

# Compassionate relating between co-workers

Understanding how and why compassionate interactions between co-workers occur in way that is satisfying for both parties.

## Key details

<b>Lead institution</b>	<a href="#">University of Chichester</a>
<b>Principal researcher(s)</b>	Nicky McCrudden <a href="mailto:2313250@stu.chi.ac.uk">2313250@stu.chi.ac.uk</a>
<b>Police region</b>	South East
<b>Level of research</b>	PhD
<b>Project start date</b>	January 2026
<b>Date due for completion</b>	September 2026

## Research context

This research focuses on 'everyday suffering' rather than serious trauma and examines the mechanisms that create rewarding compassionate interactions. The researcher is seeking to develop a theory of how these interactions play out successfully in a policing context with both front line and support personnel.

The ultimate aim is to develop a theoretical framework that can be used to develop the competencies and confidence to help staff enact compassion towards one another.

## Research methodology

The researcher is conducting online interviews of around 60 minutes.

In light of the goal to create a middle-range theory, the researcher is aiming to interview staff from a wide range of job roles, from a variety of different police forces. We have interest in talking to both those who received compassion from a co-worker, and those who offered compassion, regardless of the hierarchy within the conversation. In addition, we are keen to engage with people who acknowledge the interaction was well-meant but did not find it rewarding.

As a realist evaluation study, the interviews are following a teacher-learner cycle. This means the researcher will share theory ideas as they emerge and ask participants to comment. A framework theory for policing will be developed and contrasted with draft theories developed in other public sector contexts to examine if compassion 'looks different' in different organisations.

## Research participation

For further information, please [contact the researcher](#).