Cultivating Compassion Tool Kit - Pledges

How to use Compassion Pledges
A compassion pledge is a promise to try and change something in practice which will enhance the delivery of compassionate care. It can be an individual pledge or team pledge. It can be about improving care for patients or for each other.

1. Personal pledges
2. Using the compassion indicators to generate a pledge
3. Team pledges

2. Using the compassion indicators to generate a pledge

- Identify something in practice that you would like to change
- Go to the Compassion Indicator Section on the Toolkit and map your pledge to the compassion indicators. It may relate to an indicator e.g. “we listen to patients and get to know patients as people, recognising them from one day to the next” or to several different themes e.g. “holistic approach to our work” or “person centred care”.
- The indicators will help you to give voice to your pledge and in turn help you to find evidence of how your practice has changed.
- Alternatively you might use the compassion indicators and choose three that you would put on your wish list for change, and make this your pledge.

1. Personal Pledges
- The pledges should be a personal commitment to something that the pledger wants to change in the workplace, or in themselves which will enhance care. e.g.” I pledge that I will make more time for listening to patients and getting to know them better”.
- The pledger should discuss their pledge with the Compassion Lead to define it clearly and identify how it will be realised.
- It should be written down, dated and signed.
- The Compassion Lead should follow up the pledge with support and encouragement.

3. Team Pledges
The pledge should be something that the team has discussed and negotiated and want to change in order to enhance compassion either for patients or for each other.

- The pledge should be carefully worded to make it clear what needs to be changed.
- It should be shared, realistic and realisable e.g. “We pledge that we will welcome everyone who comes into our area and offer to help them”.
- The pledge might be placed on a notice board and other members of the team might be encouraged to “sign the pledge” to support the intention and implementation of the pledge.
- The Compassion Lead might follow up the pledge with the team to encourage, discuss and record progress.