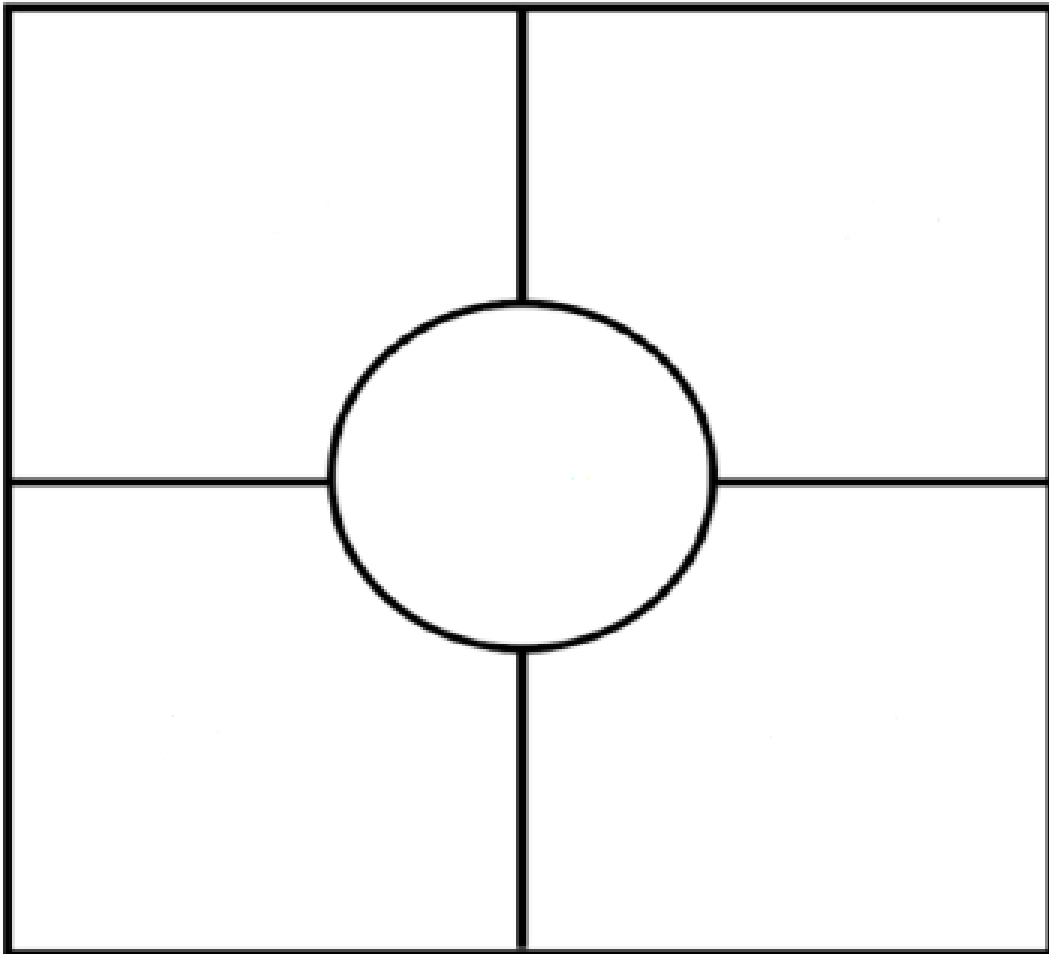


## EMPATHY MAP



## EMPATHY BASED STORY : TO DO BY YOURSELF

Read the following scenarios and try to imagine or recall how you would have felt, thought and behaved in these situations. Formulate your answer in the format of story and compare the two stories.

- Imagine, you are working in a team that aims to create something innovative and Hannah is on your team. Now, the project is going great according to you and you are very happy about your contribution. Can you name the type of behaviour, strengths, suggestions, strategies that Hannah has seen you do and that contributed to the success of the project ?

.....  
.....  
.....

- Imagine, you are working in a team that aims to create something innovative and Hannah is on your team. Now, the project is not going great according to you and you are unhappy about your contribution. Can you name the type of behaviour, strengths, weaknesses, suggestions, strategies that Hannah has seen you do and that contributed to the failing of the project ?

.....  
.....  
.....

## EMPATHY BASED STORY, INTERVIEW WITH COLLEAGUE (1) :

Choose a colleague that you respect and whose honest opinion will be accepted by you as part of your transformational journey. Talk about following scenarios with your colleague and let your colleague tell you what types of behaviour were observed in similar situations in the format of a story. Do not try to defend/justify yourself, the aim is to come up with an external view of yourself.

- Imagine, you are working with me in team that aims to create something innovative. Now, the project is going great according to me and I am very happy about my contribution. Can you name the type of behaviour, strengths, suggestions, strategies that you have seen me doing, that contributed to the success of the project ?

.....  
.....  
.....

- Imagine, you are working with me in team that aims to create something innovative. Now, the project is not going great according to me and I am unhappy about my contribution. Can you name the type of behaviour, strengths, weaknesses, suggestions, strategies that you have seen me doing, that contributed to the failing of the project ?

.....  
.....  
.....

## EMPATHY BASED STORY, INTERVIEW WITH COLLEAGUE (2) :

Choose a colleague that you respect and whose honest opinion will be accepted by you as part of your transformational journey. Talk about following scenarios with your colleague and let your colleague tell you what types of behaviour were observed in similar situations in the format of a story. Do not try to defend/justify yourself, the aim is to come up with an external view of yourself.

