

How I Get Skeptics to *Actually Use* Emotion Regulation Without Over-Explaining or Second-Guessing Myself

A field guide for coaches, leaders, and professionals who know their work is powerful—and want it to land without saying more.

I've taught emotion regulation in rooms where people were already mentally checked out—and watched those same people lean in, engage, and actually use it days later.

Not because I explained it better. Not because I said more.

Because I stopped over-explaining altogether.

This is for you if you're a coach, leader, or professional who knows your work is powerful —
but feels yourself holding back in all the wrong ways.

You might be:

- Over-explaining to get people on board
- Adding more context so they "get it"
- Second-guessing whether you said it the right way

And somehow—the more you say, the less it lands.

When someone's nervous system isn't available, more explanation doesn't create clarity.

It creates overwhelm.

Where Are You Right Now?

Before moving into the two steps, take a moment to locate yourself in this. Honest self-awareness here creates the foundation for everything that follows.

- 1 Think of a recent moment when your message didn't land the way you intended. What did you do next? (*Did you add more explanation? Repeat yourself? Go quiet?*)
- 2 What did you assume was the problem in that moment? (*E.g., "They weren't ready," "I said it wrong," "They're resistant."*)
- 3 What if the issue wasn't the content—or even the words—but the *state* the listener was in? What would that open up for you?

There are no right answers here. You're mapping your own patterns—which is exactly the skill we're building.

Here are the 2 things I do every week to get real buy-in and engagement—without over-explaining or second-guessing myself.

Teach the Nervous System Before You Teach the Skill

Most people try to convince. I orient. That one shift removes the need to over-explain entirely. Here's what that looks like.

SHIFT 01

Biology over Explanation

If you find yourself explaining more and more, it's usually because it's not landing. The brain doesn't trust long explanations under pressure. It trusts what feels viscerally true. Biology does that instantly.

SHIFT 02

Mapping over Convincing

You don't need them to agree. You need them to see themselves in it. When people can locate themselves in a map, they stop needing persuasion.

SHIFT 03

Precision over Volume

More words \neq more clarity. The nervous system filters for relevance, not length. The more precise you are, the less you have to say.

SHIFT 04

Self-Recognition over External Validation

You don't need them to believe you. You need them to recognize themselves. Self-recognition bypasses skepticism entirely.

A SMALL WIN

"The first time I shifted this, someone interrupted me mid-session and said: 'Wait... that's exactly what happens to me.' I hadn't even gotten to the 'teaching' yet. That's when I knew: I didn't need to say more. I needed to say it differently."

By the way: This is exactly what I break down inside the Emotion Regulation Neuroscience Micro Course—how to teach this so it lands without you having to over-explain anything.

STEP TWO

2

Design for Resistance Instead of Talking Around It

Over-explaining is usually a response to resistance. But here's the shift: Resistance isn't something you push through with better words. It's something you understand.

1

A Way to Decode Resistance in Real Time

So you're not guessing why they're disengaged. When you don't understand resistance, you compensate by talking more. When you do understand it, you adjust instead.

2

Language That Lands Without Effort

Not more language. The right language. The right phrasing reduces the need for follow-up explanation. It clicks the first time.

3

Trust in Your Delivery

So you're not constantly editing yourself mid-sentence. Second-guessing fragments your message. Certainty organizes it.

If someone doesn't speak your language, you don't talk louder—you translate. Most people are just talking louder.

Which one are you doing right now?

✦ REFLECTION EXERCISE · APPLY IT NOW

From Insight to Application

You've just read through the two shifts. Now bring them into something specific. This is where the real learning happens—not in the reading, but in the mapping.

- 1 Think of one audience or person you often struggle to reach. Which of the four shifts in Part 1 do you most need to apply with them? (*Biology, Mapping, Precision, or Self-Recognition?*)
- 2 What does resistance typically look like in your room? (*Crossed arms, silence, one-word answers, phone checking, intellectual debate?*) What do you usually do when you see it?
- 3 What's one thing you could *stop saying* in your next session or conversation—and what would you replace it with?

Write these down before moving on. The shift from reading to articulating is itself a form of self-recognition—the exact mechanism that makes your message land with others.

What becomes possible when you stop overexplaining and let nervous systems buy in?

The Emotion Regulation Neuroscience Micro Course is the exact method I use to teach this so it lands—the first time.

- ✦ Get buy-in from skeptical audiences
- ✦ Reduce resistance without pushing harder
- ✦ Teach emotion regulation in a way people actually use

Without over-explaining. Without second-guessing. Without losing the room.

[Grab the Micro Course →](#)

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