

Different Kinds of Empathy

COGNITIVE EMPATHY



The ability to imagine and understand another person's perspective or mental state.

PURPOSE: Helps in effective communication and understanding others' thoughts and feelings.

EXAMPLE: Recognising why someone feels sad based on their situation.

AFFECTIVE EMPATHY



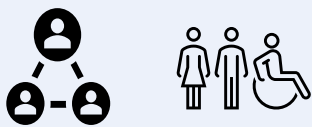
Made up of EMOTIONAL and COMPASSIONATE empathy. The ability to feel the experienced emotions leading to a desire to help.

PURPOSE: Creates a deeper emotional connection and builds trust. And motivates actions to support and aid.

EXAMPLE: Feeling sadness someone is upset or going through a difficult time. And taking action (no matter how small) to support. *The action can be simply listening without judgment.

There is also:

SOCIAL EMPATHY



The ability to understand and share the feelings of groups or communities, often considering social and cultural contexts.

PURPOSE: Creates a deeper emotional connection and builds trust. And motivates actions to support and aid.

EXAMPLE: Advocating for social justice. Or recognising and addressing the unique needs and challenges of team members, such as workload balance or personal circumstances, to create a supportive and cohesive work environment.

RUINOUS EMPATHY



Knowing excessive empathy can hinder honest communication and avoid difficult conversations to spare someone's feelings.

PURPOSE: Ruinous empathy teaches the importance of balancing empathy with honesty and accountability.

EXAMPLE: Not addressing a colleague's poor performance, or they have hurt someone, to avoid hurting their feelings. It may seem nice, but long term, it's not kind.