



# You Are Not a Frog Podsheet

## Episode 211: How to tell people what you really think

with Lasy Lawless

**Date**

**Total CPD hours**

### EPISODE SUMMARY

Saying what you really feel – especially in a high-stress job – is no easy task. Crucial conversations are often avoided for fear of damaging relationships. These unaired grievances get bottled up and over time can increase our level of stress.

But there are three core conditions for effective conversation that can help here: empathy (stepping into someone else's shoes), unconditional respect (accepting the other's right to be as they are), and congruence (expressing our thoughts and feelings authentically).

Sadly, ignoring a problem with another person – or avoiding giving negative feedback – won't make them go away. On the contrary, too many important things going unsaid can lead to a toxic environment where stress levels rise, relationships break down, and productivity suffers.

But, by stepping into the other party's shoes, respecting their right to be as they are, and expressing our own thoughts authentically, we can create a more psychologically safe environment where issues are dealt with respectfully.



## IN THIS EPISODE, YOU'LL:

- Learn about the three core conditions for effective conversation
- Understand how balancing these conditions can improve communication and lead to healthier relationships
- Discover strategies to identify and address conversations you've been avoiding, reducing stress and unresolved conflicts

## WATCH

[Watch the video version on YouTube](#)

Episode 211 - How to tell people what you really think

## LISTEN

[How to Get Moving Again When You Feel Stuck](#)

Episode 207 with Nicola Rylett-Jones

[How to Challenge Upsetting Behaviour](#)

Episode 192 with Dr Chris Turner

[What Happens When We're Really Listened to](#)

Episode 180 with Tom Dillon

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**DO**

List three things you have learned from this episode which have had an impact on you

Write down what action(s) you will take as a result of listening

Suggest how these actions will make a difference to you, your colleagues or your patients

Write down how you will know that a positive change has happened - what does good look like?





## ADDITIONAL RESOURCES

Find out more about the [Shapes Toolkit Training programme](#)

Check out our [Beat Stress & Thrive](#) course for busy healthcare professionals!

Check out more free resources from [You Are Not a Frog](#)

Join the [Shapes Collective FB group](#)

## HAVE QUESTIONS?

[Email Rachel](#) or reach her on [LinkedIn](#)