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How to Sustain Your Empathy in Difficult Times



Empathic leadership is vital in today's working world; in fact, employees demand it. But empathy can be emotionally and physically exhausting for managers. "I feel like I'm never enough," one Fortune 100 executive recently said, "even in my empathy for my people. Anything going wrong with

them means I've failed."

Not surprisingly, some managers believe they must make a choice: be empathic and sacrifice their personal well-being for the good of others, or back away and preserve their own emotional health. Fortunately, according to the author, a Stanford psychologist and neuroscientist, this dilemma is more apparent than real. He writes that managers can employ three strategies to lead empathically while maintaining their equilibrium. In this article he describes the strategies and presents a blueprint for the practice of what he calls sustainable empathy

Source: *Jamil Zaki, Harvard Business Review*

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What's the Role of a "Personality Hire" in the Workplace?

People are questioning online whether they're a so-called "personality hire." But is that a good thing?

Some people would describe a personality hire as someone who excels in boosting company culture and navigating interpersonal dynamics, while others would consider them slackers who compensate for their lack of skills by bringing good energy to the workplace, thereby boosting culture.



And rather than be sheepish about how they might have been hired predominantly for their personality, rather than their ability to excel in a role, they're OK with it — with some even celebrating it online.

What's more — their colleagues seem grateful for this trait, regarding it as a valuable and necessary quality in their coworkers. TikTok creator [@viennaayla](#) [shared a skit about this kind of work dynamic](#), which showed two coworkers stressing over a looming deadline, where the personality hire arrives late to work and offers to call the CEO, who then offers them an extension and even a lunch invitation.

The video received over 1 million likes and 6 million views with comments from people raving about the personality hire. "Personality hire and anxious overachievers are THE dream team," wrote one viewer in a comment that received over 100,000 likes, and "the personality hire is also the client whisperer," another one wrote, while another said: "the personality hire is critical to the social equilibrium of the workplace."

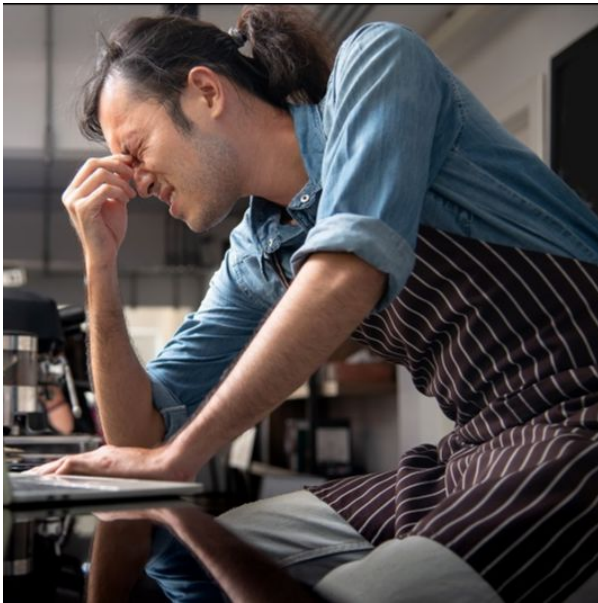
Is this something that would benefit your operation? Read on!

Source: *Cloey Callahan, WorkLife*

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The Business Impact of Fatigue

End-of-year exhaustion can impact the performance of the entire organization. Here's why



you should hit pause, and then reset.

Let's face it: by the end of the calendar year, many of us are tired. The rapid push to meet year-end objectives. Festivities or special functions to honor people, holidays, community. Preparations to greet friends and family—and more. The demands on our physical and mental capacity are particularly acute at year-end.

No matter where you are in your strategic journey, there's no doubt that you've covered a lot of ground in the last year. Whether the results are

good or need improvement, the often-frenetic pace toward your vision can be exhausting. This weakens your ability to take on something new—or simply get on with the task at hand.

The business impact of fatigue goes beyond individuals. Fatigue — the combination of exhaustion and weakness — affects the performance of the entire organization.

Hit pause before reset and read the complete article for next steps to ready yourself for 2024!

Source: Tara J. Rethore, Chief Executive

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How to Approach Difficult Conversations at Work

Nobody looks forward to difficult conversations at work and addressing issues with colleagues. We experience the same response as to a physical threat, our body going into fight-or-flight mode. And, all too often, we choose flight, avoiding the conversations and allowing issues to drag on, tensions to deepen, and conflicts to build.



Avoidance isn't sustainable, however. Letting conflicts build can lead only to other problems, including lower productivity and a lack of enjoyment of work. We can wait for someone else to step in, whether a line manager or the HR department, but, while they

may impose a resolution on the conflict, it's unlikely that they'll be able to remove underlying tensions or create a more pleasant working environment.

Instead of waiting for others to take the initiative, it's important to take the first step and seek to resolve the conflict ourselves. Resolution that is owned by those in conflict, rather than imposed by a third party, is likely to hold more effectively and allow both parties to move forward more happily.

Jane Gunn, a commercial mediator and the author of *The Mole and the Mountain*, outlines how formal mediation works. "Mediators seek to understand the underlying needs, interests, fears, and concerns of the parties in conflict. We then create an environment that enables them to listen, acknowledge, and respond to each other. The key is that they find their own solutions and ideas and have the power to decide what the outcome is."

Nobody wants conflict in the workplace – this article can help!

Source: Andy Lopata, Connected Leadership

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Reasons to Get Outside and Move Around During Your Workday



Getting outside is good for you. So why don't we do it more often?

Whether you work from home or in a corporate office, it's tempting to stay behind your desk and avoid going outside. We've all been conditioned to believe that working through the day will make us more productive, efficient, and accomplished.

But did you know that getting outside can enhance your productivity?

Stepping outside is not only essential for your emotional, mental, and physical needs, but it can boost your productivity in the long run. Furthermore, getting outside has been known to help with everything from improving your creativity to how well you sleep at night.

Let's take a look at some of the reasons you should step outside and move around during your workday.

This is good information to start the new year with! Check it out...

Source: Ink & Volt

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