

Demonstrating Understanding

1. Reflect **THOUGHTS**. "Sounds like you think that Joan is intentionally trying to sabotage your work."
2. Reflect **FEELINGS**. "It sounds like you are feeling anxious and afraid because of what is happening at work."
3. Reflect **THOUGHTS** and **FEELINGS** together. "Sounds like you think Joan is trying to throw you under the bus, and you're feeling anxious and afraid because of it."
4. Reflect **PERSONAL MEANING**. "I get it. You think Joan is out to get you, and you're freaking out about it because you've worked hard for this job and you can't afford to lose it."

Try this exercise out for yourself!
Post your reflections in the Facebook group!

