

Empathy Dojo

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Objective

Develop the capacity to empathize instead of react, assume or judge.

Performance

%

projects
that fail

%

features
never used

Collaboration

Innovation

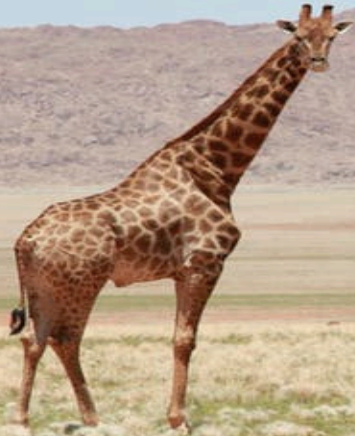
Inclusion

Psychological Safety

Empathy

My story

Nonviolent Communication



- Set of **empathy**-based principles and practices.
- Useful in highly collaborative and diverse team environments.
- Promotes open-mindedness, inclusion, innovation and connection across differences.

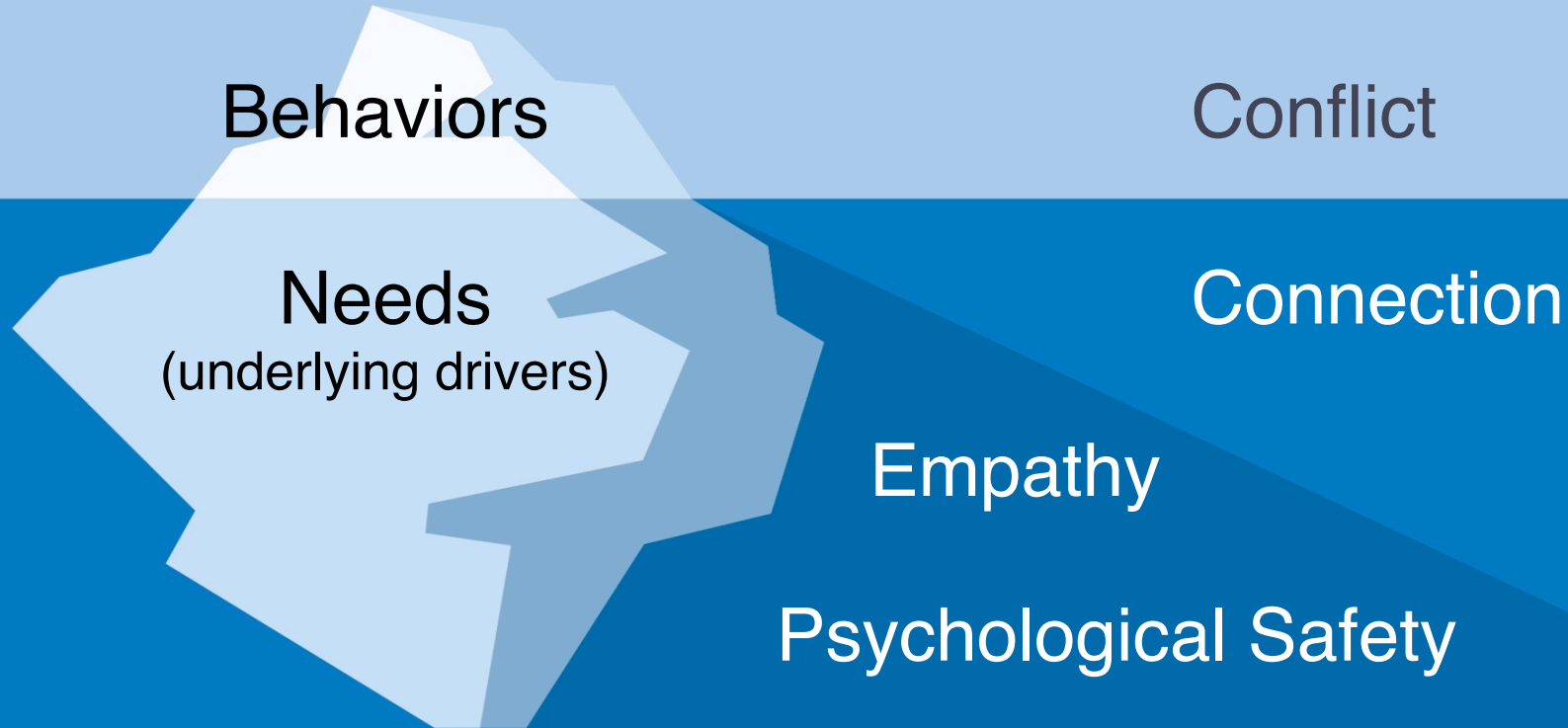
What **values** or **qualities** are
important to you in your work
relationships?

