

# Unlocking

The 4 S's of emotional support



I see myself and the staff I support through the lens of wholeness.

## What it means to feel seen...

- Others see how I feel
- Others see my point of view
- Others hear what is important to me (right now)
- Others hear and empathize with my "shark music"
- Others notice and address my unmet needs
- Others understand my perspective
- Others understand who I am as a whole person
- Others care about my ideas, thoughts, and feelings
- Others uphold my rights

## How I ensure others feel seen

- I ask "why" and "why now" to help me "see the adult behind the behavior"
- I listen to understand and avoid judging and rushing to fix things
- I allow for the processing of emotions and offer coping strategies
- I "tune into" what others are thinking, feeling, experiencing, and even dreaming about
- I take the perspective of others
- I work with facts, in the moment
- I create calm, I encourage, I affirm, I emphasize, and I validate
- I notice my own biases and account for my impact not my intention
- I challenge stereotypes, prejudices, and discriminatory practices
- *For leaders who are White or who pass for White:* I take responsibility for my power and privilege