

VTIC Hub Resources February 2023

Introduction:

For the month of February, we are sharing information and resources on self-compassion. Experts agree that self-compassion is an essential tool for all entrepreneurs and business owners, yet people in these positions are renowned for being over-achievers, incredibly hard on themselves and find being compassionate towards themselves a real challenge. It's difficult to operate a business and be a good leader when your head is filled with what feels like an endless stream of bad news and related negative self-talk right? This is where the skill of self-compassion comes into the picture. Research by psychologist Kristin Neff who specialises in the field of self-compassion found that self-compassion is not only a source of resilience but also leads to increased inner strength and is highly effective for helping increase motivation and achieve goals.

What is self-compassion?

Self-compassion requires being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain or flagellating ourselves with self-criticism. Running a business can be an isolating and stressful experience. The suffering we often attach to perceived inadequacies can add to that feeling of isolation. Self-compassion connects us to the very real fact that we all have these feelings and that it is a shared human experience.

Finding self-compassion

Self-compassion isn't a "miracle cure". It won't make whatever pain you're feeling or the reasons why you're feeling it go away. What it does do is help you be more mindful of what you're feeling and how you choose to respond. We've all been through difficult times and know that fighting against reality can often only make things worse.

With self-compassion, you mindfully accept that the moment is painful and choose to respond to yourself with the same kindness and care you would a good friend. Central to the practice is the acceptance and acknowledgment of our common humanity and shared human experience. Taken together, this allows you to be more present and connected, creating greater growth and transformation – critical components for developing and maintaining a business.

How self-compassion makes you a better leader

Being kind and nonjudgmental toward the self is good practice for treating others compassionately. Leaders who are able to model compassion for themselves and others build trust and psychological safety that leads to higher engagement and sustainable high performance in teams and organizations.

Wellbeing coaching support can help you to:

- Learn how to reduce stress in the moment
- Manage troublesome thoughts and feelings
- Motivate you to take the steps that can relieve stress and burnout
- Improve your relationships at work and home
- Rediscover joy and meaning that make work and life worthwhile
- Increase your overall health and happiness

Video resources

1. Six ways to practice self-compassion. People with high empathy and compassion excel themselves. Folks who are managers or leaders who can connect with others succeed, and their bottom line is better. <https://www.youtube.com/watch?v=1g-SD3B1jB8> (0:52 min)
2. The power of self-compassion. Do you have a critical voice? What do you find it saying to you? This video is a candid and vulnerable portrait of people on their journey with Self-Compassion. <https://www.youtube.com/watch?v=BTQP7XzDxjl> (3:58 min)
3. Dare to rewire your brain for self-compassion TED Talk. Learn the ingredients of self-compassion that can help overcome shame, empower people to take risks, and lead to self-empowerment and authentic living. <https://www.youtube.com/watch?v=eiEMVA8AIJw> (16:04 min)
4. How to be a friend to yourself. The person we may find it hardest to be kind and sympathetic to is, surprisingly, ourselves. Yet being a friend to ourselves helps us to live an emotionally fulfilled life. <https://www.youtube.com/watch?v=wFUxiljp-Nk> (4:10 min)
5. Resilience and self-compassion. Learn about the latest research on empathy and compassion, tools to cultivate these social skills in our professional life and the benefits of self-compassion on wellbeing. <https://www.youtube.com/watch?v=xyjLKgfV7Sk&t=101s> (26:55 min)

Web link resources

1. Give yourself a break: The power of self-compassion. Learn how self-compassion can help people to adopt a growth mindset <https://hbr.org/2018/09/give-yourself-a-break-the-power-of-self-compassion>
2. Self-compassion for entrepreneurs: Combatting your inner business critic. Offers tips and a journaling self-compassion exercise <https://www.intentionalexpats.com/self-compassion-for-entrepreneurs/>
3. Self-compassion for business success with Dr. Kristin Neff podcast + free meditations. Covers what is self-compassion and how it differs from self-esteem and empathy, myths and misunderstandings, how it increases authenticity, and how to practice greater self-compassion <https://brittanykrystle.com/self-compassion-for-business-success-as-an-entrepreneur-with-dr-kristin-neff/>
4. Self-compassion makes you a better leader. Read about the five proven ways being more self-compassionate enhances you as a leader <https://thevargagroup.com/2021/06/18/self-compassion-makes-you-a-better-leader/>
5. Self-compassion guided practices, exercises, and free self-assessment. Listen to free downloadable guided practices, and access worksheets to start working on increasing your self-compassion skills and techniques <https://self-compassion.org/>

Our workplace wellbeing consultant Dannii provides free and confidential one-on-one wellbeing coaching to business owners and staff. Wellbeing consultations to businesses and leadership teams, as well as training workshops are on offer to small businesses with up to 20 full-time staff or the equivalent. Dannii can be contacted on consultation@vtic.com.au or (03) 7035 5732.

For the current month Wellbeing topic go to:

<https://hub.vtic.com.au/business-support/mental-health-and-wellbeing/whats-new-this-month>

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