

Is your organization practicing empathetic leadership? A checklist for getting there.

EMPATHY LEADERSHIP IN ACTION

- Is empathy valued in the workplace?
- Have employees been asked about if they feel empathy is valued at the company?
- Is leadership seen as empathetic?
- Is this showing up as a competitive advantage?
- Have moments been created for team members to get to know each other?

EMPATHETIC ACTIONS TO TAKE

- Are there enough meaningful interactions employees are having with leaders?
- Have leaders made space for emotion and have they also shown vulnerability and openness to encourage teams to do the same?

BUILDING A CULTURE OF TRUST

- What motivates employees? How are these motivational tools used in the workplace?
- Does the workplace allow information to float and be shared freely?
- Are kindness and empathy key values for the culture?
- Is toxic behavior quickly corrected?
- Has structural support and teamwork been normalized through programs that encourage employees to help others?

INCLUSION AND EMPATHY

- Is leadership asking people to tell them about their experience to gain perspective?
- Do those from underrepresented or marginalized backgrounds have opportunities to share perspective?
- Are leaders aggressively curious and intellectually humble?
- Ask yourself: What have I learned through this interaction that I didn't know before? How has it changed my understanding?

To learn more, [download our guidebook *Leading with Empathy in Turbulent Times: A Practical Guide.*](#)