- Imagine, you are working with me in team that aims to create something innovative. Now, the project is going great according to me and I am very happy about my contribution. Can you name the type of behaviour, strengths, suggestions, strategies that you have seen me doing, that contributed to the success of the project ?

.....  
.....  
.....

- Imagine, you are working with me in team that aims to create something innovative. Now, the project is not going great according to me and I am unhappy about my contribution. Can you name the type of behaviour, strengths, weaknesses, suggestions, strategies that you have seen me doing, that contributed to the failing of the project ?

.....  
.....  
.....

## CHOOSING FROM THE SUGGESTED STRENGTHS AND VALUES

### STRENGTHS

- .....
- .....
- .....
- .....
- .....
- .....

### NOT YET STRENGTHS

- .....
- .....
- .....
- .....
- .....
- .....

### CORE VALUES

- .....
- .....
- .....
- .....
- .....
- .....

OTHER STRATEGIES/PHILOSOPHIES/TYPES OF BEHAVIOUR/TYPE OF EXPERIENCE/TRAITS, YOU WANT TO ADD TO THE EMPATHY MAP:

- .....
- .....
- .....
- .....
- .....
- .....

---

## SESSION 2

INSERT YOUR FILLED OUT EMPATHY MAP HERE:

## INFLUENCE DIAGRAM

Based on your empathy map and session 1 you are going to create an influence diagram. The symbolism of the influence diagram has been explained, try to fit as many aspects of the empathy map in these symbols. No answer is wrong, what is a decision for you, could be a function for someone else, thus follow your own empathy map.

### DECISIONS:

- .....
- .....
- .....
- .....
- .....
- .....

### VALUES:

- .....
- .....
- .....
- .....
- .....
- .....

### FUNCTIONS:

- .....
- .....
- .....
- .....
- .....
- .....

### DETERMINISTIC:

- .....
- .....
- .....
- .....
- .....
- .....

### UNCERTAINTIES :

- .....
- .....
- .....
- .....
- .....
- .....

## USE THE FOLLOWING TOOL :

You may make the influence tool in any program that works for you! However, if you have no immediate candidate then I have a suggestion, visit the following website:

<https://online.visual-paradigm.com/login.jsp?t=diagrams> . Before you use the steps, here is a short YouTube clip to show you how to use the program, click [here](#) (1 min) .

Follow these steps to get started:

1. Sign up or use your Google/Microsoft/SSO account
2. In the left, click on New
3. Choose Diagrams
4. In the 'Search' type influence diagram
5. Choose the template titled Influence diagram
6. Make your influence diagram 😊

INSERT YOUR INFLUENCE DIAGRAM HERE:



## DESCRIPTION OF YOUR PERSONAL TRANSFORMATION INTENTIONS:

As was explained in the slides, try to describe your intention in situations where you want to specifically stick to your intentions.

1. ....  
.....  
.....
2. ....  
.....  
.....
3. ....  
.....  
.....
4. ....  
.....  
.....
5. ....  
.....  
.....

---

## SESSION 3

## THE DESIGN PROCESS

Use the personal transformational intentions of the previous session, you have formulated the following **personal transformation intentions** (in the follow up questions the number refers to your intention) :

1. ....
2. ....
3. ....
4. ....
5. ....

If you are interested in further examples of how get inspiration to invent ways to apply biomimicry, you can visit: <https://asknature.org/resource/natures-innovations-animals-as-engineers/>

### 1. Reframe your intentions

What part of your current intension is in line with the explained principles ?

1. ....
2. ....
3. ....
4. ....
5. ....

What part of your current intension is not yet in line with the explained principles ?

1. ....
2. ....
3. ....
4. ....
5. ....

### 2. Principle application

Applying the principles of nature, what are the final descriptions of your intentions ?

1. ....
2. ....
3. ....
4. ....
5. ....

INSERT YOUR NEW INFLUENCE DIAGRAM HERE:

---

# SESSION 4

TO SUMMARISE, YOUR INTENTIONS TO INNOVATE YOURSELF ARE:

1. ....
2. ....
3. ....
4. ....
5. ....

## DO YOU WANT TO REALIZE YOUR INTENTIONS?

Create SMART (specific, measurable, action, realistic, time-management) actions on how you can achieve your transformation. What are your SMART-Actions?

1. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

2. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

3. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

4. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

5. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

6. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

7. S : .....  
M : .....  
A : .....  
R : .....  
T : .....

## TIME MANAGEMENT

You have added a time frame to your SMART actions, how are you planning to integrate these into your current schedule?

.....  
.....  
.....

Do you think your planning is effective?

.....  
.....  
.....

If you have doubts about the effectiveness of your planning, please try to take another look at it to ensure that your planning is realistic and effective.

## FINAL ASSIGNMENT:

Plan two meetings of 20 min with someone who followed this course as well, the first meeting should be set in 4 weeks and the second meeting should be set in 8 weeks.

During both these meetings reflect with each other how you have been able to implement your SMART actions. You can use the following questions:

- How do you look back at the personal transformation course ?
- What worked ?
- What did not ?
- Do you have tips for each other?
- How are you planning to achieve what you want going forward?