

### Strategies to Convey Microaffirmations

Example	What it sounds/looks like	Why it helps
Active Listening	[nodding, eye contact]  “It sounds like a big accomplishment.”  “I hear why that matters to you.”	When people give the speaker the floor and take the time to listen, it says the speaker’s words – and the speaker, by extension – is valued.
Echo or Extend	“Could we return to what X said? I thought that was such an important idea.”  “I’d like to add on to what Y said...”	Echoing, or repeating what someone said, can help especially if it seems that comment was missed. Extending shows you think their idea is valuable, just by adding onto it, and crediting them with the original thread.
Affirmation	“X, I’d love to hear from you next.”  “X, you make a difference on this team.”	It is affirming for people to notice you are there, invite your contributions, and remember what you said.
Validation	“You made that happen. I appreciate how you stepped in at the right moment.”  “I appreciated the creativity of your strategies. I learned a lot from you.”	It is validating when people notice your progress or contributions. Specificity can make this more than a generic compliment.
Holding the door open	“I can introduce you.”  “I will share that information with you.”	Bringing someone along with you shows that successes can be shared.
Witness and holding emotional space	“I’m so sorry that happened to you. It takes courage to share.”  “I believe you. That is really tough.”  “It’s understandable you are so upset. That sounds really painful.”	Sometimes the person just needs to be believed or have emotional space held. Often people rush to defend the other party (“I’m sure they didn’t mean to hurt you”) as a means to reassure. Instead, this can undermine the speaker.

This handout uses a similar format as this excellent resource on [microaggressions](#) and draws from the linked resources on the growing [literature](#) explaining the power of [microaffirmations](#) and [microvalidations](#).