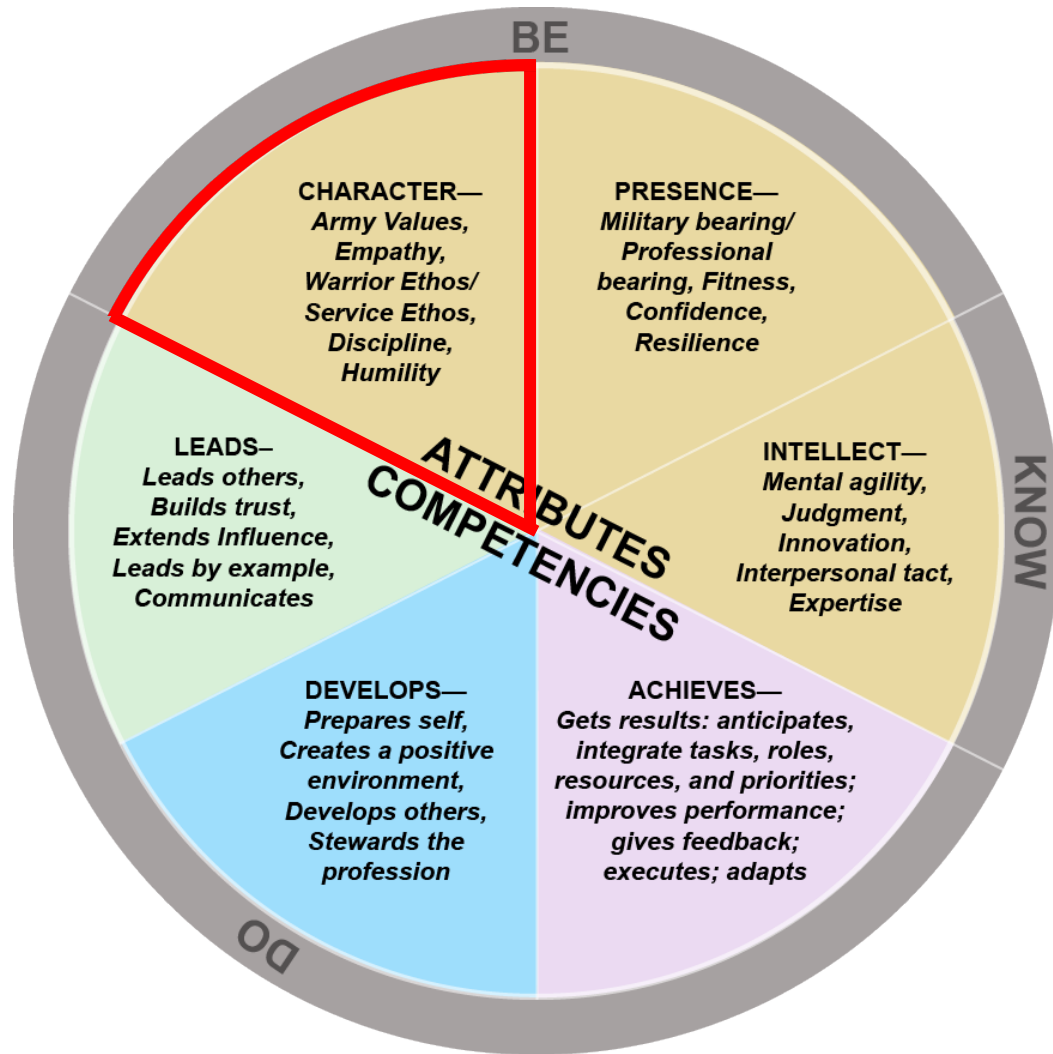


Leading With Empathy

Leader Professional Development
United States Army
Center for Army Leadership



Army Leadership Requirements Model (LRM)



- This LPD session focuses on the following attribute:
 - Empathy
- Learn more about the LRM by reviewing:
 - ADP 6-22
 - Describes what right looks like for all leaders
 - FM 6-22
 - Teaches you how to develop as a leader

Session Objectives

- Describe what it means to relate well to others.
- Describe how to demonstrate empathy as a leader.
- List strategies you can use to create an environment that values empathy and relating well to others.

A group of soldiers in a huddle, with one soldier raising their hand. The scene is dimly lit, suggesting an indoor or nighttime setting. The soldiers are wearing camouflage uniforms and helmets. A semi-transparent dark green banner is overlaid across the middle of the image, containing the text "Relating to Others".

Relating to Others

Discussion



- As an Army leader, how will interacting and relating well with others benefit you?
- How can it benefit the Soldiers you work with?

Characteristics of Leaders That Relate Well to Others

Perceptive

- Observe others and situations
- Deal effectively with others
- Aware of situational cues

Adaptive

- Adapt to situation
- Avoid “one size fits all” approaches

Self-aware

- Control their own behavior
- Understand how others perceive them

Authentic

- Care for others
- Back up words with actions

Discussion



- What are examples of things you have done to relate well to others?
- What are some examples of situations when you didn't relate well to others? How did things turn out?

