

EMPATHY CAFE: Take Notes Here

Topic: Why and How Might We Nurture a Culture of Empathy in Our Families?

Short URL: <https://j.mp/34mya9r> - [Facebook Event](#) - [Website](#)

Add your Cafe NOTES Below.

Also, Edit and organize the page for clarity

Cafe Goals

1. Support people in fostering a culture of empathy in their family
2. Practice Empathic Listening and Empathy Circle Process
3. Create an Empathy Circle Training Module on Empathy in the Family
- 4.

WHY - is nurturing a Culture of Empathy in our families important?

1. **Greater Family Wellbeing.** We want to create greater wellbeing in the family. A family based in mutual empathy will support greater well being.
2. **Greater Societal Wellbeing.** The family is a microcosm of the society. If we can create cultures of empathy in families this is a foundation of an empathic society.
- 3.
- 4.

WHAT ARE BENEFITS of a Culture of Empathy in our families

- One participant says learning Empathy skills gives patience to being with different styles of being for people
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HOW might we nurture a Culture of Empathy in our families?

1. **Have an Agreement.** Have a culture of empathy agreement - Agreement. A constitution.
 - a. write up and agree on this in the family
2. **Make the Case.** How to make the case for a culture of empathy in the family?
 - a. Sharing positive stories of the positive effects of holding empathy circles in the family like Dean and Victoria shared.
 - i. **Dean** shared the story of his daughter appreciating empathy circles and initiating them. She feels more heard.
 - ii. **Victoria** shared the story of an empathy circle with her father, and how she felt a greater connection after being heard.
 - iii. [Edwin story of mediating](#) a conflict in the family
 - iv.
3. Developing a tool kit and a training module.
4. Create a special time for each family member
 - a. - give them space to do what they want.
5. Need good Topics for empathy circles in a family
6. Have a positive experience. How to set that up?
- 7.
- 8.

WHAT ARE CHALLENGES to A Culture of Empathy in family relationships.

1. **Fixed Family Roles.** A certain relational dynamic gets set in a family with certain ways of relating. It can be difficult to shift those
- 2.

3.

STORIES of Empathy In The Family

1. **Dean** shared the story of his daughter appreciating empathy circles and initiating them. She feels more heard.
2. **Victoria** shared the story of an empathy circle with her father, and how she felt a greater connection after being heard.
3. **Edwin** Family Mediation
- 4.

Tasks and Projects To Do

1. Try to hold an empathy circle in your family and report back on how it went next week
2. Create a Training Module on nurturing a culture of empathy in the family
3. Create the Empathy Nanny show. This is in response to the UK SuperNanny show which uses Tough Love and the Nauthy Corner approach.
- 4.
- 5.

MEETING NOTES

Take meeting notes below.

Dec 18

Attendees

1. Edwin
2. Karo
3. Bill
4. Graham
5. AC

I did hold an empathy circle with family.

Struggle with mother.

But the question is how to keep it going?

How to introduce empathic listening in a family?

Empathy circle at dinner.

Or regular circle every week or so..

Family relationships can be very rigid and people feel things will not change

What if we had grown up in families where everyone felt deeply heard?

Is there an underlying pain that we feel?

How to sit with the pain.. Be aware of it. Face it..

The pain of isolation. Pain of our needs not being met.

Our needs for empathy being met.

How to express the deeper sense of pain.

Have an empathy circle with the topic of:

Facing and sitting with the pain of our lives? Empathizing with the pain in our lives.

There is comfort of knowing that I am not alone in the challenges in the family. It's nice to know that there are others who have the same experience.

We need mutual empathy to have a constructive and meaningful relationship.

Why: I miss you dud.. I value connection.

How can I grow in myself. And make amends.

Have a negotiation with others about the terms of the relationship.

People want to give advice.. You don't want advice, so you empathize with their advice. And add how the advice doesn't address my need.

Dec 11

Edwins Topic

An effective first step is to Put energy into the easier relationships to straighten them.

Men's group. - the empathic way

- A strong and gentle way of being. Rogers
-

I want to create a training module on this topic. What would that look like?

- We need lots of support for families.
- Parents don't have support. Have understanding for the chain, or history of dysfunction.
- **Subtopics**
 - **Agreement: How might we constructively manage conflict in the family?**
 - We have an agreement. Tool kit
 -

Willingness - get willingness

Nurturing

Family Support Organization

- We need an organization to support empathy in the family.
- Imago relationships.
-

Pavel - offer empathic listening for niece

Ideas:

- Hold empathy circles with people in the family that are willing to take part, and then expand as is possible.
- Have your support group.
-

Not just the idealized role model. .but the using the of the empathy circle. - will help build trust.

