

# Affective Statements

## “I” Messages

The Formula: When \_\_\_\_\_, I feel \_\_\_\_\_ because \_\_\_\_\_.

Optional: What I’d like to see happen is \_\_\_\_\_.

- **When**

- An observable action or statement “You laugh after I say” – not an interpretation “You disrespected me”

- **I Feel**

- An emotion – not a belief

- **Because**

- An explanation – values, life experiences

- **And what I’d like to see happen is**

- A suggestion – taking both side’s needs into consideration

Example: When you laughed after I shared my thoughts, I felt discouraged because I want my coworkers to respect my ideas. What I’d like to see happen is for you to pull me aside and tell me what you think.