

*Analytical Thinkers: Want to problem-solve or give advice to a Feeler?
Great, but they won't be able to hear you unless you use this formula:*

If attunement is zero, it doesn't matter how good the advice is. Even if this is the exact solution they need, it won't reach them.

advice_reaching_them = quality_of_advice x attunement_multiplier

**attunement_multiplier = helping_feel_heard
+ expressing_empathy
+ asking_permission**

- Make them feel important (focus on them without looking away or checking your phone)
- Don't feel capable of fully listening right now? Tell them: "This sounds important, and I'm feeling a time crunch at the moment. Could we connect in an hour?"

- "That makes sense."
- "Wow, that must be really frustrating."
- "Ugh, that sounds horrible."
- "Oh my god, how does that feel?"
- "Oof, you must be so sick of that."

Only after all that, if wanted: offer advice

Keep the focus on them. NOT: "That reminds me of a time when I... so, you should do that too." (Also, it's a two-way conversation, so you're allowed to talk about yourself as well. Just don't hog the spotlight or make everything about you. Imagine a game of tennis: the ball goes back and forth.)

- "I want you to know I'm listening. I'm curious if you just want to be heard, or if you want advice too?"
- "I have an idea. Are you open to hearing it?"