How to get more participation?

- Not to record
- Small groups are more intimate
-

I thought it would be a more engaging topic.

CoE - Agreement

I want to create an agreement with my partner about setting a goal of a culture of empathy.
Have a discussion of what that looks like?

NOTES: Dec 4 Empathy Cafe

Scovia

Over time you will learn to listen better, perhaps at first you will reflect word for word.

How to deepen the relationship.

- Different ways to listen

We need to be committed to empathy.. It is ongoing and it needs someone to hold the practice

Start with simple topics. Don't start with the most difficult issues, start with simple positive and constructive topics.

You need

- Have a clear heart. to be well grounded. - get empathy buddies as a way of getting grounded.
- Use 'I statements.' how I feel.. Not you 'statements' - not projection
 - There is a truth to it
 - It can't be disputed when we speak from our feelings
- What to do with getting overwhelmed.
-

Feel angry - how to deal with the anger?

- Talk with friends in an empathy circles
- Try to hold empathy circles in your family..
 - Can we hold an empathy circle to discuss.
 - Have a facilitator or a mediator
- In the empathy circle you can express anger.. You will be heard and reflected.
- Invite the person into an empathy circle
 - But how to create a mutual empathy circle.
 - Work out an agreement.
 -

Add the question of what topic would you like?

What would be engaging?

NOTES: Nov 27 Empathy Cafe

Take any meeting notes here.

Participants

- Bill
- Edwin
- Michelle
- Pavel
- Maureen
- Pavel

Wanting more communication and connection in the family.

Empathic listening in the family .

It is very necessary and the hardest work.

Why is it so difficult to do empathic listening in the family?

Empathy related to death and dying. And the grieving.

Hearing this gentil desire and yearning for a deeper connection and communication in the family.

What are the challenges in fostering empathy in the family?

- Taking part in empathy circles with others can support resilience.
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Challenges of holding regular circles in the family.

- Practices and tools
- Just turn taking in Thanksgiving call - was helpful
-

We have different ways of relating to each other

- Feeling of stress by feeling one is not in relationships
-

Developing a new masculinity based on empathy.

NOTES: Nov 20 Empathy Cafe

Take any meeting notes here.

Richard

- Empathy and role playing.
- Take on the role of Empathy. I am empathy.
- The feeling and the need.
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Edwin

- Empathy as feeling into
- Imagine being another person, thing, feeling, need, etc.
- Movement - mirrored movements.
- Invite Raymond to try empathy circle in his family

Karolina

- Going into a role destroyed my inner peace, I couldn't get out of the role..
- It was a horrible experience
- Lost my identity.
-

Bill

- Haven't done empathy circles with my family
- I bring the sensibility to my family and it brings patience.
- The empathy circle supports me in having and developing patience.
- An Example. Pulling up at the gas station. Integrates
- Do empathy circle for more patience, grounding,
- The format helps - and it supports me in my family as well.

Raymond (Cathy)

- First circle - not common where he is.
- Have a lot to grow in empathy
- Empathy and sympathy
- He works in customer care and got to know the meaning of empathy
- In time can apply empathy circle in the family
- Used to be short tempered and has learned patience.
- Wants to use it in his family
- The playback - is very touching. Is an assurance that someone is listening, it is very reassuring.
-

Maureen

- Good to lean I statements
- Helps to not disturb the order in the family
- Example of the open window and it is very cold.
 - Why do you have the window open?
 - Or say, I feel cold -
 - Can negotiate. About closing the window.
 - Using I statements helps foster order and Calm
- We learn thoughtfulness, respect, and patience in the empathy circle
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Cece

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- Learning to take care of myself in zoom calls.
- Listeners - empathizes need to be calm and centered. A challenge to get to the calm and centered state.
- Want to do more movement.

Types of families - different ways of communicating.

- Everyone talks fast. Talking over each other.
- Families are suspicious of reflection
 - Response: have an agreement.
- A lot of Judgement: competition, Have to defend everything
-

Bill

- Empathy in the family
- Empathy give patience to different styles of being for people
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Richard

- My family doesn't talk about feelings
- Feelings are big words
- Sadness, that what is important to me, parents don't understand it.
- Try to introduce circle with people I live with
- **Idea - set aside a time for circling - it has an importance,**
 - Some people value this and others don't like it.
 - Some subcultures, have values of talking. You count if you talk
 -

