

Training Curriculum

STRENGTHENING COGNITIVE EMPATHY – Course of Friendly Imagination

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What will you gain from participating in the workshop:

- you will develop one of the most needed competences at work (according to Forbes¹)
- you will understand yourself and your reactions better,
- you will learn ways to regulate your emotions,
- you will gain tools that will allow you to strengthen relationships and be more resistant to what they bring, both at work and in your personal life.

For whom: for all people interested in developing their competences in the field of emotional intelligence, especially in the field of cognitive empathy.

The workshop is especially recommended for people working with others and experiencing difficult situations.

Duration: 18 hours (3 days of 6 hours each) – to be determined

Description: The workshop will be conducted using active methods. In the triad of competencies, it is focused primarily on strengthening skills and attitudes, less knowledge. According to the Experiential Learning model by D. Kolb, each issue will be preceded by experience, often using a case study or video triggers and then subjected to reflection. We will work largely based on the emotions and experience of the participants. Teaching style: inclusive, open to sharing examples, relatively slow.

Attention! The workshop is an original program based on experience and scientific research related to empathy. Contains no references to Nonviolent Communication (NVC).

Validity: the effectiveness of the workshops was checked as part of a study using M.H. Davis Interpersonal Reactivity Index². It shows that after participating in the workshop, the participants obtained higher results on scales characterizing cognitive empathy (perspective taking) while avoiding emotional burden associated with affective empathy (personal distress) and showed greater readiness to adopt attitudes of active support (empathic concern). Moreover, the workshops temporarily reduced the occurrence of depression symptoms.

¹<https://www.forbes.com/sites/forbeshumanresourcescouncil/2018/04/18/empathy-in-practice-four-actions-to-initiate-now/#5f88cb5e3900>

² A. Jałoszyńska, MA at the Faculty of Psychology, University of Warsaw, 2022

Workshop programme:

MODULE	TIME	GOALS	EXERCISES	COMMENTS
Introduction and theoretical distinctions	2 hours	A theoretical module introducing the understanding of empathy, research results and the practical benefits of empathy, especially in the workplace.	Introduction	
			What is empathy?	
			Two components: affective and cognitive	
			Components of empathy according to def. S. Baron-Cohen, M.H. Davis	
			<i>in the case of group expectations, the scientific module can be expanded with Dark Empath, C. Rogers' approach, research in the field of theory of mind and mentalization, mirror neurons and neuroscience</i>	The workshop is practical, but at the group's prior request a literature review can be presented.
			Why do we need empathy at all, especially at work?	
Mentalization training	6h	The ability to recognize, name and read emotions – in yourself and other people	What are emotions?	
			Recognizing emotions	
			Reading and reacting to emotions	
			Understanding and empathizing with other people	

Emotion regulation	4 hours	Ways to regulate emotions, i.e. modify their intensity and impact on our actions, thinking and beliefs. Regulation classification	Methods of regulating emotions and their classification (Control, Avoidance, Suppression, Replacement, Revealing).	
			Scientifically proven methods of autoregulation	
A diagram of the practical application of cognitive empathy	3h	Learning, testing and implementing a scheme for the practical application of cognitive empathy	The Friendly Imagination Diagram	
Miscellanea	3h	Issues in the field of science, art and philosophy allowing for deepening self-awareness and ethical attitudes supporting empathy and emotional skills in general	Marina Abramovic's corner	
			Communication and words of non-empathy	
			G. Vattimo's theory of weak thought	
			The power of "I don't know"	
			Strengthening positive emotions and mental states	
			Criticism of empathy	

Trainer: Łukasz Szewczyk, certified trainer (NGO Trainers ' Association sTOP), facilitator, former academic teacher (University of Warsaw). It conducts development projects addressed to many groups. Winner of national awards under the patronage of the President of the Republic of Poland. He completed courses in emotional intelligence, including: Empathy and Emotional Intelligence at Work, University of Berkeley (online); Social and Emotional Learning, Berlin; Process Oriented Psychology, Warsaw.

