

## THREE TIPS TO HELP BUILD A MORE COMPASSIONATE CULTURE:

Encourage **self-compassion** in your leaders and teams. If you don't have compassion for yourself, you won't be able to have healthy compassion for others. **Build capability** in your organisation around emotional intelligence, psychological safety and resilience.

Encourage **compassion toward others**. Help leaders to develop deep connections to understand the continuing needs of others and to monitor how engaged and valued people feel. **Recognise** the things people are doing well, the successes they are enjoying and provide concern and **support** for the challenges they are facing.

Take **action**, embrace new ideas, approaches and/or perspectives. Think about the compassionate action you might take. Is it likely to be welcome? Have you thought about how your action might land with the person? Are you providing the resources needed as well as the emotional support?

