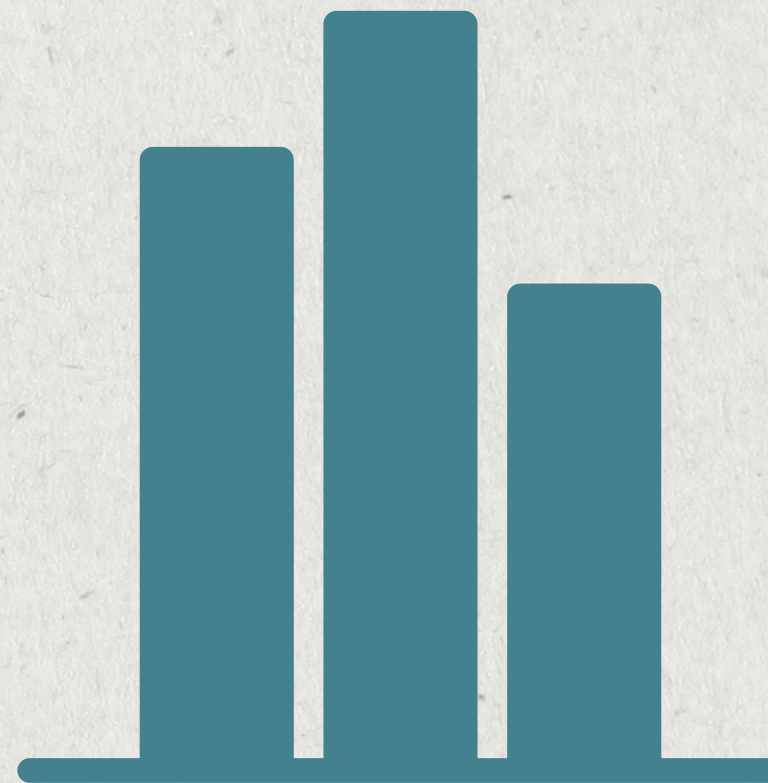


Empathy: A Key Ingredient in Effective Coaching Relationships

Rasha Kutty

Centering Exercise

How easy was it for you to focus during the centering exercise?



What is Empathy?

Empathy is the ability to understand another person's experience in the world, as if you were that person, without ever losing the “as if” sense.



The Five-Part Empathy Model

1. Cognitive Empathy
2. Affective Empathy
3. Compassionate Empathy
4. Self-Other Differentiation
5. Empathy ≠ Projection

Activity





What thoughts are running through
my head?

Who or what am I thinking about?



What emotions am I feeling?



What does my body feel like?



How would I experience this person's life?



How would I experience this person's life?





How would *I* experience this person's life?



How would *he* experience his life?



Imagine-Self
(How would I experience this person's life?)





Imagine-Self
(How would *I* experience this person's life?)



Imagine-Other
(How would *he* experience *his* life?)

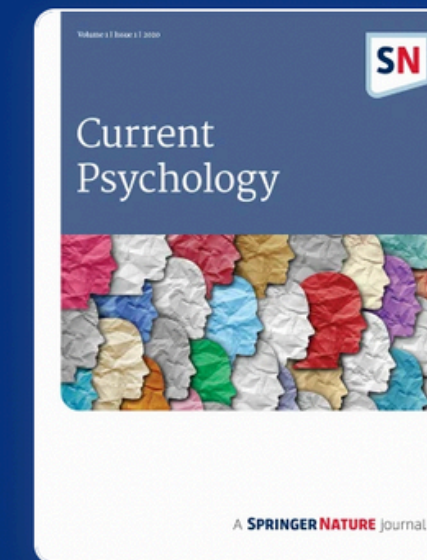
Why is Empathy the cornerstone of Coaching Relationships?

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How to show empathy as a coach: The effects of coaches' imagine-self versus imagine-other empathy on the client's self-change and coaching outcome

[Open access](#) | Published: 13 November 2021

Volume 42, pages 11917–11935, (2023) [Cite this article](#)



[Current Psychology](#)

Why is Empathy the cornerstone of Coaching Relationships?

Activity

Kelvin

the youngest person to participate in MIT's
“Visitor’s Practitioners Program”.

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Imagine this person
vividly in your mind.

