



IC³ INSTITUTE
Resource Library

Communication with Compassion

Dr. Preeti Kohli and
Krithika Balaji
Aha Movement and IC3 Institute
India

The Four Components

As a career counselor, one is often trained to be ready with the required information, research methodology and build the knowledge base. As counselors, an equally critical part of the role is being mindful in our communication and engagement with the students, parents, and other stakeholders. The Non Violent Communication principles (NVC) is a 4-step process in sharing and receiving information.



Example 1

As a counselor, you might come across a child with immense potential who is not academically engaged or cultivating their talent & skills to the best of their abilities. Here is an example of how this can be communicated to the child using the NVC principle.

“I noticed here that in middle school, you were in the top 5% of your class while being active with the football team, school band, and the debate team. I’m concerned to see you not pursuing things you enjoy, and you are good at. I understand that interests and preferences may change over time, but to help you find your best-fit career path and university, I would like you to identify any two activities you feel excited about and enroll in to help build up your profile.”

Example 2

As a counselor, you will encounter parents who are not aligned with their child's interests and career preferences. Some may be vehemently opposed to and not supportive of exploring their child's interest. Here is an example of using the NVC principle to communicate with the parents.

"I can see that you have some apprehensions about your child's interest in pursuing video game design as a full-time career option. I understand your concern about ensuring stability and success in your child's future. However, if you could give me a chance to share some information, I can take you through the various opportunities in the video game industry, the application of the technology in current developments, the growth prospects, and the study pathways to achieve it. Can you please set aside 30 minutes to learn about the field before taking a final decision?"

Applying the principle in practice

Bringing this knowledge to life in the counseling practice can help to lead the facilitation process with empathy, compassion, and open-mindedness. Students, parents, and other stakeholders are also likely to open up further when they feel understood and not judged.

Like any other technique, this comes with awareness, conscious application, and continuous practice. The most important thing would be to set the intention to communicate with compassion and reinforce the same through the four components technique.