VENTING AND EMPATHIZING

How to Vent?

- Allow yourself or your coachee to:
  - Vent feelings of anger, blame, etc.
  - Alone (i.e., write, exercise, voice memo)
  - With a coach/trusted colleague

- Ask questions to get it all out:
  - "Is there more?"
  - "That sounds like it is ____ (frustrating) for you"
  - "You sound _____ (upset)"
  - "What else happened?"

How to Get Empathy?

AFTER venting, ask yourself or your coachee:

- What might the situation look and feel like through the other person's eyes?
- What are some other possibilities for why this person acted in this way?

If all else fails, return to venting or practice DEEP LISTENING

WHY VENT?



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