

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Corporate Empathy

Yeah, yeah, we know... the notion of “corporate empathy” is everywhere right now. No HR concept is buzzier. (Remember “wellness” from the 2010s?) Corporate empathy has been thrown around and latched onto by just about any company that gives a rip (or claims to give a rip) about its employees. But, really, what does it mean?



In an excellent [TIME](#) article, author [Anne Helen Petersen](#) tackles the topic head on, and asks the hard (and awkward, and sometimes unanswerable) questions. Can empathy even work in a business setting? Is it the same for everyone? Is it a bunch of crap? (She writes in one section, “Applied in a corporate setting, the very idea of empathy begins to fall apart. Is it cultivating niceness? Is it leadership modeling vulnerability?”)

It’s a far-ranging and excellent article, well worth the time to read it. (Or, try [Kai Ryssdal’s interview with Petersen](#) on National Public Radio’s [Marketplace](#).)

2 | Giving and Communicating

Corporate trainer [Stevie Ray](#) is a longtime contributor to *Minneapolis/St. Paul Business Journal* who recently authored an article called “[An Unexpected Gift](#).” The gist of the article details the importance of recognizing employees for their time and efforts, but along the way he discusses communication with distributed teams (something we’re all familiar with these days).



“To keep distributed teams engaged,” Ray says, “leaders must recognize the importance of going beyond the information provided during communication and ask whether the meeting did its job in connecting the workforce.” [Check the article out here](#). (And for the record, Stevie Ray’s whole [leadership blog](#) is solid, and [his January article on employee stress is excellent](#).)

3 | Odds and Ends



- “Friendship happens on the way to something else. The more you aim for friendship, the more it eludes you. But if you plan to learn or achieve something with others, friendship tends to come along naturally.”
— James Clear, author of [Atomic Habits](#) and the terrific “[3-2-1](#)” weekly newsletter.
- Drooling with anticipation: [The Engineering that Built the World](#) on The History Channel.
- Our [Midwestern Chill Out Open House](#) is happening on September 23 at our headquarters in Edina. It’s gonna be great. [You should come!](#)



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