Karo

- People feel they don't exist if they don't talk
-

Maureen

-

Edwin

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Raymond

- Not feeling heard
- Culture - Valuing speaking not listening.
- Trickles down to the whole culture - Create a whole culture of speaking to be important.
- Story of taking a sip of liquid - the medicine is working well.
- They both take the medicine
- **The Empathy Circle medicine:**
 - **Have parliament do empathy circles to model listening**
 -

Cece

- The way we interact with each other takes a long time to heal
- Try not to get overwhelmed, frustration, exhaustion
- How to get grounded.
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Karo

- Centering and grounding. -
- Putting things into proportion - see the larger picture
- Any group - power and empathy
- Cautious about sharing because what I say will be used against me.
- The power struggle is present in
- **Empathy Circles in an family is a shift in the power relationships**
 - It's not that easy to change the power dynamic
 - In real life we do empathy for 2 hours and then we have to go back to real life. And that is scary
 - Not enough time to really transforming people
 - Don't' know what to do with it.
- Empathy in the family, doing it year after year,
-

Richard

- Intention of attention and power.
- **What I like about empathy circle.**
 - There is a shift in the time. 5 min will come to me.
 - There is a sense of forward movement
 - The practicality of 5 min - seems like a good amount of time
 - It gives a rhythm or beat
 -

Next steps

Upcoming events. <https://www.facebook.com/EmpathyCenter/events/>

NOTES: Nov 13

Take any meeting notes here.

Victoria

- Creating Empathic Romantic relationships
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Edwin

- Rogers and empathic listening.
- Imago Relationships -
- Marriage Family Therapy. - used for meditation between families in conflict.
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Pavel

- Nurturing the relationship. A way of looking at the relationships
- It's a sharing relationship that both parties benefit from
- Focusing on the quality of the relationship

Bill

- 99% is Conversational Incourse. 1% Sexual intercourse.
- Pick someone who will listen to you. Choose a partner that will listen to you.
-

Maureen

- The relationship is a third person. The space inbetween.
- I like it: Pick a partner who will listen to you.
- I have to know what I want to say. I have to value myself. I have to put a word to what I feel.
- I have to identify my feelings, and be able to express them as Mine.
- I have to have confidence in what I have
- I want to grow in being able to put words to how I feel - this is a serious education
-

Victoria

- There is a difference in knowing what empathy is and applying it.
- We can know what it is but it's different from actually doing it.
- I started taking part in Empathy Circles and learned how this magic works.
- One day I applied it with a boyfriend. He did well in listening and reflecting.
- Learned that feelings can be crazy, but it's important they can be expressed.
- As long as it's important to me. I should be able to express it.
-

Pavel

- Sees the different between empathy and applied empathy
- Want to talk about NVC needs model
- You respond in a rational calm way.
- Mother emotionally screams.. He reflects her emotions.. And she calms down.
- She felt heard and understood. It is a need.
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Bill

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Edwin

- Challenge of making an agreement
- Needs - what feelings and values are important to them.
- Need are feelings we desire.
- Rational versus emotional
- Struggle of having an agreement for mutual empathic listening.

Victoria

- A few experience with empathy and relationships
- Play a game of listening
- Called it a game
- Was able to share some things that had hurt her.
- He was able to share some of his experiences. He also said. "That really hurt you" and it was very special to hear that. It helped to heal.
- It was very fulfilling
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Maureen

- Someone has said the feeling I have, I cried. Was deeply touched.
- It brings discomfort.. A fear of intimacy. Do I want to be that close to someone?
- Living with that question. How much intimacy do I want?
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Pavel

- Fierce intimacy.
- Relationship of feelings and needs

Bill

- Distinction of feelings and emotions
- Be aware of the actions and the impact
- Getting washed out in the ocean. Had to think.
-

Victoria

- We can Communicate in a different way with our romantic relationships
- Not everyone has the desire to learn the skill
- Guy wanted to give me advice.
- Asked for a reflection but it was difficult for him.
- Felt hurt, he gave a reflection and then he gave advice.

Bill

- Need to see relationship of reason and emotion. Not black and white scale.
- When going for masters.. There was a competition for dominance.
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Edwin

- Challenge of having an agreement. Partner says - Let's just talk.
- We have An argument about empathic listening.
- **How:** would like an agreement that this is what I want the relationship based on.
- **Why:** want a deeper connection, want to feel heard more deeply.
- What about Empathic speed dating..
- How might we deepen the relationship with deeper sharing and deeper listening.
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Maureen

- Difficult having empathy circles 24 hours of the day
- Stories speak for themselves.
- People relate with storytelling. The audience was captivated by the storytelling
- For my project - get a story from my partner
- How to address anger better, - how to pause and wait
-
- **Talk about good things**

NOTES: Nov 6

The family is a microcosm of the society. If we can create cultures of empathy in families this is a foundation of an empathic society.

