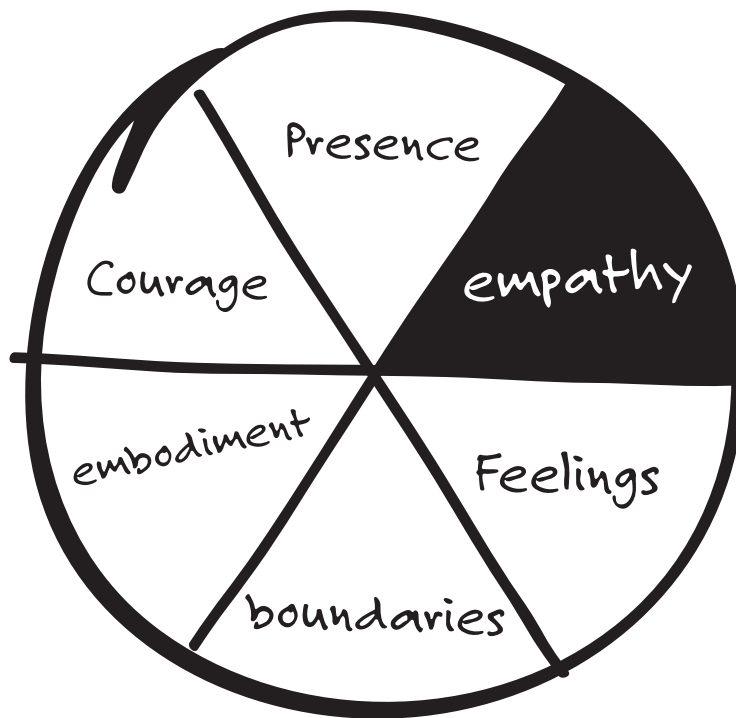


## Deepening Your Impact

# EMPATHY



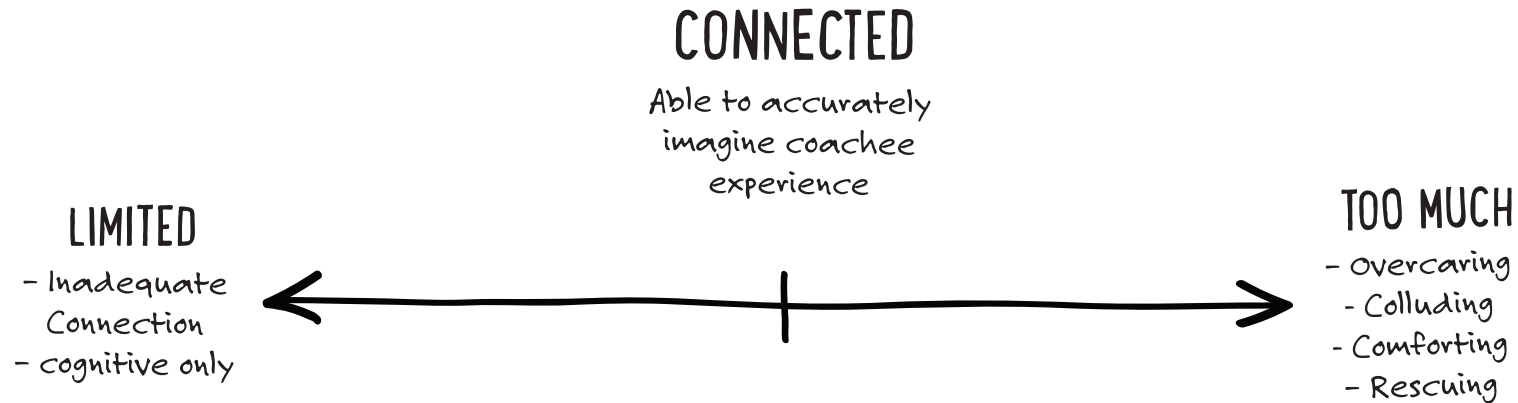
### **Walking In a Client's Shoes Without Wearing Them**

To be masterful coaches, we need to know how to embrace and identify with our client's experiences, feelings, and the perspectives about their life situations they bring to the coaching moments. Empathy is the glue that makes this highly relational work of coaching possible.

