

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

Lead institution	University of Chichester
Principal researcher(s)	Nicky McCrudden 2313250@stu.chi.ac.uk
Police region	South East
Level of research	PhD
Project start date	January 2026
Date due for completion	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](#).