

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 | Hey, Remember Sympathy?

Empathy, empathy, empathy. Empathy gets all the headlines these days — and for good reason. Feeling *with* someone is both kind and powerful. But in all the focus on empathy, we can overlook its quieter companion: sympathy.

From the Greek *sym* (together) + *pathos* (feeling), sympathy literally means “*fellow feeling*” — the ability to recognize another’s experience without being swept away by it. In leadership, knowing when to lean into empathy and when to offer steady, sympathetic presence matters. Both have value. The art is in the balance.

- **Sympathy still feels.** Sympathy *feels alongside*. It’s connection without collapse — compassion with boundaries.
- **Strong teams need sympathetic leaders.** Sometimes people need us *in* the emotion; sometimes they need us just outside of it. Leadership is knowing which is which.

Leadership rooted in *fellow feeling* isn’t distant — it’s steady. It keeps us close enough to understand, yet grounded enough to lead.



2 | Nobody’s Thinking About You

Anyone else out there still in the process of growing up? Same. Most days we’re maybe... seventh grade at best.



The 85-year-old writer [Roger Rosenblatt](#) reminds us that one of the quiet gifts of getting older is realizing that most [people aren’t thinking about us](#) nearly as much as we assume. (“Wait... I’m *not* the center of the universe?”) Truth is, we all have a little imaginary audience in our heads — and we’re constantly playing to it.

So, here are two quick reminders for those of us trying to embrace the whole maturity thing:

- **Stop performing. Start contributing.** When we’re not busy managing impressions, we can actually do the work that matters. Ask the “If nobody were watching...” question.
- **Leadership shifts from being impressive to being of service.** The right question becomes, “Did I help?” Not, “Did it look good?”

If you’ve got this locked up, outstanding. But many of us — if we’re being honest — have some work to do. Let’s keep practicing.

3 | Remembering the Fitz

On November 10, 1975 — 50 years ago — the *Edmund Fitzgerald* went down, taking with her all 29 crew members. Start with a young [Tom Brokaw on NBC](#) and get comfy for this [hour-long retrospective](#).



emanuelson-podas
consulting engineers

952.930.0050 | epinc.com