



MORNING STAR

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SOME SEE A
WEED,
WE SEE A WISH...



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Thanks for reading!



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Empathy in the workplace, why are we still trying to prove it is the right thing?



After 25 years in leadership I don't need to read a study to tell me that being kind creates safe spaces. Why does this still need to be a conversation?

If you have worked with me, for me or even against me, you know that everything I do is rooted in kindness. Even the difficult conversations, you know, the ones we dread! Mine start from a place of empathy.

When you begin with empathy staff are happier, more engaged and they then perform better for your organization. Period.

This article states that when an employer uses empathy in their practice that 86% of staff can manage their work load.

<https://www.forbes.com/sites/tracybrower/2021/09/19/empathy-is-the-most-important-leadership-skill-according-to-research/>



Empathy Is The Most Important Leadership Skill According To Research

You always knew demonstrating empathy is positive for people, but new research demonstrates its importance for everything from innovation to retention.



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The Forbes article says that there is a 67% increase in overall stress of employees right now, that there is a general increase in anxiety, unhappiness and we know that these factors affect the way employees function.

When stressed it takes people longer to complete tasks, they have less focus, they have trouble juggling responsibilities. We also know that what happens at work spills over to our home life. Like Whitney Houston said, "the children are our future", so why are we sending home stressed employees who then are caring for their children, our future?

Empathetic leadership means having the ability to understand the needs of others and being aware of their feelings and thoughts. Unfortunately it has long been a "soft skill" not put on the requirements on job descriptions. And that's why on all the role profiles I write, the requirements list always says, be kind...



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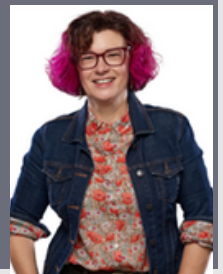


Referral Alert:

Is your organization in need of a staff wellness program? Are you looking to invest in having someone come in to assure your staff are coping and have the tools they need after these last two difficult years?

Sharon Blady has two unique programs grounded in lived experience with evidence-based tools. She would love to show you how she can help you and your team Embrace Your Superpowers with events, workshops, retreats, or an online community programming that you can build into your employee benefits or educational programming. Sharon can help you design a staff wellness program for your organization!

Speaking – SpeakUP (speak-up.co)





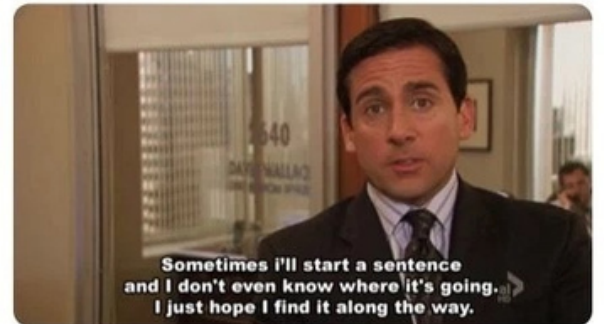
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Morning Star Memes

Have you ever been trapped in one of those three part question in a job interview? I have... lol

When I'm answering a question during a job interview, but I forget what the question was about



Morning Star Life/Work Hacks

Ctrl+H is a keyboard shortcut whose function varies depending on the program. For example, with text editors, Ctrl+H is used to find and replace a character, word, or phrase. So if you use this you can search an entire document to take out a word and replace it with another. Using Ctrl H saves you a ton of time!!

Note: in an Internet browser, Ctrl+H opens the history tool.





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We hope you found this message useful, there will be more to come. Share this newsletter, our website and contact information so others can sign up. Find us on social media or listen to our Podcast, "How to Keep Your Day Job" with the Morning Star Consultants. We will be sending specials, deals, referrals and good hacks in the future. Message us if there is something you want us to address or if you have an issue you want advice on.

Working in not-for-profit

Leadership?

Overwhelmed?

We can help...

- *Policies*
- *Procedures*
- *Systems*
- *HR help*
- *Staff training*
- *& much more*



Meegwetch for staying till the end...