

2026 A Year of CLEAR – Empathy & Acceptance

Micro Practices & Conversation Guide

I Am
Here

Why Empathy & Acceptance

Empathy is putting yourself in someone else's shoes, seeing things from their perspective to understand what they might be thinking or feeling

Acceptance means remaining neutral: setting aside beliefs, expectations, and biases to meet someone as they truly are.



Micro-Practices for Me

- Start with the I Am Here Self-check. How am I feeling right now?
- Notice when you're judging yourself or others.
- Ask: whose expectation is this? Mine, or someone else's?
- Write your thoughts down. Separate facts from assumptions.
- Your best changes every day. That's ok.
- Accept what you cannot change. Focus your energy on what you can.

Conversation Guide

Try That makes sense.
I hear you. Tell me more.
How did that feel for you?
I don't need to understand it to respect it.

Avoid Judging or diagnosing
Comparing their experience to yours
Rushing to fix or reassure

Presence matters more than perfect words.

Micro-Practices with My Team

- Start meetings with a light check-in.
- Listen to understand, not to respond or fix.
- Reflect back what you heard before offering your view.
- Resist the urge to compare. Each experience is their own.
- Thank people for sharing, especially when it's hard.
- Remind the team: neutrality is not indifference. It is acceptance in action.

Pause & Reflect

Where is it hardest to stay neutral with yourself or with others? What one small shift could you make this week?

Help & Support

If a conversation opens something bigger, connect with an I Am Here Ambassador, or wellbeing resources. You don't have to carry it alone.

It's ok not to feel ok; and it's absolutely ok to ask for help.