**What We'll Cover** 1: The Empathy Continuum 2: Calibrating & Cultivating Your Empathy

# 1: The Empathy Continuum

Without sufficient levels of empathy very little worthwhile work will occur in coaching. Empathy is the glue essential in human connection and the balance of how much or how little is particularly important in the coaching and leadership relationship.



- I am prone to not noticing the emotional terrain of others.
- I sometimes miss cues and opportunities to respond when someone expresses emotions.
- I get uncomfortable discussing emotions and often lead the conversation to solutions in order to bypass emotions.
- I often feel detached, confused, and unsympathetic toward the emotions of others.

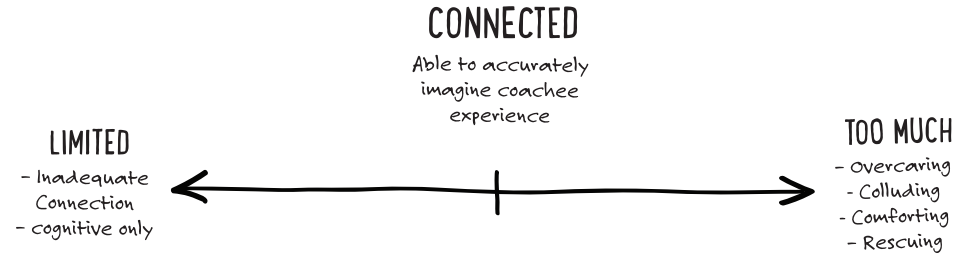
- I can walk in someone's shoes without wearing them.
- I notice feelings and cues as they arise, honor them, but avoid over-identifying and losing a coaching rudder.
- I am capable of taking others' perspective without sacrificing balance or boundaries.
- I am good at observing, listening, and providing solutions that honor others' emotions.

- I tend to absorb and internalize others' feelings.
- I find it difficult to shake off sad stories and tend to dwell and obsess over them for long after.
- I can be overwhelmed by emotions as they are contagious to me.
- I am often drawn in by others' emotions and lose an objective, solution-based perspective.
- I sometimes even blame myself and take on inappropriate responsibility to "fix" others' emotions.

# 2: Calibrating & Cultivating Your Empathy

Where do you currently locate yourself on the continuum?

How does your comfort zone on the continuum enable and/or inhibit your coaching effectiveness?

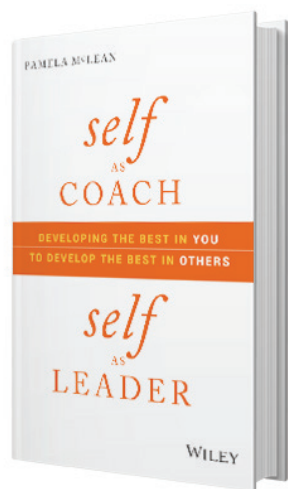


There are plenty of ways to calibrate and cultivate stronger boundaries around empathy.

How can you become more agile? Place a star on the continuum where you would like to be.

The phrase “put on your own oxygen mask before helping others” doesn’t just apply on airplanes. It applies for coaches as well. How can you increase your own capacity for empathy and resilience through self-care?

# More About Our Work at Hudson



## Buy the Book

For more details or to buy a copy of Pamela McLean's *Self as Coach, Self as Leader* [click here](#).

## About the Author

Pamela McLean, PhD, is the CEO and cofounder of Hudson Institute of Coaching, an organization providing a full suite of coaching services inside organizations and widely known as one of the leading coach training programs in the United States for over 30 years. McLean brings more than three decades of experience as a clinical and organizational psychologist, a master coach, coach supervisor, and leader and contributor in the field of coaching. McLean has written extensively and authored [The Completely Revised Handbook of Coaching](#) (2012) and [LifeForward: Charting the Journey Ahead](#). (2015).



## About The Hudson Institute of Coaching

One of the early leaders in the field of coaching, [Hudson Institute of Coaching](#) has been providing developmentally based coach training for leaders for more than 30 years. We set the standard for experiential learning programs that lead organizations and people to reach for their best as leaders and human beings in our global world.

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1.800.582.4401  
[info@hudsoninstitute.com](mailto:info@hudsoninstitute.com)