

THE WHOLE HOUR, IN FOUR WORDS

## Be curious, not judgmental.

*Before you say something, before you do something — put yourself in their shoes.*

### When it's building

*Your brain controls your body. Your breathing controls your brain.*

**IO**

IN

**3**

HOLD

**I2**

OUT

**Five times.** It's supposed to feel uncomfortable.

Also: exercise · music, and actually move · three things you're grateful for · get outside · write it out · talk to somebody.

### Mean, mad, or bullying?

*All three have to be true at once.*

- **Intent to harm**
- **An imbalance of power**
- **It repeats**

**The ones that get missed:** rumors · outing · leaving somebody out on purpose · rating people · roasting, when they're not laughing.

"Not bullying" doesn't mean fine. It means different help.

### Wait — you see four? How?

*Opposite sides of the same thing. Nobody was lying.*

**Pull on a rope and they pull back.** Every time. And it stopped being about who's right a while ago — it's about being pulled.

The goal isn't to win.

The goal is to learn.

Not wrong — just different.

### Ten seconds

*Step in and you can stop it inside ten seconds.*

- **Go stand next to them.** No words needed.
- **Ask, calmly.** "Hey. What's going on?"
- **Give them a way out.** "Cool, come on, let's go."
- **Tell somebody.** That's what actually ended it.

**Stepping in:** stay calm, allow space, hands open, stand at an angle, don't point or stare. **If it's physical — get an adult.**

Blowing out somebody else's candle doesn't make yours glow any brighter. **Nobody is born a bully.**

When a message lands badly:

**Put it down. Calm down.  
Then go talk to them.**