

Staff Training Curriculum: Developing Empathy and Compassion

Title: Empathy outlined by values

Time Required: 45 minutes

Learning Outcomes of Exercise:

1. Develops awareness of ones own identity, bias, privilege and sense of ones own universe through identification of values.
2. Claims knowledge of oneself and ones own learning.
3. Create an empathic and compassionate campus culture

Alignment with which Co-Curricular Learning Outcome(s):

1. Being, Belonging, Becoming
2. Self Awareness and Purpose

Materials Needed:

1. Pen and Paper
2. Small group (2 person minimum)

Instructions:

1. Review goal of the meeting and provide respect of privacy agreement between participants.
2. Defining Empathy: To express empathy you feel with a person and display compassion through a deeper level of understanding by stepping into the other person's experience.
3. Important points to remember about empathy: It is not advise giving, fixing or suggesting → it is about being understanding and being an active listener by way of a respectful outlook of another person's perspective. To be empathic one is present. This can be toward oneself or toward another person.
4. Next review the list of needs: our needs motivate and sustain our thoughts and behaviors.
5. Each individual review the list of needs.
6. Choose 2-4 that are your top needs right now and why.
7. Share these with a partner.
8. Review the list again and think of a challenging community member / guest's top needs, write them down, and list why these values are important.
9. Share with your partner or the group.

Reflection Question(s):

1. What was helpful about the values identification for your-self and others?

2. Was it easy to identify your needs?
3. How has this activity impacted you?
4. When reviewing the needs of your challenging community member/ guest was it easy to think about their needs?
5. How might you understand the “challenging” community member / guest’s needs differently?
6. What role might empathy play in your workplace, classroom and community?
7. How might this activity focusing on empathy play a role in your future interactions?
8. When might you use an empathetic approach versus a sympathetic approach?

Follow up actions:

1. Think of a challenging community member/guest and use the empathy scaffold to map out the perspective of their values and perception during your interaction.
2. How might one use empathy versus sympathy?
3. Think of a time when the perception was different than the reality?

If you have any questions regarding this training exercise, please contact:
Jessica Hornbrook , Assistant Director of Disability and Learning Difference Resource Center, Serra Hall 300, X
4655, jhornbrook@sandiego.edu

Needs and Values for Consideration

Food	Acceptance
Health	Companionship
Safety	Harmony
Order	Love
Peace	Support
Stability	Acceptance
Trust	Consideration
Freedom	Empathy
Choice	Kindness
Independence	Respect
Humor	Inspiration
Pleasure	Belonging
Connection	Communication
Affection	Cooperation
Appreciation	Authenticity
Attention	Creativity
Closeness	Effectiveness
Heard	Accomplishment