A group of soldiers in military uniforms are gathered in a huddle. One soldier in the center-left is raising their right hand, possibly in a gesture of agreement or a shout. The scene is dimly lit, with a dark background and some light reflecting off the soldiers' gear and helmets. A semi-transparent dark green horizontal band is overlaid across the middle of the image, containing the text.

Demonstrating Empathy

Empathy Defined

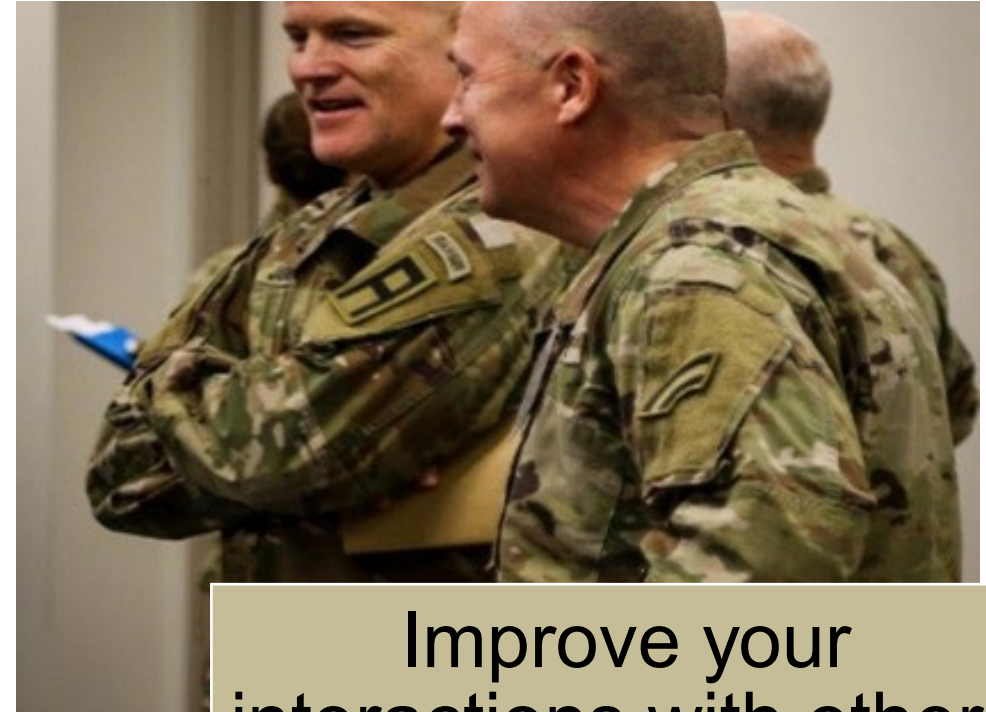
- Sharing and understanding someone else's feelings.
- Relating to another person's situation, motives, or feelings.
- Understanding someone else's experiences.
- Seeing something from another person's point of view.



The Benefits of Being an Empathetic Leader



Understand how your actions affect others



Improve your interactions with others

Why Leading With Empathy Can Be Difficult

Not listening to the other person

Making the conversation about you

Wanting to fix the problem before hearing what the other person has to say

Belief that showing compassion is a weakness

Lacking self-awareness

Being blinded by the mission

Activity: How Empathetic Are You?



- To help you reflect on how you see yourself and how others see you, complete the Reflective Questions about Empathy Survey Handout.

Discussion



- Based on the survey, how do you see yourself compared to how others see you?

Situations That Require Empathy

Loss of a loved one

Divorce

Depression

Sexual
harassment/assault

Suicide

Financial problems

Understanding local
populations

Understanding
enemy motivations

Discipline

Steps to Develop an Empathetic Mindset

Step 1: Recognize that “you don’t know what you don’t know”



Step 2: Consider how you form assumptions and come to conclusions



Step 3: Keep your eyes and ears open



Step 4: Practice empathy

Discussion



- What are things you can do to lead with empathy?

A group of soldiers in military uniforms are gathered in a huddle. One soldier in the center has their right hand raised, palm facing forward. The scene is dimly lit, with a strong light source from the side creating highlights on the soldiers' gear and uniforms. A semi-transparent dark green horizontal band is overlaid across the middle of the image, containing the title text.

Creating an Empathetic Environment

Discussion



- What can you do to create an environment that values empathy and relating well to others?
- How do you create an environment that has a balance between valuing empathy and preparing Soldiers to win wars?

Want to Learn More?

<https://cal.army.mil>



Doctrine

Provides leader expectations

- ADP 6-22
 - Paragraphs 2-8, 2-12, 5-3, 8-8
- FM 6-22
 - Paragraphs 6-3, 7-4, 7-15, 7-16, 7-17



Self-paced Online Lessons

Provide additional content and real-world examples/scenarios

- Beyond People Skills:
Leveraging Our Understanding of Others

After Action Review

- Complete the AAR form in your Participant Packet and return it to the facilitator.
 - The form allows you to provide feedback about this session.
 - Your feedback will be used to improve future deliveries of this session.

Let's Connect

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