

Twenty Validate and Celebrate Statements

Validate and celebrate, discussed in the CLEAR coaching skills as part of the encourage skill, is essential to getting to the root cause of an issue and recognizing the PBC for their accomplishments.

1. You sound _____ [insert feeling]. What is making you _____ [insert same feeling]?
2. I can hear the _____ [insert feeling or emotion] in your voice. Where is it coming from?
3. You're not quite yourself today. Would you like to talk?
4. Thank you for putting in the extra effort! It really helps the team out.
5. You mentioned disappointment [or other feeling / emotion]; tell me what being disappointed [or other feeling / emotion'] means to you.
6. I can tell that this is really bothering you.
7. You must feel like you are carrying the weight of the world on your shoulders.
8. Yes, you are right, there are many challenges with _____ [workflow, the process, overload, scheduling, etc.] right now.
9. I can tell you have given this a lot of thought already.
10. That is an idea worth exploring.
11. You should be proud of yourself. /I am proud of you!
12. I care about your success. /I care about what happens to you.
13. I knew you had it in you!
14. It's perfect enough. /Sometimes, it is good enough.
15. I appreciate your sharing this with me; I know it was difficult for you.
16. What a great idea!
17. You are very important to _____ [this team, me, the organization, etc.]
18. I can't imagine what you must be feeling right now.
19. Way to go!
20. Keep up the good work on _____ [be specific]. /As long as you keep doing _____ [be specific], you will do just fine!