Universal Human **Needs**

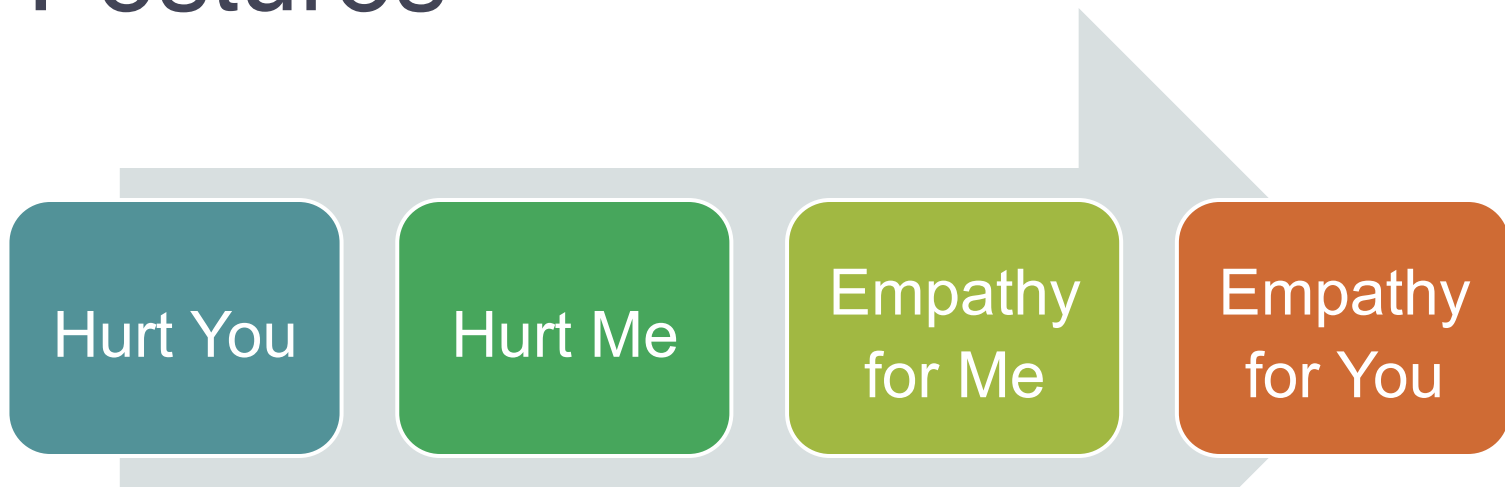
Needs connect us with our common humanity

Creativity Appreciation Dependability
Growth Efficiency
Clarity Freedom Support Autonomy
Integrity Kindness Fun
Respect Understanding Effectiveness
Trust Impact Belonging Meaning

Needs Drive Behavior



4 Postures



EMPATHY FOR ME: _____ *is important to me.*

EMPATHY FOR YOU: *Is* _____ *important to you?*

Empathy Dojo





How can this technique help
you be more effective?

From Blame to Self-Responsibility

What's wrong
with you



What's important
to me (Needs)

Judgment, blame &
victim-thinking

She's a micromanager.

Empowerment &
self-responsibility

Autonomy is important to me.

Why not skip “hurt you / hurt
me” and go straight to
empathy?



Want to learn more?

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