

# EMPATHIZE

feel the emotion

Leader Asks

Team Member Responds

## 1. Sense their Feeling

**What are you feeling?**

*Let yourself connect with their pain or joy*

*Drop into the emotion  
you are feeling*

## 2. Welcome the Depth

**That must be really [hard,  
awkward, tender...]**

*Assure them the deep feelings are received*

*Share more deeply  
than is comfortable*

## 3. Ask for the Need

**What do you need?**

*encourage them to be open and  
vulnerable*

*Be specific in  
speaking your needs*

## 4. Provide Support

**If you had xxx, would that be  
helpful to you?"**

*find a solution that matches their need*

*Explore ways to get  
more support*

When you are done, you've dispelled their aloneness  
by deeply accepting their feelings.