Understanding The Capacity for Empathy

Empathy is the “ability to imagine oneself in another’s place and understand the other’s feelings, desires, ideas and actions” (Encyclopedia Britannica 1999 edition). Are all children born with this capacity? What seems to interfere with this capacity? Why are some people able to read what others think, feel, experience, but have little compassion for the other person? Why is this capacity so important for leaders and managers to possess? Is it possible for leaders to have too much empathy? These are some of the questions we will address in this conference.

The audio conference is designed to help your coaching practice with clients who need to adjust the level of their empathy in order to be more effective in their professional roles. For some clients, their capacity for empathy is a terrific asset to their role as a manager or leader. For others, their capacity for empathy inhibits their ability to make difficult personnel decisions. For some, their low capacity for empathy makes interpersonal relationships troublesome.

Who should attend:

This two part teleconference series is for coaches and consultants who, at times, work with clients who are challenged with a low capacity for empathy and find that their ability to empathize with others is making it difficult for them to lead others.

Benefits you can expect as a coach & consultant – You will learn…

- To understand this complicated and fragile capacity.
- How the capacity for empathy is developed.
- Some of the experiences and feelings that interfere with the capacity to be empathic.
- How to work with people who need to enhance their capacity for empathy.
- How to work with people who find their capacity for empathy is interfering with their effectiveness as leaders or managers.
- How to understand our own capacity for empathy as consultants.
Dr. Erb is a recently retired psychologist who was in private practice for 30 years. He received his Ph.D. from Michigan State University and has a post doctoral certification from the Masterson Institute in New York City. His understanding of empathy comes from his working with adults and couples in psychotherapy, some of whom have struggled with the issue of their capacity for empathy.

In addition, Dave has years of experience working with leaders in a therapeutic and coaching role. He has lectured at area universities, and has been a leader in education and coaching within the psychologist community. He has facilitated two previous audio-conferences, “Moving Beyond Shame” and “Working with Anxiety.”

Structure of the Two Part Series with Reading Preparation:

- **Materials and pre-reading assignment:** The text for this course will be sent to you in advance. Additional materials also will be sent to you prior to the teleconference in Power Point format.

- **#1 Teleconference:** 8:30-11:00 am (Pacific Time), February 27, 2009. This teleconference will focus on understanding empathy, including its origins, function and impact in our adult lives. It will focus on how to work with clients who either find that their capacity for empathy interferes with their performance as leaders or with those whose capacity is low and therefore have difficulty in their interpersonal relationships. This session will include theory as well as practical applications for consultants to integrate into their coaching and consulting practices.

- **#2 Teleconference:** 8:30-11:00 am (Pacific Time), March 13, 2009. This teleconference will focus on your experiences, case studies, questions and client needs in regard to the capacity for empathy. You will have an opportunity to present your client to Dr. Erb and your colleagues on the call. Jan Johnson will also present the data from some of the clients who have taken the EQ tool including her observations with clients with low scores on empathy accuracy and empathy compassion.

Sponsorship:

This teleconference series is sponsored by Learning In Action Technologies. Our primary work is working with coaches and consultants throughout North America to train and support them professionally in the use of our EQ in Action Profile, a unique emotional intelligence assessment tool. This series of teleconferences focuses on key areas of Emotional Intelligence that coaches and consultants routinely experience in their work, but may have limited training to understand.

Date & Time: Friday, February 27 and March 13, 2009 8:30-11:00 am (Pacific Time)

Registration, Payment & CEU Credits — For information or registration Call 425-641-7246

- $125 for Learning In Action Technologies clients who are certified in the use of our EQ In Action Profile or are in process of completing this certification
- $220 for all other participant coaches and consultants
- CEU's -- 5 hrs ICF -- CEU Core Competency credits available (Pending)

Cancellation policy – The following refunds apply to cancelation by dates prior to the workshop. Full refund applies to cancellation 30 days in advance, 25% refund applies to less than 30 days, no refund allowed for cancellation 72 hr or less.