



SHUVA process

Who is critical to your success?
Who is mentoring/coaching you?
Who is your cheerleader/advocate?
Who supports you in your work?

SEE

Do you meet enough?
What color are their eyes?
What are their gifts?
What is their struggle?

HEAR

Do you share airtime?
Are you careful not to interrupt them?
Do you write notes when listening to them?
Do you call on them when they are silent?

UNDERSTAND

Do you ask clarifying questions?
Do you confirm that you have understood them by mirroring back what they said in your own words?
Do you let the person know if you don't "get" them?
Do you slow the discussion down if the conversation is going too fast?

VALUE

Do you suspend your judgement?
Have you asked their advice?
Do you include them in decisions?
When they disagree with you do you respect their point of view?

APPRECIATE

Do you let them know when they have done a good job?
Do you write thank you notes?
Have you told them what you admire about them?
Have you said positive things about them to other people?



SHUVA Blessing

May you be Seen.
May how hard you try your best be
recognized.
And your strength, wisdom, and
worth be visible to all.
I will look you in the eye to let you
know I truly see you,
Not just who you appear to be, but
how you are on the inside.
Such that your precious soul is Seen
and cherished.

May you be Heard.
Your story, your point of view, is
unique and valuable.
I may not always agree with you,
but I know you know things that I do
not.
And so I will listen carefully to every
word you say, without interrupting,
For you deserve to be fully Heard,
not dismissed out of hand.

May you be Understood.
May my careful listening capture the essence of
what you say
I will listen to you with an open mind, seeking
to understand your truth.

And if I feel confused or uncertain, I will ask you
to clarify.
Not because I question you, but because I wish
to completely understand.
May the valid points you make be clearly
Understood by me.

May you be Valued.
May you see that I have been changed by your
words,
That you unveiled something new to me that I
would never have considered if not for you.
I will tell you what I've learned from you so you
can hear exactly what you've given me.
May you see that I Value what you have added
to my life.

May you be Appreciated.
May you feel that the time
you gave me was worth
while
Because it is
clearly evident
that I think it was.
I will sincerely thank you for
your ideas and for how open
and honest you have been.
And we will plan together
how we will continue to go
forward.

