The Power of Love and Compassion in the Workplace

February 13, 2020
Lorie Corcuera
SPARK Creations & Company Inc.
Happy Monday Lorie,

I hope you are well. It was wonderful speaking with you last week. I am following up our conversation. I met with our VP and AVP Retail to review the coaches I recommended for the conference and they felt your coaching style was not the right fit for the group we are targeting.

Thank you for time and if you have any questions or concerns please let me know.
Happy Monday Lorie,

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Thank you for your time and if you have any questions or concerns please let me know.
Hi [Contact],

Thanks for the update!

Out of curiosity, what style were they looking for and how would they describe my style?

Thanks for clarifying and providing additional feedback!

Have a great day!
Lorie
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Thanks for clarifying and providing additional feedback!

Have a great day!
Lorie
Thanks Lorie,

I provided them your website and your profile on the website.

They were very uncomfortable with “love” and the story about the time you cried in an Executive meeting.

The individuals are very much “bankers” and they wanted to have someone that was more like them.
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Why We Hate Love (in the workplace)

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Lorie Corcuera
Co-Founder & CEO of SPARK Creations & Co. Inc. | Speaker | Culture Creator | Humanist | Guardian of People
38 articles

“This better to have loved and lost than never to have loved at all.” - Alfred Lord Tennyson

What I am about to share may make you a little uncomfortable. I believe when we are walking on the edges of life, when the fear is right in front of you, when you start to feel a negative emotion like hate, disgust, disappointment, anger, or even jealousy - that’s the time to get curious and find out why you are being triggered.
Learning Objectives

- Define love in the workplace
- Explore the science of love
- Discover simple tools and tips to integrate love at work
What is love?
1. **Love** is uncertain.
2. **Love** is uncomfortable.
3. **Love** means something different to everyone.
4. **Love** is a “soft” skill.
5. **Love** is reserved for our personal relationships.
6. I’m not worthy of **love**.
Philia – Friendship Love
Storge – Family Love
Eros – Romantic Love
Agape – Unconditional Love
Agape
Love In Action
Why It Matters
Why It Matters

One of the five dimensions of the Employee Experience Index, a guiding framework to capture the core facets of employee experience, is “Belonging – feeling part of a team, group or organization”.

– WorkHuman Research Institute and IBM
Why It Matters

The 5th Element of Engagement is, “My supervisor or someone at work seems to care about me as a person.”

– Gallup Q12 Employee Engagement Survey
Why It Matters

Over 40% of adults in America report feeling lonely. Loneliness and weak social connections are associated with a reduction in lifespan similar to that caused by smoking 15 cigarettes a day and even greater than that associated with obesity.

– Harvard Business Review
Why It Matters

Toxic workplaces are the 5th leading cause of death.

– Stanford Research by Dr. Jeffrey Preffer, Author of Dying for a Paycheck
Science of Love
Oxytocin
“a love hormone associated with empathy, trust, bonding, connection, and relationship-building”

– Medical News Today
“a stress hormone; interferes with learning and memory, lower immune function and bone density, increase weight gain, blood pressure, cholesterol, heart disease”

– Psychology Today
“a stress hormone; increases risk for depression, mental illness, and lower life expectancy; decreases resilience”

– Psychology Today
What can we do to share more love at work?
What do you love about yourself?
What qualities or traits define a loving leader or human being?
• Self-aware 
• Genuine 
• Curious 
• Vulnerable 
• Courageous 
• Listens to understand 
• Empathetic 
• Wants to be of service 

• Life long learner 
• Encouraging 
• Purpose and values driven 
• Collaborative 
• Loving and kind 
• Forgiving 
• Self compassionate
What does love look like at work?
(types of behaviors and activities)
- Introspection
- Noticing others’ well-being
- Having empathy and care for others
- Offering support and guidance
- Sharing appreciation and gratitude
- Encouraging collaboration
- Inviting others to share new ideas and perspectives
- Focusing on strengths
- Being fully present
- Actively listening
- Staying open and curious
So, how might we share more love at work and at home?
Brainstorm on ideas (5 mins)

Choose 1 idea (2 mins)

Prepare your presentation: draw, role play, storyboarding, mind mapping, or in your preferred delivery method (5 mins)

Present to the larger group for 1 minute followed by 1 minute of feedback (2 mins per group)
#LOVEFIRST

L – Learn about yourself

O – Open yourself to courageous experiences

V – Share your voice out loud

E – Embrace your whole being
Love Cultures
Resources
Resources
Resources

NEW YORK TIMES: What Google Learned From Its Quest to Build the Perfect Team

THNK: Leading with Love: Three Ways Great Leaders Show Love in the Workplace

OWN: The Moment LinkedIn CEO Jeff Weiner Vowed to Be a More Compassionate Leader

HBR: Employees Who Feel Love Perform Better

HBR: Can You Really Power an Organization With Love
Choose one activity from today’s session and share it with your loved ones and your organization.
“Eventually, you will come to understand that love heals everything, and love is all there is.

- Gary Zukav
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