



# Benefits of Being Compassionate in the Workplace

Employees who show kindness and compassion are often rewarded with team members' loyalty. Compassionate team members tend to have increased levels of engagement, and more people willing to work with them. Often when given more responsibility and power in an organization, individuals can become distracted, stressed and may miss observable changes in their team. This may cause them to be less likely to tune in to others' concerns. No matter their title or responsibilities, it is important for everyone to pay attention to employees' concerns and address them appropriately.

Compassionate teams create work environments where there is harmony and cohesiveness among the employees. This in turn creates an environment where employees want to go the extra mile and work together to get the job done. The time invested in leading with compassion and kindness creates a high functioning, effective and successful work team.

If leaders want employees to help them succeed, they must show them they genuinely care for them. It's easier to build loyalty if leadership is compassionate and kind. Managers who can demonstrate awareness and show empathy for their team members will help encourage commitment from them. Building commitment is necessary for success. People will often stay in a bad job with a good manager and leave a good job because of a difficult manager. It's an unfortunate truth that a lot of employees quit their jobs because of their bosses. When employees have a compassionate supervisor or manager, they are more likely to stay. If leaders believe in them, employees will more than likely believe in and follow their leader.

## Tips for Leading with Kindness and Compassion

- Embrace an open-door policy
- Don't interrupt others
- Use encouraging words
- Recognize and acknowledge positive behavior
- Show gratitude
- Let others know you care
- Assist others when they are going through hardships
- When you feel angry, take a deep breath
- Be considerate of your fellow team member's feelings
- When you are wrong, apologize
- Bring food to share!!

**For further guidance on leading with kindness, reach out to the EAP. We offer valuable resources for reaching professional goals, including honing your skills to fully become a compassionate leader and teammate. To find more information visit [EAP4YOU.com](http://EAP4YOU.com) or give us a call at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341.**