**Stella Khumalo-Punungwe**

**A9UD83205**

COURSE NAME:

**Empathy is the key to success**

ATLANTIC INTERNATIONAL UNIVERSITY

**November, 2023**

Contents

[Introduction 3](#_Toc151078188)

[Empathy in the academic world 3](#_Toc151078189)

[Empathy when dealing with research subjects 4](#_Toc151078190)

[Empathy and mentorship 5](#_Toc151078191)

[Empathy when reporting study findings 6](#_Toc151078192)

[Understanding the flip side 6](#_Toc151078193)

[Conclusion 7](#_Toc151078194)

[References 7](#_Toc151078195)

# Introduction

Empathy indeed serves as the cornerstone of sociology since it fosters a profound understanding and appreciation of human behaviour and dynamics. Over the years the concept of empathy has been seen by most sociologist as playing a crucial role in the achievement of academic as well as professional success. As one progresses up the academic ladder especially when pursing a higher degree such as a doctorate, the need for understanding empathy becomes even more critical. In this essay, the author delves into a critical analysis of the main arguments made by a prolific sociologist and world-famous teacher of race relations, Sam Richards, who asserted that, “empathy is the core of sociology”. Thus attempts will be made at supporting this particular viewpoint while on the other side also bringing in the possible limitations to adopting this viewpoint.

Empathy entails viewing a particular situation from the other person’s perspective, and then making using of that particular vantage point to shape and influence your behaviour, perception, attitude and approach accordingly (Ross, 2019). For instance, within academic settings, one has to consider the views of their fellow students, the professors, and all other support staff in ways that fosters a spirit of cooperation and organizational achievement. In this vein, it is apposite to consider the research evidence that have accumulated over the years which clearly link empathy to success from undergraduate to graduate level. Such research have influenced our thinking and given possible directions where students may be struggling to meet their academic requirements (Kivel, 2021; Rockwell et al., 2019; Suleman et al., 2019).

# Empathy in the academic world

Achieving success in PhD studies, requires a profound understanding of assorted perspectives. Such perspectives may be drawn from the world of business, politics, the educational sector, academia, and society at large. The key here will be to improve interpersonal relationships. Sociologist Sam Richards, in his TED talks (Author quotes, 2010), provides deep and valuable insights underscoring the significance of empathy in academic pursuits. For him, empathy is crucial in fostering effective collaboration and communication in the academic circles. It is well known in the academic world that collaborations with other scholars ensures more impactful outcomes, be it in research or innovation, be it among academics themselves or between academics and those in industry (Nsanzumuhire & Groot, 2020; Rossoni et al., 2023; Rybnicek & Königsgruber, 2019; Schot et al., 2020). In this regard, Richards emphasizes the importance of “stepping into others' shoes” in order to be able to comprehend their viewpoints and/or true feelings. Thus, in the realm of doctoral studies, where interdisciplinary collaboration is widespread, that unique ability to empathize allows for more effective and smoother communication and cooperation among researchers who may be coming from diverse backgrounds and perspectives.

## Empathy when dealing with research subjects

As a mental health practitioner who engages in research involving human subjects, it is paramount to note that empathy contributes to a more reflective and profound grasp and understanding of research subjects and methodologies. To this end, Richards in his talks encourages potential researchers to be able to emotionally connect with those people they will be studying. Such connections are valuable in uploading ethical principles when embarking on research (Law et al., 2023; Schot et al., 2020; Seago, 2024). The emotional connection that a researcher may have with his/her participants has great potential fuel further passion for the research, which to me is a major driving force in the pursuit of a coveted qualification such as a PhD, which requires both perseverance and resilience. Further, understanding the human aspects of research subjects through having empathy improvise the depth and quality of the research that will be conducted which in itself also enhances academic and public health impacts.

## Empathy and mentorship

One of the key factor in ensuring success in academia is having a good mentor (Cree-Green et al., 2020; Shen et al., 2022). Having empathetic interactions with mentors, colleagues, and study participants therefore creates supportive environments for academic success. Richards emphasizes the importance of building connections with people as this forms a basis for personal as well as academic growth. In my current situation, being a doctorate student based in a resource-limited country, Zimbabwe, and doing an entirely online course, this point is crucial as many a time I am found in a situation where I have bad internet connectivity, frequent power blackouts, and surrounding abject poverty. Such situations demand for supportive networks as deadlines for assignment submissions may be missed due to these interruptions. Empathy has also been shown to foster a sense of belonging (Kivel, 2021), encourages open dialogue and collaboration (Ross, 2019), all of which are essential for navigating the obstacles and challenges inherent in academic research in general and doctoral research in particular.

In my own personal academic journey, I have witnessed the profound value of having a mentor who was empathetic and understanding despite the challenges I was having as a woman in a developing country facing unprecedented hyperinflation and sociopolitical disturbances. My mentor my able to provide for me the tools with help to be resilient during the economic meltdown the country experience in the 2000s.

