

MICRO-AFFIRMATIONS

1. Acknowledging Ideas

- “I see that.”
- “Good point.”
- “Interesting.”
- “I hadn’t thought of that.”
- “That’s a helpful perspective.”
- “Makes sense.”
- “I understand what you mean.”
- “That’s an insightful way to look at it.”
- “I can see why you’d think that.”
- “I hear you.”

2. Showing Agreement

- “Exactly.”
- “Absolutely.”
- “I agree.”
- “Right.”
- “Totally.”
- “Couldn’t agree more.”
- “That resonates with me.”
- “Yes, and...” (use when adding a point)
- “That’s spot on.”

3. Expressing Respect

- “I value that idea.”
- “Thanks for sharing that.”
- “I appreciate your perspective.”
- “I respect your experience on this.”
- “You make a strong case.”
- “That’s an impressive approach.”
- “I can learn from that.”

4. Showing Curiosity

- “Tell me more about that.”
- “How did you arrive at that?”
- “I’m curious to hear your thinking.”
- “Could you expand on that?”
- “That’s interesting—can you explain further?”
- “I’d like to understand your reasoning.”
- “Help me see your perspective.”

5. Reinforcing Positive Behaviour

- “Well explained.”
- “Nicely put.”
- “That’s a clear way to frame it.”
- “Great example.”
- “I like the way you phrased that.”
- “That’s a practical suggestion.”
- “I appreciate how you handled that point.”

6. Non-Verbal Micro-Affirmations

- Nodding in agreement
- Maintaining engaged eye contact
- Smiling subtly at appropriate moments
- Leaning slightly forward
- Gentle head tilt to show attention
- Minimal verbal encouragers: “Mm-hmm,” “Uh-huh,” “Right”

7. Encourage Reflection

- “That’s worth thinking about.”
- “I hadn’t considered that before.”
- “Interesting way to approach this.”
- “That opens up a new perspective.”
- “You’ve given me something to reflect on.”

8. Collaborative Signals

- “I like the idea of building on that.”
- “We could combine that with...”
- “That connects well with what I was thinking.”
- “I see how that complements our work.”
- “I think that could help us move forward.”

9. Reinforcing Contribution

- “Thanks for pointing that out.”
- “I appreciate your input.”
- “Good observation.”
- “That’s a valuable point.”
- “You’ve highlighted something important.”
- “I see the value in that idea.”

10. Subtle Humor / Light Affirmation

- “That’s clever.”
- “I like that approach.”
- “Well thought out.”
- “Smart observation.”
- “Nicely noticed.”

Micro-affirmations are tiny, intentional cues—verbal or non-verbal—that signal attentiveness, agreement, and respect. They activate a leader’s prefrontal cortex, reduce defensiveness, and open the door for influence without challenging authority or diminishing your own voice.

An easy one to remember - substitute “I am Sorry” for “Thank You”.