

TOOL

From Pity to Compassion



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Purpose

This tool illustrates the progression from pity to compassion, highlighting how our responses to others' suffering can evolve from distance and disconnection to empathy in action. It provides a framework for understanding the quality of our emotional responses and their impact on relationships.

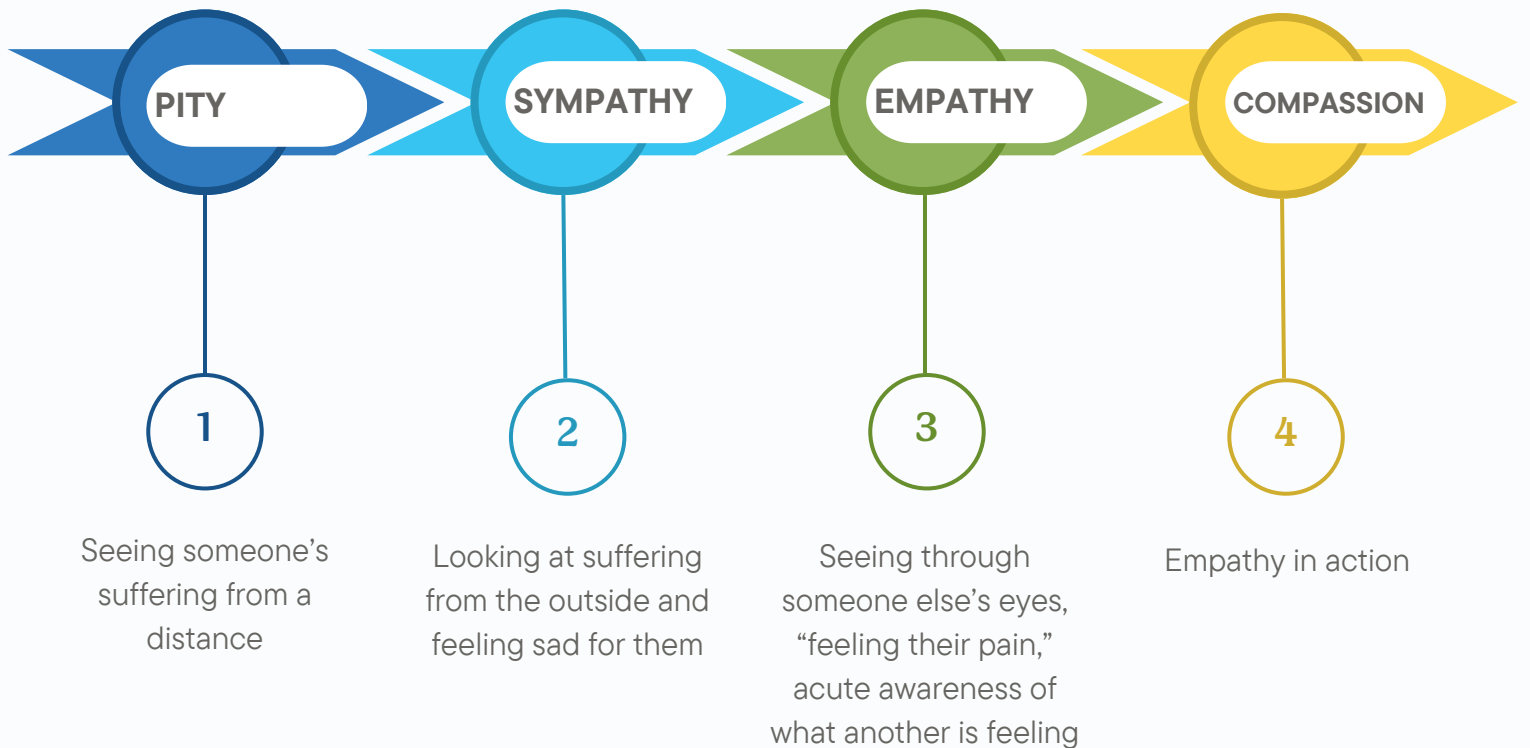
When to Use

Use this tool when reflecting on how you respond to others' challenges or emotions, especially in coaching, leadership, or team contexts. It is useful when you want to move beyond surface-level reactions and toward more constructive, supportive engagement.

How to Use It

Review the continuum and consider where your typical responses tend to fall—from pity to sympathy to empathy to compassion. Reflect on how each stance shapes your interactions and the outcomes that follow. Use this awareness to intentionally shift toward compassion—where understanding is paired with action that supports growth, dignity, and agency. This tool can also support coaching conversations by helping others recognize and adjust how they respond to others' experiences.

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WHAT'S NEXT

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Join our [Coaching Burnout workshop](#).

Learn how to coach through burnout—without burning yourself out.

These skills transform coaching conversations and help create workplaces where people can stay, grow, and find energy in their work again.



Access the [Coaching Emotions Toolkit](#).

Coaching emotions can be intense and intimidating. When teachers are overwhelmed, frustrated, or resistant, it can seem like they'll never make breakthroughs to serve children. But it doesn't have to be this way.

Curious what this could look like for your team?
Schedule your [complimentary consultation](#).