How would we create a training for empathy?

We need to model empathy.

- Parents, canBring an open presence, openness, curiosity
- NVC person - how to bring the circle to the family, would like
 - Want to be clear on the Needs for connection,
 - Why would they - the family - want to do this?
 - Say it is for fun and exploration. Not something formal.
 -
- The need for a shared agreement. How do we make the agreement?
-
- Sometimes in the family there is an equilibrium of communication but some family members do not feel really heard. At dinner they get talked over, or ignored.
- One person is extroverted, others are quite.. There is a low level of dissatisfaction.
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In families,

- We had an empathy circle with my Sister inlaw, last on Zoom. It was just to catch up on what has been going on for us. We used the EC. and it had a
 - Each person got heard and there was a fairness of time
 -

Talk about what is alive for you? The election.

Empathy in the family - Empathy Circle with Biden

- If we have an empathy circle with Biden - would be a model for families.
-

Trump family dysfunction then it gets projected on the country.

- If his family had empathy circles
- If his military school had empathy circles
- The outcome would have been very different.

The Super nanny has the The Naughty Corner

- The Empathy Corner.
- Rewarding good behaviour -
-

The role of Power, in the family, there is a shift

- Super nanny and the naughty corner
- From power over to power with
- When there is a issue, it is normal to bring it into an empathy circle.
-

How are we defining empathy?

- Ryl - Roots of Empathy Circles - Rogers and his work on empathic listening.

Last Empathy Circle with Sister in law.

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We need some deeper shifts to make a change

- Deeper changes is scary for self and others.
- The Empathy Circles helps with that process, feels
- How to protect the vulnerable

The toxicity of the culture

- We need each other to hear and learn from each other - the extended mind, experiences,
- To make the change, to have wisdom.

HMW create a culture of; norms,

- That supports people in their strengths
- And in their weaknesses.
-

Anns Families

- She has a deep understanding of how they have been affected by the larger toxic culture..
Makes it easier to have empathy for them.
- Family circles have dysfunction.

Bagages from Families

- There is a big stuffed trunk of issues from the family
-

Oct 23

Share Personal Stories

- Dean
- Victoria
-

How to deepen the connection in the family?

- Feelings
- Build the support of going deeper.
-

Resistance:

- Developing a tool kit and a training module
- Families are often difficult.
- My family story <http://j.mp/2oMDezu>
- Having the culture of empathy
- Talk about positive topics. What has been your positive

Dean

Do an empathy circle

Richard

Resistance from the family.

Heather

BLM

Victoria

Would like to talk freely.. Wants to be able to freely express myself.

Get used to it little by little.

It's difficult to begin with. It felt strange.

We listen to reply and defend ourselves. It's the ego.

James

Feel Frustration

When people speak - find myself thinking they are wrong

You are wrong about being wrong. (Judgement)

Or have space. And freedom. - become aware of the felt experience.

What to do? What direction to go.

Do it in the family.

Ann

Reviewing

Edwin

Dean

People don't like the idea of being quite. Giving your opinion.. The activists
How to get the empathy into the activist community
Listening to understand. Not to compete.
Everyone listen

Victoria

- Family empathy circle
-

Richard

If you can speak - you can change the power structure.
That is where the resistance comes from.
Organizing a festival.. Having the power.
Going into other peoples structure/events they fear you are changing something.

James

Resonates with Richards - doing the leadership.
It's a relief to have the clarity and trust.
A challenge going into another space with other rules.

What is the authority in the family?

(having an agreement - a family constitution of empathy.)

Important and want a feeling of connection to reality. To have self connection.
Don't get addicted just

Victoria

Do an activity that a family member wants to do. That they would enjoy.

Ann

Richard

Edwin

James

All day call - the inhibitions come down.
 Prefer to have clarity - I do have a limited 90 minutes of
 I'm human..
 Excited about the written agreement.
 The agreement creates a secure foundation.

Just being silent and listening.

Dean

Value of silence. That can go on in heated debates.
 Need to digest after 2 hours empathy circles.
 We have lost our way to what it means to be human.. We have lost the light.
 Find our way to What does it mean to be human.

Ann

Need a lot of time to digest the material after 2 hours.

 What are the topics? The topics have a real effect on the circle.
 Topic of feelings. Talking about anger, fear or grief

Need a lot of time to digest the material after 2 hours. What would happen if we digest the issues together and not go off on our own to integrate it.

 Have a family topic to Talk about feelings like: FEAR.