

## Personhood vs behavior exercise

Most of us forget there's a difference between personhood (who we are) and our behavior (what we do). Then we communicate in a way that has the other person feeling judged or unseen.

Notice the difference with this example:

When you *are* mean, I feel scared and frustrated.

Now look at this example:

When you *act* mean, I feel scared and frustrated

Here's a simple formula to try out and practice.

When you \_\_\_\_\_(behavior), I feel \_\_\_\_\_(own my feeling) \_\_\_\_\_, and it has me \_\_\_\_\_(action).

When you behave in that way, like raising your voice, I feel scared and it has me want to move backward and retreat.

This is very responsible communication and it goes a long way.