

Mini Questionnaire Output report

**Empathy Style Profile**



Mark Thomas

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# Empathy Style Profile

## Introduction

According to the dictionary, the word "Empathy" has the following meaning:

**"The power of understanding and imaginatively entering into another person's feelings"**

Empathy can therefore be said to involve the ability to create harmonious relationships with others built on a strong foundation of trust and an understanding of mutual needs. A common way of expressing this is to suggest that it is the ability to "walk in other people's shoes", or to see the world from their vantage point rather than merely from your own.

Highly empathetic people are therefore likely to have a strong drive to understand and communicate with people at a social level and spend much of their time looking to extend and deepen their relationships with others. To do this they will adopt a warm and gregarious approach to new situations and events in general and strive hard to understand other people's inner feelings and views. The Empathetic type consequently likes to connect with others at an emotional level and most enjoys relationships where feelings are open and known (and outcomes and task goals are secondary).

A highly empathetic person is predominantly interested in how the world of inner feelings, beliefs and values can be better understood. They are therefore likely to adopt an open, giving and altruistic approach on the basis that it may well engender the same response in others. However, the extent to which we build empathy or rapport with another person is more a matter of choice than circumstance. To a large extent what we therefore achieve in terms of rapport building will depend to a large extent upon the empathy style that we adopt. There are four general styles that we can use. These are Sensitive, Warm, focused or Transactional.

This mini profile briefly explains each of these styles and reveals which one you tend to utilize the most.

## Empathy Style Answers for: Mark Thomas

(Sorted in descending order of priority)

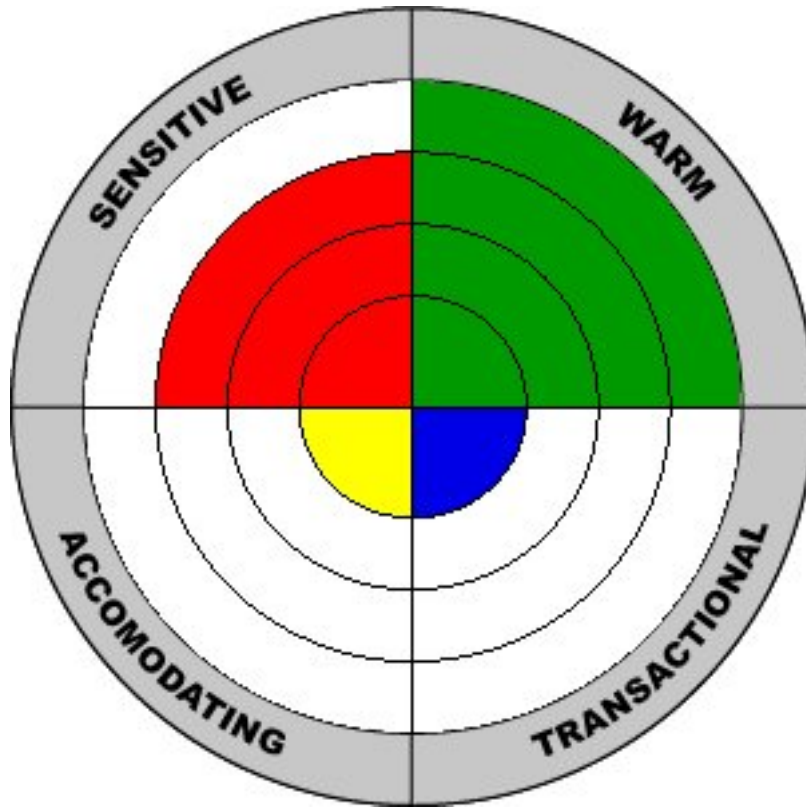
The following chart shows the choices you made in completing the Empathy Style questionnaire, in descending priority order, as well as the score that has been subsequently assigned by the system.

The color of the text indicates the category each question belongs to (the colors correspond to the four style types indicated in the key below).

1. I can be trusted to maintain a confidence
2. I work hard to understand where people may be coming from
3. I am genuinely interested in what anyone has to say
4. I assess the emotions that lie behind people's words
5. I am sensitive to people's feelings
6. I get to the point reasonably quickly in conversations
7. I prefer to keep small talk to a minimum
8. I avoid sarcastic or critical comments about people's comments or performance
9. I put myself in the other person's shoes
10. I am good at guessing where a conversation is heading
11. I am effective at spotting when people need help or support
12. I make myself fully available for people to talk to me.

-  Sensitive Style
-  Warm Style
-  Accomodating Style
-  Transactional Style

## Empathy Style Grid for: Mark Thomas



### **Dominant Style: Warm Style**

Individuals with a warm empathy style will be likely to quickly gain a reputation as someone to whom people can freely talk, trust and get helpful and patient guidance. This means that they will often sought out by people looking for advice or guidance. Warm empathy style people are also likely to be seen as good listeners, balanced, non-critical and highly reliable in terms of any commitment that they make.

## Different Empathy Styles

People may utilize several Empathy Styles in different situations and to achieve a variety of different goals. The following descriptions therefore briefly explain the basic characteristics of each of the four Empathy Styles:

### Sensitive Style

Individuals with a sensitive empathy style are likely to like people in general, and enjoy building strong and rewarding relationships through conversations with them. They are also likely to look to sincerely understand other people's issues and challenges and to therefore, quickly 'tune in' to their underlying feelings about a subject or a situation about which they may be concerned.

### Warm Style

Individuals with a warm empathy style will be likely to quickly gain a reputation as someone to whom people can freely talk, trust and get helpful and patient guidance. This means that they will often be sought out by people looking for advice or guidance. Warm empathy style people are also likely to be seen as good listeners, balanced, non-critical and highly reliable in terms of any commitment that they make.

### Accommodating Style

Individuals with an accommodating empathy style are likely to be open to requests for help and assistance but are more 'cool' or aloof about other people's issues (and may even deliberately distance themselves from them a little). They may not easily appreciate when people need sincere advice or support, and even when they find themselves in a 'deeper' conversation, they may be unaware of the depth of people's feelings or emotions about an issue.

### Transactional Style

Individuals with a transactional empathy style will be likely to find that people will not naturally seek them out as a useful 'sounding board' for their problems or concerns, preferring to go to others that they see to be 'warmer' and more accommodating. Low scorers may also send mixed or confused signals arising from differences in what they say and what they do. This may see people preferring to keep their relationship relatively shallow or restricted to mainly analytical issues.

*This mini questionnaire or profile is a simple version of the diagnostic survey and measurement tools that are available on the [www.profiles-r-us.com](http://www.profiles-r-us.com) web site. Full profiles have considerably greater depth and detailed information and an extensive output report, often running to more than 30 pages.*