

## Scorecard on Empathy vs. Compassion

- Do I maintain a balance between connecting with my team emotionally and taking practical steps to support them in their roles?
- When I notice a team member underperforming, do I show compassion by addressing the issue and providing guidance, or do I avoid the conversation because I don't want to hurt their feelings?
- Am I aware of my team's emotions and struggles, or do I tend to focus more on the tasks and results rather than their well-being?
- Do I set clear expectations and hold my team accountable while still offering support and compassion when needed?
- When making tough decisions, do I consider how they will affect my team emotionally, or do I focus solely on the practical aspects of the decision?
- How often do I take action to help my team members grow, both professionally and personally, rather than just sympathizing with their challenges?
- Do I foster a culture of trust where my team feels safe to express their emotions and struggles, knowing that I will respond with both empathy and solutions?
- Am I comfortable having difficult conversations with my team, balancing empathy for their feelings with the need to maintain accountability and performance?
- Do I create opportunities for my team to learn from challenges, using compassion to support them through tough times while encouraging resilience?
- When was the last time I checked in with a team member not just about their work but about how they're feeling emotionally? Did I take any action to help?
- Do I find myself leaning more toward empathy, compassion, or a balance of both in my leadership approach? How does this impact my team's morale and productivity?
- How can I better integrate empathy and compassion into my daily leadership practices to ensure that my team feels both understood and supported?