



Empathy®

THEME DESCRIPTION

You can sense the emotions of those around you. You can feel what they are feeling as though their feelings are your own. Intuitively, you are able to see the world through their eyes and share their perspective. You do not necessarily agree with each person's perspective. You do not necessarily feel pity for each person's predicament — this would be sympathy, not Empathy. You do not necessarily condone the choices each person makes, but you do understand. This instinctive ability to understand is powerful. You hear the unvoiced questions. You anticipate the need. Where others grapple for words, you seem to find the right words and the right tone. You help people find the right phrases to express their feelings — to themselves as well as to others. You help them give voice to their emotional life. For all these reasons, other people are drawn to you.

POWER AND EDGE

People with strong Empathy talents are able to build and form relationships that have great emotional depth. Others feel understood by them and seek their company. Their innate ability to understand the emotions of those around them provides comfort and stability.

EMPATHY IN ACTION

Words that might describe a person with dominant Empathy talents:

listening
emotional
expressive
sensitive
aware
intuitive
confidential
helpful
sensate

ACTION ITEMS

- Practice refining the words you use to name the feelings you experience and observe in others.
- Help people name their feelings. Those who can express their feelings seem to work better with others.
- Build trust with people by letting them know that you know how they feel.
- Help your colleagues be aware of the feelings of their coworkers.
- Develop routines at the end of each day that allow you to decompress. If you do not, you may find that, at times, your Empathy talents will drain you.
- Sometimes it is important to be silent. You have the talent to let other people understand that you know how they feel without saying a word. Over time, refine your nonverbal communication skills.
- Act quickly and firmly if someone is behaving in a way that is unhealthy for that person or those around him or her. Understanding someone's emotional state does not mean that you must excuse this behavior. Be aware that when your empathy turns to sympathy, others might see you as a "bleeding heart."
- Partner with someone with a strong Command or Activator theme. This person will help you to take needed action, even though people's feelings might suffer as a result.