

The Empathy Superpower *Starter Kit*



HIGH VOLTAGE
Leadership

From Lindsay



Empathy gets called “soft.”

But real empathy? It’s one of the **sharpest leadership tools** you have.

When you can see clearly — yourself, your team, and the moment you’re in — you lead from calm instead of control.

That’s where culture starts to shift.

This start kit walks you through the exact **5-Step Empathy Practice** I use with my clients to quiet the head trash, strengthen self-awareness, and lead from calm instead of control.

Step 1

Pause + Breathe

"Deep breathing tells your brain you're safe."

When you pause and breathe, you interrupt the stress signal your brain sends when you feel out of control.

It's the simplest thing — but it's also the most powerful.

This is how you get out of reactivity and back into presence.

It's about creating a moment of space where you can **choose how you want to respond instead of reacting automatically.**



Practice This:

Before your next meeting or tough conversation, take three slow breaths and notice how the tone shifts — in you, and in the room.

Step 2

Ask Yourself

"Is this a moment that calls for control, avoidance, or fear — or is this just my saboteur talking?"

We all have internal voices that push us toward control, people-pleasing, or withdrawal.

These are saboteurs — the parts of us that react from fear instead of awareness.

When you pause long enough to ask, **"What's really happening here?"** you move from reaction to reflection.



Practice This:

Grab a sticky note and write these 5 questions on it:

- Control?
- Avoidance?
- People-pleasing?
- Fear?
- Saboteur or truth?

Keep it near your desk for the week. Each time you feel triggered, glance at it and circle which one shows up. That's the reflection she's modeling.

Step 3

Talk Like a Friend

"If your best friend came to you with this same problem, what would you say?"

Most leaders find empathy easy to extend outward but almost impossible to turn inward.

That's why this step matters: **the way you talk to yourself becomes the tone you lead with.**

If you respond to your own mistakes with criticism, that energy leaks into how you manage others.

But when you model self-empathy — curiosity instead of judgment, compassion instead of control — your team feels it, too.



Practice This:

Write that exact response. Then re-read it—out loud—as if you're saying it to yourself.

Step 4

Reconnect to Your Why

"Why is this so hard? The answer is almost always, because you care deeply."

Empathy isn't weakness — it's a reflection of how much something matters to you.

That weight you feel? It's usually tied to purpose.

When you reconnect to why you care, your response changes.

You stop defending and start leading from conviction.

That's how empathy fuels clarity instead of chaos.



Practice This:

Write down your answer in one sentence.

Clarity comes when you reconnect to purpose, not to pressure.

Step 5

Build the Muscle

*"Empathy doesn't come all at once.
It requires practice."*

Empathy isn't performative — it's something you build and embody over time.

Every pause, every conversation where you choose curiosity over control, strengthens that muscle.

Start small: **one conversation, one breath, one moment of self-empathy at a time.**

That's how leadership expands — in repeated, intentional practice.

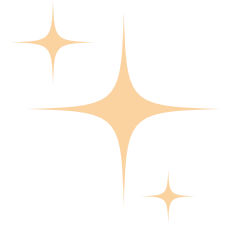


Practice This:

For 7 days, record one moment when you noticed yourself pausing instead of reacting.

At week's end, reread your notes—you'll see how quickly that empathy muscle grows.

Empathy Isn't Weakness



It's leadership. It's connection. It's culture. And it starts with you.

Lead from empathy — with yourself first — and everything else gets clearer.

If the saboteur voices are still loud, join me in my **Positive Intelligence Bootcamp** to strengthen your empathy from the inside out.

