



# V-A-R STEPS

## VALIDATE-APPRECIATE-REFER

### Validate their feelings

Let them know what they are feeling is okay and that you believe in them.

Acknowledge the feelings are real.

### Validation sounds like ...

"Sounds like you are having a really tough time right now."

"That must be really difficult to cope with."

"I am sorry to hear you are struggling right now."

### Appreciate their courage

Speaking up can be a challenging step - let them know it is a good one.

Show you are there to support them.

### Affirmation sounds like ...

"Thank you for sharing."

"Thank you so much for talking to me. That took a lot of courage."

"I will support you through this tough time."

### Refer them to skills and support

Let them know help is available and refer them to appropriate resources.

Follow up with them.

### Refer sounds like ...

"I think it might be helpful to talk to someone. I can accompany you to see a counselor."

"I have been using this meditation app. It has really helped me slow down my thoughts."