22 THINGS TO SAY
to send a powerful message of trust:

1 — I counted on you to keep that information confidential. I'm disappointed you shared it without asking me. What happened?

2 — I see things differently. Are you open to hearing an alternative point of view?

3 — Let's hit 'pause' on our conversation and discuss this directly with her to understand why she took that course of action.

4 — What I heard you say during the team meeting really bothered me. Can I talk to you about it?

5 — I underestimated what this would take. I can't make the deadline we agreed upon. Can I have two more days? Is that doable?

6 — I made a big mistake, and I own it. Here's what I learned.

7 — I'm sorry I was distant yesterday, I'd just received difficult news, and was struggling to process it. I'd like to pick our conversation back up.

8 — I can appreciate that this must be difficult for you to share. Thank you for being honest and bringing it to my attention.

9 — Can we talk about our meeting today? I feel like my ideas weren't being heard. I felt dismissed. Did I say or do something off-putting, or is something else at play?

10 — I had no idea my behavior was impacting you that way. I'm so sorry. It wasn't my intention. Thank you for telling me, so I can make changes.

11 — I don't need this relationship to be easy. I need it to be open and honest.

12 — I'm committed to you and to this relationship. I count on you to tell me if you feel 'us' getting off track.

13 — Your feelings are valid. Don't sweep them under the rug.

14 — I take responsibility for my part in our misunderstanding.

15 — I want the best for you - not just professionally, but personally.

16 — I value you and the difference you make.

17 — I care about you.

18 — I need your strengths in this team.

19 — You don't need my permission. You've done the research. Run with it.

20 — You don't have to be perfect.

21 — Cut yourself some slack. You give others a second chance. Why not give one to yourself?

22 — It's okay to take time out if you need it. After all, you're human.

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