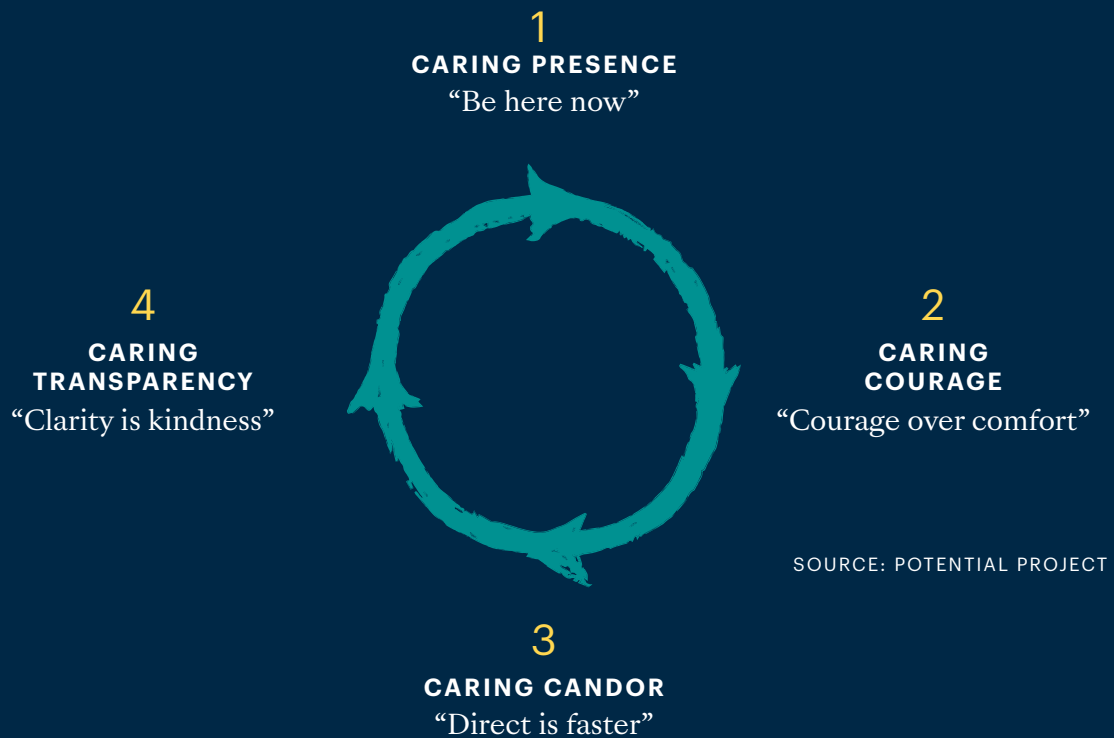


# Wise Compassion Flywheel

Our research shows that there are four skill sets needed for a leader to operate compassionately when doing hard things: **CARING PRESENCE**, **CARING COURAGE**, **CARING CANDOR** and **CARING TRANSPARENCY**.

When practiced in this order, these four skills can create a virtuous cycle that we call the **WISE COMPASSION FLYWHEEL**.



- 1 **Caring Presence**  
To enter into difficult situations with others, we must start by being present. When we make the choice to “be here now”, we have a better chance of making a meaningful connection, and it is easier for us to bring wisdom and compassion to the table.
- 2 **Caring Courage**  
Courage is different from fearlessness. We still experience fear, but we find the inner strength to overcome fear and engage in a difficult situation. In this sense, courage is the willingness to move out of our comfort zones.
- 3 **Caring Candor**  
Being candid is about being direct and straightforward, and it is always faster. With caring candor, you deliver the message in the most kind and direct way, which allows for the other person to receive it quickly and for the real conversation to begin.
- 4 **Caring Transparency**  
Caring transparency means getting ideas and thoughts out in the open—to make the invisible visible. When we are transparent, people know where they stand and what comes next. Transparency makes people thrive because they know.