

The Development of Kindness Tool. Replace A with B

A. Absence of kindness manifests as	B. Presence of kindness manifests as
<ul style="list-style-type: none"> • Negativity • Finding difficulty • Fear, anxiety • Feeling vulnerable • Feeling removed • Feeling fears and concerns not heard • The feeling of needing an ally 	<ul style="list-style-type: none"> • Positivity • Finding options • Courage, determination, risk taking • Caring, sharing • Letting someone talk • Listen, actively listen • Being reassured • Knowing someone understood • Being allied to someone is achievable • Sharing that it's vital to be heard
<ul style="list-style-type: none"> • Battle • Abuse • Bullying • Talking down to others • Career goal obsession • Dismissive jargon eg, Frailties, 'man flu', 'mum's useless at technology' etc. • Conflict of interest • Ego • Selfishness 	<ul style="list-style-type: none"> • Service • Courtesy • Respect • Looking for the opportunities • Seeing what was valued • Discovering the unique features in others and self. • Sharing these with others • See common human frailties • Acting through humility
<ul style="list-style-type: none"> • Stress • Suffering • Acting overly neurotic • Exhaustion • All work and no play 	<ul style="list-style-type: none"> • Forgiving yourself for being human • Looking after yourself • Giving oneself positive experiences • Getting time out • Maybe even music, dance or singing
<ul style="list-style-type: none"> • Overuse of jargon • Misuse of data/statistics • Over complexity of the problem • Inability to question the data • Overuse of boundaries • Overuse of rules • Over prioritisation of efficiency 	<ul style="list-style-type: none"> • Knowing that qualitative data is needed alongside quantitative • Be among professionals who share their stories • Using stories to inform • Expressing that the rules should be a tool to make situations better
<ul style="list-style-type: none"> • The lack of technical experts • You, your colleagues or people you look after not being able to afford what's needed • Appropriate care not available • Unsafe work practices 	<ul style="list-style-type: none"> • The presence of technical experts • Having the financial resources • Not working harder always as the solution • People working together to maintain and improve safer work environments