



## Appendix B: Sharing an Affirmation

### Dialogue Guide

Everyone is unique, which means we all have different preferences regarding what makes us feel affirmed. This Dialogue Guide will help you and a partner discover how you can best affirm each other.

The prompts listed in this guide will first direct the sender to share an Appreciation (as an initial connecting activity), and then direct the sender to describe an Affirmation that makes them feel seen and heard. Discussing Affirmation experiences helps teammates learn more about what types of Affirmations are the most meaningful to each other, so they can better affirm each other in the future.

Use this Dialogue Guide as a team-building activity or anytime you want to better understand your teammates Affirmation preferences.

### INSTRUCTIONS:

Follow the prompts exactly as they are listed below.



The person initiating the conversation and sharing the Affirmation experience will follow all the **orange bubble** prompts aligned to the left labeled **Sender**.



The person listening, Mirroring, Summarizing, Validating, and Empathizing will follow all the **blue bubble** prompts aligned to the right labeled **Receiver**.

## 1 - MAKE APPOINTMENT



Sender

*I would like to have a Safe Conversation about something that makes me feel seen and heard. Is now a good time?*

*Yes, now is a good time.*



Receiver

Connect Non-Verbally: Make eye contact and take a breath before beginning the dialogue.

## 2 - SHARE & MIRROR

### Begin with an Appreciation



Sender

*First, I would like to give you an Appreciation.  
I appreciate that ....*

### Note to the Receiver:

If at any point in the Dialogue you get overloaded, raise your hand and say:  
"Let me try to Mirror you back so far."

### Mirrors and Checks for Accuracy

*If I got that, you appreciate that I....  
Did I get it?*



Receiver

### Verifies Accuracy



Sender

*Yes, you got it.*

*Thank you for sharing that.*



Receiver

*Thanks for receiving it.*



Sender

### Shares Affirmation Experience

*Now I'd like to talk about an Affirmation I have  
received that makes me feel seen and heard as  
a person.*



Sender



*I feel seen and heard as a person  
when I experience \_\_\_\_.*

#### **Mirrors**

*Let me see if I've got it. You said you feel seen and  
heard as a person when you experience \_\_\_\_.*



#### **Checks for Accuracy**

*Did I get it?*



#### **Verifies Accuracy**

*Yes, you got it.*

*- or -*

*The part you got was \_\_\_\_ and I also said \_\_\_\_.*



#### **Shows Curiosity**

*Is there more about that?*



Receiver continues to Mirror Sender until the Sender confirms the Receiver "got it."

#### **Connects Affirmation/Feelings to Past Experiences**

*When I experience \_\_\_\_ (what makes me feel seen and  
heard), It reminds me of \_\_\_\_ (an action, behavior or event  
that did/did not occur in my past).*



### Mirrors

*If I got that, when you experience \_\_\_ (what makes you feel seen and heard), it reminds you of \_\_\_ (an action, behavior or event that did/did not occur in your past).*



### Checks for Accuracy

*Did I get it?*



### Verifies Accuracy

*Yes, you got it.*

*- or -*

*The part you got was \_\_\_ and I also said \_\_\_.*



### Shows Curiosity

*Is there more about that?*



Receiver continues to Mirror Sender until the Sender confirms the Receiver "got it."

## 3 - SUMMARIZE

### Summarizes

*Let me see if I got all of that. In summary, you feel seen and heard as a person when you experience \_\_\_ (what makes you feel seen and heard). And it reminds you of \_\_\_ (an action, behavior, or event that did/did not occur in your past).*



### Checks for Accuracy

*Is that a good summary, did I get it all?*



### Verifies Accuracy

*Yes, you got it all.*

*- or -*

*The part you got was \_\_\_ and I also said \_\_\_.*



## 4 - VALIDATE

### Validates

*That makes sense!*  
*It makes sense that you feel seen and heard when you experience \_\_\_ and that this reminds you of \_\_\_ (an action or behavior that did/did not occur in your past).*



### Checks for Accuracy

*Is that a good Validation?*



### Verifies Accuracy

*Yes, that's a good Validation.*



## 5 - EMPATHIZE

### Empathizes

*I can imagine that if you regularly experience \_\_\_\_  
(what makes you feel seen and heard),  
you would feel \_\_\_\_ (happy, joyful, excited, etc).*



### Checks for Accuracy

*Would that be your feeling?  
Are there other feelings?*



### Verifies Accuracy

*Yes.  
- or -  
I'd also feel.*



## 6 - CLOSE

*Thank you for sharing that with me.*



*Thank you for listening.*



Give each other a handshake or high five.