

## COMPASSIONATE COACHING INDEX FOR LEADERS

THIS IS A LEADER FOCUSED INDEX. LEADERS SHOULD TAKE THIS TOOL AS AN INDEX FOR HOW THEY DEMONSTRATE COMPASSION AS A LEADER AND WHAT COMPETENCIES THEY DEMONSTRATE.

### SELF-OTHER BOUNDARY FOR COMPASSION

1. I help others without mirroring their sadness.
2. I help others without getting involved directly with their emotions.
3. I do not get carried away with my own emotions while trying to assess what others are feeling.
4. When coaching others, I do not take on their personal challenges as my own.

### DIGNITY IN COMPASSION

1. I help others irrespective of whether I agree with them.
2. I see the pride that others have in themselves even during hard situations.
3. I coach others based on who they are, not who I want them to be.
4. Treating others with respect is important to me.

### COMPASSION AS PROACTIVE

1. I anticipate others' needs in ways that help them flourish.
2. I practice caring for others as a part of my leadership practice.
3. I seek out opportunities to support others in their work.
4. I actively identify and remove barriers for my team before they cause a problem.

### COMPASSION AS REACTIVE

1. I listen actively to others to make sure they feel heard when they need to talk.
2. I consider the feelings of others even when they share in the responsibility for a problem.
3. I express care for others facing a crisis in their personal life.
4. I offer others relief from job-related responsibilities when they are facing a crisis in their personal life.

### COMPASSION AS IDENTITY WORK

1. I reflect on how the opinions of others who are different from me in terms of their identity (e.g., regarding gender, race, culture, sexual orientation etc.) inform my opinion.
2. I consider how cultural differences shape someone's actions instead of judging them based on their identity.

3. I consider how myself and others might be impacted emotionally by difficult conversations concerning race and other minority identities.
4. I lean on my own experiences of being marginalized (if any) to connect with others who are experiencing challenges related to marginalization.

#### PERSONAL EXPERIENCE AS A SOURCE FOR CAPACITY FOR COMPASSION

1. I use personal experiences of adversity as a resource to support others in similar situations.
2. I use experiences of failure in my own life as an opportunity for growth.
3. I channel difficult experiences from my own life to build my capacity for compassion.
4. I spend time thinking about my life and how it has shaped my leadership philosophy.

#### COMPASSION AS EMOTIONAL INTELLIGENCE

1. I try to understand what emotion(s) could be driving someone's experience during challenging situations.
2. I am vulnerable without overstepping personal boundaries when the situation calls for it.
3. I am aware of how others could be perceiving me.
4. I regulate my emotions to overcome the need to satisfy my ego and focus on others.
5. I work on reconciling contradictory emotions I might experience during challenging situations to gain a broader perspective.
6. I take on a coaching mindset as a leader.
7. I rarely become defensive when receiving feedback.
8. I easily establish connections with others by tuning into their emotions.

#### COMPASSION AS WALKING THE LINE BETWEEN EMPATHY AND ACCOUNTABILITY

1. I balance good decision making with having empathy for others.
2. I can have accountability-based conversations while helping the person I am coaching maintain their self-worth.
3. It does not bother me to make decisions that might feel contrary to what is expected.
4. When it comes to helping others, I am not afraid to challenge the status quo.

#### COMPASSION AS PRACTICING AND SEEKING OUT AUTHENTICITY

1. I model authenticity as a leader.
2. I express gratitude genuinely and often.
3. I admit mistakes as an opportunity to learn and convey I'm engaged and paying attention.
4. I reflect on mistakes to evolve into a better version of myself.
5. I have meaningful conversations by speaking my mind.

6. I am transparent about my thinking for others to better understand and trust me.
7. I acknowledge the sometimes-messy intersections between work and life when leading.
8. Helping others envision the best version of their future selves is important to me.

#### COMPASSION BEING ENABLED BY A RELATIONAL CONTEXT

1. I focus my capacity for compassion toward building others up.
2. I continue learning how to be compassionate by watching those around me.
3. I encourage a culture of care when building teams.
4. Knowing that others trust me is important.

#### BUILDING PERSONAL BANDWIDTH FOR COMPASSION

1. I take time for selfcare.
2. I lean on loving relationships in my life to build my personal capacity for compassion.
3. I use a spiritual orientation to ground compassion in my life.
4. I seek help when I feel emotionally depleted or tired from extending compassion.

#### BUILDING ORGANIZATIONAL BANDWIDTH FOR COMPASSION

1. I allocate resources that build organizational-level capacity for compassion.
2. I support each person on my team find ways to extend compassion in their own way.
3. I strive to role model compassionate leadership.
4. The team I lead has identified rituals and routines that are centered on extending compassion.