

# The 3-Before-3 Rule

Before you vent to 3 people, ask yourself 3 questions.

Venting is healthy. You need to be able to say "I'm frustrated" to someone you trust. But there's a difference between processing and performing. Between seeking clarity and recruiting allies. This tool helps you check which one you're doing — before you say something you can't take back.

1

## Have I talked to them directly?

If the answer is no, that's your first move — not the break room. Direct doesn't mean confrontational. It means honest.

2

## Is this about a pattern or a one-time thing?

One bad day isn't a character flaw. But if it keeps happening, that's data — not drama.

3

## Am I looking for a solution or an audience?

Be honest. If you want someone to agree with you, that's not venting. That's campaigning.

## THE GUT CHECK

If you can't answer all three honestly, you're not venting — you're recruiting. And recruiting turns friction into fracture.

### WHEN TO USE THIS:

- Before you walk into the break room to vent about a coworker
- Before you text a colleague about something that frustrated you
- Before you bring up a complaint in a team meeting out of emotion
- Before you loop someone else into a conflict that isn't theirs