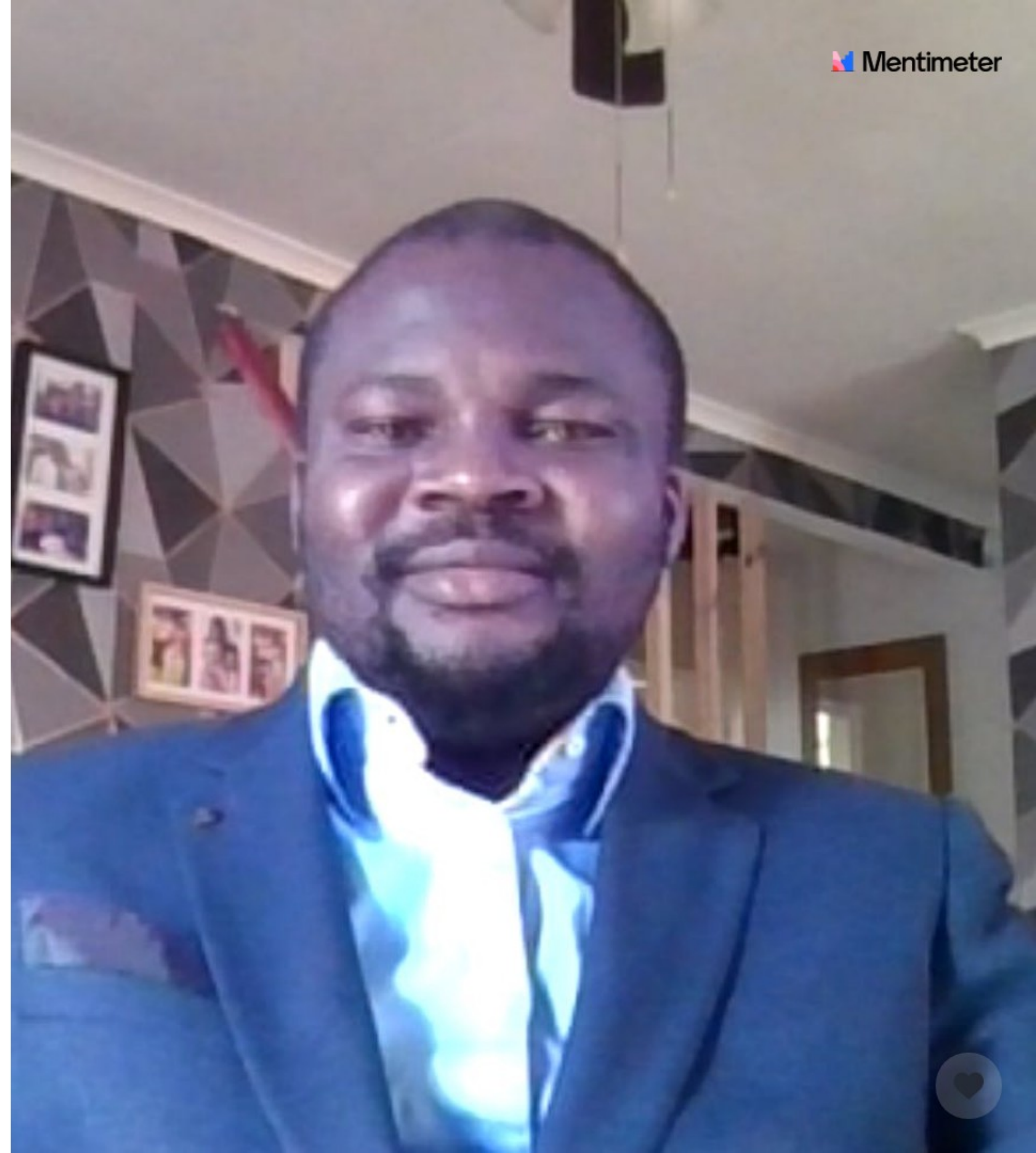


# Compassion- A Tool for Effective Team Relationship



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# What does unhelpful team behaviour look like?

- controller
- over talker
- not sensitive to others





The loudest voice is not always the  
smartest voice

– *unknown*





The loudest voice is not always equal to  
majority

*– Jeremy Dean- 2004*



# What is a compassionate team relationship?

Compassion is the motivation to be sensitive to the needs and experiences of other team members all in efforts to try and help them if they are struggling- *Prof Paul Gilbert, OBE*

# Why Compassion is important in team relationship

- Reduce anxiety
- Reduce stereotyping
- Increase trust
- Sense of belonging
- Improve performance and resilience



# Evidence of compassionate team behaviour

- Google
- New York times
- Pepple, D. G., Davies. E. (2019). Co-worker Social Support and Organisational Identification: does ethnic self-identification matter?  
JOMP



## Practical ways to embed compassion in your team

- Be kind
- Be non-judgemental
- Provide co-worker social support
- Listen!
- Flexible deadlines- Covid research

NO ACT OF  
*kindness.*  
**HOWEVER SMALL,**  
IS EVER  
*wasted.*



Compassion is key for a teams' success...  
Compassion is contagious and is key for  
building effective teams.

*– Dr Dennis Pepple*

