

## **F.I.R.R. Conversation Script Tool**

When someone's comments about your rest, choices, or stress feel like judgment, you don't have to stay silent—or explode. The F.I.R.R. tool helps you script a conversation that's kind, clear, and supportive.

F.I.R.R. stands for Facts, Impact, Respect, Request.

### **Facts**

Start with what happened - just the facts. Example: 'The other day I told you I took a day for myself, and you said, Must be nice.'

### **Impact**

Share how it lands on you. Example: 'When I hear comments like that, it's hurtful. It makes me feel like my choices to care for myself aren't valued.'

### **Respect**

Affirm the relationship. Example: 'You're a great friend and we have so much fun together.'

### **Request**

Be clear about what you'd like moving forward. Example: 'What I'd love is your support when I choose rest. And I'd love to help you make space for your own care, too.'

Tip: Write your own F.I.R.R. script before the conversation. Practice it aloud so you feel confident, kind, and clear when the moment comes.

### **Facts**

### **Impact**

### **Respect**

### **Request**



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