

## Notes on Engaged Empathy

My work with “*Engaged Empathy*,” ( I also refer to it as the “*Artistry of Emergence*”) is the practice and process of awakening to the unfolding present -- inviting a future free from conditioned difficulties of the past, revealing the deeper nature of what we are here to accomplish in this lifetime.

Beginning with the study of Systems Engineering at Ohio University, I transitioned through business school and graduated with a BGS in Cross Cultural Communication and a minor in Phenomenology. While earning a Masters degree from Lesley College in Humanistic Psychology and a Ph.D. from Pacifica Graduate Institute in Clinical Psychology, my primary area of study and research was the *Psychodynamics of Loving Attention* and *Fathering*.

During this time, there was a growing awareness that there was something yet to learn, to be revealed, to return to. I had spent years acquiring a knowledge base to better understand my world and my purpose in it, yet I knew that my existence had less to do with understanding and more to do with an ability to perceive the nature of things directly. I arrived at the realization that all I thought to be true was indeed true—when I walked into a room and something didn’t feel right, it was not right. Without permission to feel I was spending my time explaining myself away.

What followed and what most influences my work today, the foundation of this awareness, is a life-long mindfulness study and practice that came from the Indian and Burmese Vipassana traditions and more recently a Tibetan and Shamanic practice, including esoteric teachings of direct perception and healing arts.

I am in service of awakening the core, the center of a person’s being that is seeking emergence through challenges and suffering—the Truth as it dances into view. I am able to guide a person by reading patterns as they reveal the true nature of their purpose. This is a departure from a psychotherapeutic approach that primarily focuses on understanding a person’s problems.

My goal and purpose is to awaken and serve others who are committed to the process of enlightenment –the financially successful entrepreneur who yearns to value her success, the genius entertainment talent who longs to be seen for who they are, the CEO who hungers for accomplishment.

My clients are not alone on their journey; they have a guide and a teacher who is present and willing to walk with them. I drink from the same spring of teachings revealed through mutual insights into the universal Truth. The most direct way for us to decrease the suffering in the world is to develop compassion for ourselves and to greet each moment with all living beings with an ability to listen deeply to the gift of their presence.

“Engaged Empathy” is a process that significantly impacts individual decision making and behavior, team development, organizational communication, and organizational dynamics. Engaged empathy is a process utilizing mindfulness and empathy training that has been developed by Dr. Timothy Dukes, Ph.D. Dr. Dukes is a business consultant and teacher who works with organizations, entrepreneurs, and senior management teams.

Building on Buddhist mindfulness meditation, esoteric teachings of direct perception and the work of Dora M. Kalff’s “sandplay therapy,” a form of Jungian psychotherapy used to heal by connecting and receiving symbolic insights from the deep psyche, Dr. Dukes has developed a training process that enhances a leaders’ abilities to engage in deep listening, insight, critical reflection, and well-coordinated mutual regard and empathy. This technique -- Engaged Empathy -- supports the development of mindfulness, increases sensitivity to others, and enhances awareness of the organic structure of human process as it organizes around sustainable truths of what is present and operational when teams of people are in service of common purpose. It utilizes conversations to help leaders touch truths and values within themselves, and guided visualization to develop the confidence and empathy needed so that they may express these truths productively in their daily business responsibilities.

Engaged Empathy is based on the understanding that, in this lifetime, what we are here to understand, accomplish and complete shows itself in the subtleties of every moment. These moments reveal pieces of a puzzle that, as collected and held, enable us to recognize the purpose that we are here to live. Life displays its truths through relationship. In order to awaken, we need the other — we cannot accomplish this on our own. Every being that we encounter is here to both accompany and to guide us.

Engaged Empathy manifests in a sustainable dialogue co-creating a process in which all involved celebrate and embody the desire to reveal. As this context is held, purpose is actualized. The architecture of the process is tailored so that the individual or team see their self, know their hearts, and embrace interpersonal

alignment so as to reach the outcome that they are seeking and the truth that is seeking to be revealed:

- Recognition of self worth
- Deliver on promises
- Ability to rest within a sense of wholeness
- Acceptance of self as revealed within relationships
- Access their natural way of being
- Communicate with compassion
- Deepen an inner dialogue
- Manage the subtleties and the dramatics surrounding change
- Gracefulness in transitions
- Utilization of the right methodology in the right situation
- The ability to greet with curiosity that which cannot be controlled