



Seeds of Compassion

Earlier this month, the Dalai Lama spent 5 days in Seattle, Washington as part of a community-focus conversation intended to explore how we can all learn to be more compassionate members of society. The event was sponsored by the “Seeds of Compassion,” which has an excellent web-site. You may listen to most of the presentations on their web site by going to www.seedscompassion.com.

The event began with a panel conversation, entitled “The Scientific Basis for Compassion: What We Now Know & What We Can All Do”, which was moderated by Daniel Goleman, author of *Emotional Intelligence*. The Dalai Lama offered a distinction and a perspective that reinforces how making “shift happen” and cultivating the skills and capabilities of The Empowerment Dynamic is a way of sowing seeds of compassion.

There is an important distinction between “biased and limited” and “unbiased and unlimited” compassion. The first is a form of compassion that all of us are born with. It is biological in origin, he says, and its purpose is to get our needs met because we are dependent on others early in life. It is the kind of compassion that we extend to others who are like us or with whom we already agree – but not to those we might hold as a Persecutor, Perpetrator, or “enemy.” This is easy compassion.

The more challenging extension of compassion is called forth when we find ourselves in relationship with others with whom we do not agree, or we see as different, or we experience as threatening or an “enemy” in any way. This “unbiased and unlimited” compassion becomes possible as we shift from the Victim Orientation to the Creator Orientation, from which we can then meet our “enemy” not as a Persecutor, but as a Challenger. Such an unwelcome and, perhaps, unwanted Challenger then can become a great teacher.

At one point in my professional career, I worked for a manager who was one of the biggest Challengers I have ever experienced – ever. What made it a particularly painful period was that the work I was doing was my “dream job,” in which my sense of purpose and passion was fully engaged. About a year after having taken the job, this manager replaced the one who had hired me. My new boss brought a new philosophy and management style – one that was the exact opposite of what had attracted me to the position in the first place.

It didn’t take me long to see my new boss as a “problem to solve” and who ignited in me all three forms of reactivity: fight, flight AND freeze. Each day was a different reaction. I experienced the new philosophy and management style as a threat to my dream job. I was the Victim and they were the Persecutor – the enemy.

THE TED* LETTER

By David Emerald



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Then one day, I began reflecting on what was going on through the lens of the Problem (Victim) Orientation and saw, much to my dismay, the futility of holding this person as a problem to solve. I thought to myself, “My boss has every right, as manager and leader of the department, to organize and focus our work in the way that she believes best meets the needs of our clients and customers.”

I then realized that I was being challenged to shift to the Outcome (Creator) Orientation and to clarify for myself what I wanted to create in my work experience, factoring the new manager as part of my “current reality.”

It was a shift from experiencing the other as a Persecutor to that of a Challenger that was calling forth learning and growth.

Several months later, I found myself in a pivotal conversation with my manager (actually, it was my annual performance review!) in which I acknowledged their perspective and expectations as being “a perfectly valid and reasonable approach” – just not the one that had drawn me to the position in the first place. In that moment (and in my own inelegant way), I communicated compassion for their perspective. I then spoke of the challenge I faced, without extending any blame or judgment toward them, given the circumstances I faced.

By the end of the meeting, we had begun the process of co-creating a win-win outcome that would allow me to serve our clients and customers in a new capacity – as a consultant, rather than an employee. I was able to continue to pursue my purpose and passion with that organization for, what turned out to be, years to come. The result of the conversation was one that I could never have predicted – and it would never have occurred had I continued to hold my manager as a problem to solve and an “enemy” to react to.

Compassion was the key that unlocked the door that then opened up the best of all possible outcomes. This is the “unbiased and unlimited” compassion that becomes available as we see the people, circumstances, or conditions in our lives less as a Persecutor and more as a Challenger.

While the Dalai Lama refers to the “biased and limited” form of compassion as being biological in its nature, the “unbiased and unlimited” compassion that our world cries out for is rooted in “intelligence.” This intelligence, he points out, comes from the realization and wisdom that we live in relationship with all other beings, including human beings.



We all have plenty of opportunities in our personal and professional lives for cultivating this higher form of compassion and TED* provides a framework for helping make such a shift happen.”

Putting TED* into Practice

(The following exercise is derived Sophia’s suggestion from page 123 in *The Power of TED**.)

Identify a person in your life that you have held – or may still see – as a Persecutor. Then, in your journal or on a sheet of paper, list at least seven ways in which they have been a Challenger (as a “gift or a teacher”) to you. To determine the list, ask one or more of the following questions:

- What is lesson this person has brought (or is bringing) into my life?
- How and what can I learn from this?
- What’s the gift hidden in this situation, no matter how difficult it appears?
- What additional insights have I gained from this experience?
- Is this lesson complete for now?

And the final question is, as Sophia says, “am I fully ready to forgive, let go, and move forward with my life? By making this list and asking these questions, you can transform your Persecutors into Challengers.”

By seeing them as a Challenger, you can then begin to cultivate the “unbiased and unlimited” compassion of a Creator!

The Spread of TED*

“Introducing *The Power of TED**” continues to receive rave reviews from participants (an average rating of 9+ on a 10-point scale)! This 1-day (9:00 – 4:00) seminar provides participants the opportunity to:

- Understand the frameworks: DDT; TED; Victim and Outcome Orientation; Dynamic Tension
- Identify their own drama patterns and the roles they play
- Know how to begin to make the shift between the orientations and the roles



- Establish a daily practice of identifying and taking Baby Steps to manifest outcomes in their personal and professional lives.

Registration is now open for the following dates and locations: [\(click here to learn more\)](#)

May 17 — Boulder Center for Integral Living; Boulder, CO (Cancelled! Future date to be announced)

June 20 — Fresno Pacific University; Fresno, CA

October 11 — Richmond, VA (location TBD)

[“Experiencing The Power of TED*”](#) is a 3-day highly experiential seminar and a “deeper dive” into applying TED*. The intended outcomes are for participants to:

- Take a “deeper dive” into the tools and techniques of *The Power of TED**
- Gain exclusive access to the evolving *TED* Handbook* and its concrete and replicable tools and techniques
- Further investigate and understand patterns of drama and empowerment
- Work with others to facilitate “shift happening” between orientations and roles
- Observe TED* at work in individual and group settings
- Learn within a community of colleagues who share the commitment to methods that work beneath the surface to achieve long term results.

Registration is now open for the following dates and locations:

June 13-14 — Dallas, TX [\(click here to learn more\)](#)

For more information on other dates or events, [click here](#).

IF YOU OR YOUR ORGANIZATION WOULD LIKE TO SPONSOR THESE OR A CUSTOM-DESIGNED TED* SEMINAR, PLEASE EMAIL US: INFO@POWEROFTEDE.COM TODAY!

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