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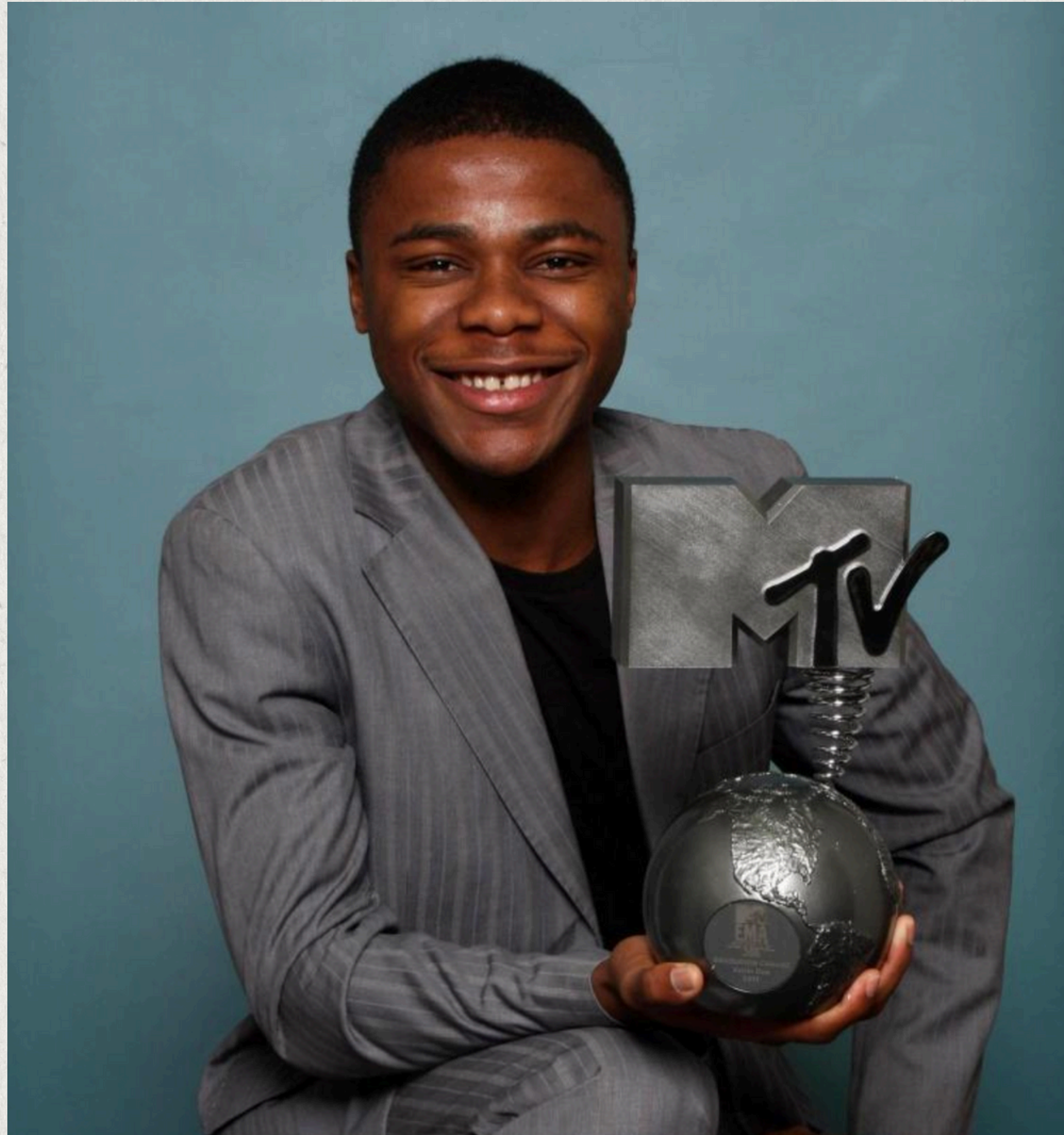
Imagine this person vividly in your mind.

What does he look like?

How old is he?

Where is he from?

What do you think about his family's
economic status?





Bias/Prejudice - The Greatest Barrier to Empathy

How Can You Strengthen Empathy Practice?

01.

Self-Empathy

Self-Awareness (thoughts/emotions & feelings/body & breath/reactions)



Mindfulness

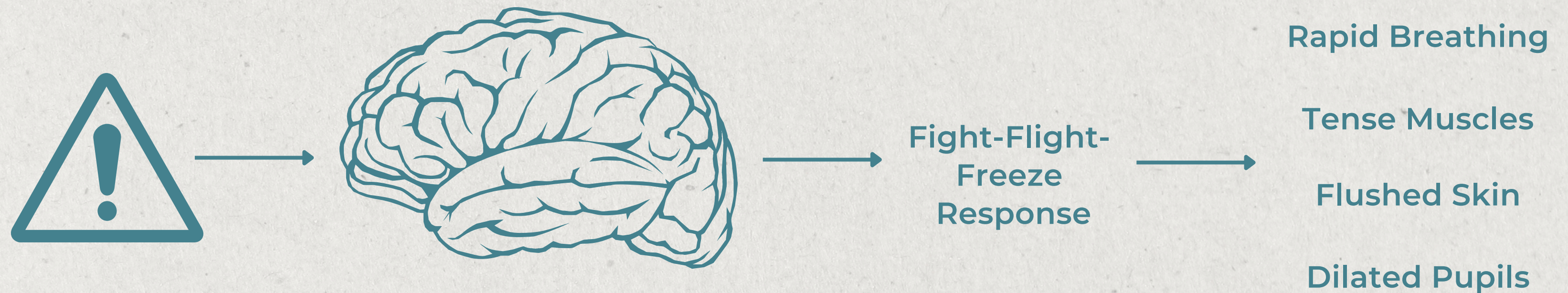


Self-Empathy

I. Physiological Awareness

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- What are emotions?
- Where do they stem from?
- What happens to your body when you feel different emotions?



II. Trauma Awareness

II. Trauma Awareness

- How is your past affecting you now?
- How are adverse childhood experiences manifesting today?
- How aware are you of your subconscious reactions & processes?

III. Awareness regarding your Biases & Conditioning

How can you develop self-empathy?

How can you develop self-empathy?

- Meditation | Intentionally slowing down

How can you develop self-empathy?

- Meditation | Intentionally slowing down
- Journalling

How can you develop self-empathy?

- Meditation | Intentionally slowing down
- Journalling
- Mindful Embodiment Exercises

How can you develop self-empathy?

- Meditation | Intentionally slowing down
- Journalling
- Mindful Embodiment Exercises
- Reflective Questioning

02.

Humanisation



**Diversify your inner circle -
Develop friendships with people who are different from you**

03.

Active Listening

Listen to not just words, but also the
feelings and *needs* behind the words.

04.

Practice Curiosity

Read widely | Include books on cultures and history

Read widely | Include books on cultures and history
Consume media wisely

05.

Understand that you are an everyday leader.

Questions?

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