## Empathy when reporting study findings

Another crucial aspect that I think is important in ensuring success when embarking on PhD studies pertains to making use of empathy to enhance the researcher’s ability to communicate research findings effectively. To this end, Richards highlighted the importance of developing narratives that resonate with diverse audiences. It is very easy for researchers to get distracted and start writing their own stories instead of making the voices of the research participants heard. In most sociological studies, this aspect comes out nicely as the main data collection methods employed are qualitative in nature. I therefore feel that for me to be able to effectively communicate my research findings, I need to develop skills and gather knowledge on how to tailor my findings appropriately, and ensuring that any complex concepts which I come up with are explained and elucidated well to both academic and non-academic audiences.

## Understanding the flip side

While it is acknowledged that cultivating empathy within the academic realm has significant potential to improve one's ability to study effectively and achieve academic goals, it should be noted that even Sam Richards himself, has raised crucial arguments challenging the “idealization of empathy in understanding social dynamics”. Thus, empathy alone should not be viewed as being sufficient to achieving success. Further, even other authorities (Kivel, 2021) have argued that empathy can be limiting in certain contexts, especially when there may be an excessive focus on empathy leading to possible superficial comprehension of complex social phenomena. Sam Richards contends that empathy, may potentially oversimplify the complex web of societal structures through reducing them to individual experiences, thereby impairing deeper analyses of systemic issues. It is therefore important to combine empathy with critical thinking.

# Conclusion

In conclusion, while empathy remains crucial for success in doctoral studies due to its ability to facilitate intellectual collaboration, deepen understanding of phenomena under study, and ability to foster supportive academic environments, there are crucial limitations which need to be considered to guarantee success.

# References

Author quotes (Director). (2010, October 22). *A radical experiment in empathy: Sam Richards at TEDxPSU*. https://www.youtube.com/watch?v=kUEGHdQO7WA

Cree-Green, M., Carreau, A.-M., Davis, S. M., Frohnert, B. I., Kaar, J. L., Ma, N. S., Nokoff, N. J., Reusch, J. E. B., Simon, S. L., & Nadeau, K. J. (2020). Peer Mentoring for Professional and Personal Growth in Academic Medicine. *Journal of Investigative Medicine*, *68*(6), 1128–1134. https://doi.org/10.1136/jim-2020-001391

Kivel, S. (2021). *Sweat: Success with Empathy and Trust*. Kivel, LLC.

Law, K. F., Amormino, P., Marsh, A. A., & O’Connor, B. B. (2023). Ethical reasoning versus empathic bias: A false dichotomy? *Trends in Cognitive Sciences*. https://www.cell.com/trends/cognitive-sciences/fulltext/S1364-6613(23)00264-4

Nsanzumuhire, S. U., & Groot, W. (2020). Context perspective on University-Industry Collaboration processes: A systematic review of literature. *Journal of Cleaner Production*, *258*, 120861. https://doi.org/10.1016/j.jclepro.2020.120861

Rockwell, A., Vidmar, C. M., Harvey, P., & Greenwood, L. (2019). Do Sociology Courses Make More Empathetic Students? A Mixed-Methods Study of Empathy Change in Undergraduates. *Teaching Sociology*, *47*(4), 284–302. https://doi.org/10.1177/0092055X19860563

Ross, M. (2019). *The Empathy Edge: Harnessing the Value of Compassion as an Engine for Success*. Page Two Books, Incorporated.

Rossoni, A. L., de Vasconcellos, E. P. G., & de Castilho Rossoni, R. L. (2023). Barriers and facilitators of university-industry collaboration for research, development and innovation: A systematic review. *Management Review Quarterly*. https://doi.org/10.1007/s11301-023-00349-1

Rybnicek, R., & Königsgruber, R. (2019). What makes industry–university collaboration succeed? A systematic review of the literature. *Journal of Business Economics*, *89*(2), 221–250. https://doi.org/10.1007/s11573-018-0916-6

Schot, E., Tummers, L., & Noordegraaf, M. (2020). Working on working together. A systematic review on how healthcare professionals contribute to interprofessional collaboration. *Journal of Interprofessional Care*, *34*(3), 332–342. https://doi.org/10.1080/13561820.2019.1636007

Seago, C. (2024). Fostering attentional awareness for connectedness, with agility and empathy as core values. In *Ethical Agility in Dance*. Taylor & Francis. https://library.oapen.org/handle/20.500.12657/79417

Shen, M. R., Tzioumis, E., Andersen, E., Wouk, K., McCall, R., Li, W., Girdler, S., & Malloy, E. (2022). Impact of mentoring on academic career success for women in medicine: A systematic review. *Academic Medicine*, *97*(3), 444–458.

Suleman, Q., Hussain, I., Syed, M. A., Parveen, R., Lodhi, I. S., & Mahmood, Z. (2019). Association between emotional intelligence and academic success among undergraduates: A cross-sectional study in KUST, Pakistan. *PLOS ONE*, *14*(7), e0219468. https://doi.org/10.1371/journal.pone.0219468