

TALK TO PROCESS

VS.

PROCESS TO TALK

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01

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Framework



THE ORIGIN

01

TALK TO PROCESS VS PROCESS TO TALK

Let me start here—this concept didn't come from a textbook.

There's no PhD behind it. No journal article.

It began inside a relationship I cared deeply about—one where two very different communication styles kept colliding.

We weren't lacking care. We weren't lacking effort.

We were lacking language.

I didn't understand why people would look back at me mid-conversation with that 'overloaded' face.

Why someone else going quiet would leave me feeling like something was broken.

Why I was seen as too much—when to me, I was just... being open. Raw. Present. Real.

But let me be clear:

It wasn't about me feeling anxious.

It was about me causing anxiety—and not even realizing it.

I wasn't trying to bulldoze anyone.

I just didn't understand that not everyone could process things at the speed I was unloading them.

I didn't know there was another way of moving through conversations.

I didn't know I was overwhelming people.

Living through those collisions made me slow down.

It made me get curious.

And that curiosity cracked open a lesson that changed how I communicate forever.

One day, we saw a simple graphic on Instagram.

It said:

‘I talk to process.’

‘I process to talk.’

That was it.

Two lil’ speech bubbles. No deep caption.

But I swear to God, it cracked something open.

We finally had language for what we were experiencing.

For me, it became more than a description.

I started recognizing the pattern everywhere.

In relationships. In teams. In leadership. In conflict.

I began studying it, developing it, and turning it into a tool I could teach.



That language helped us stop misreading each other.

Stop hurting each other without meaning to.

Stop taking things personally that weren't personal.

It gave us permission to be who we were—without having to change just to connect.

Since then, I've shared this idea with audiences, leadership teams, therapy clients, podcast listeners—and now, you.

And every single time, someone goes:

'Oh shit. That's me.'

Or “That’s my partner.”

Or “That’s why that conversation blew up.”

This thing lands. Because it’s real.

Because nobody teaches us how we process communication—just that we should be good at it.

But we’re not good at it.

Not because we’re broken.

But because we’ve never been taught to notice how we do it.

That changes today.

In this book, I’m gonna walk you through what these two styles look like.

How to figure out which one you are.

Why they clash.

And most importantly—how to talk about it in real life.

Because if you can name your style, you can advocate for it. And when you can advocate for your style—you stop spiraling, freezing, yelling, over-apologizing, or ghosting your way out of hard conversations.

You start showing up.

You start being understood.

You start making space for other people to do the same.

And trust me... that shit is healing.

Let's go.

THE TWO STYLES

02

TALK TO PROCESS VS PROCESS TO TALK

Alright. You ready?

Because this is where sh*t starts to click.

If Chapter 1 made you feel seen, Chapter 2 is gonna name your style—so you can stop guessing why things feel off in your conversations.

Here's what you need to know:

There are two core communication processing styles: Talk to Process and Process to Talk.

Neither is wrong. Neither is broken.

But if you don't know which one you are—and if the people around you don't know either...

Get ready for some tension, confusion, and low-key resentment.

Let's break them down.

TALK TO PROCESS

(aka: me)

You speak to make sense of things.

You talk it out before you even know what you think.

Your mouth moves faster than your mind sometimes—but that's the point. That's how your mind gets there.

You're not looking for a solution right away—you're just trying to find your own clarity.

What it feels like:

Your brain is buzzing and the only way to calm it down is to get the words out.

You start talking before you've figured out what the conversation is actually about.

Mid-sentence, your opinion changes because... you're literally still processing in real time.

You often say, "Wait—what I meant was..." or "Actually, now that I'm hearing myself..."

What it looks like to others (especially PTTs):

"You're talking in circles."

"This is alot."

"You said the opposite of that five minutes ago."

"Why are we still on this?"

But here's the thing:

Talking is your processing.

You're not rambling. You're not spiraling.

You're finding your way out loud.

And honestly? We text the same way.

Like, why use one message when you can send 27 one-liners in a row, each with slightly different emotional tones? Or you drop a voice note like it's a bonus episode of your podcast.

We're out here expressive AF, okay?

PROCESS TO TALK

You think, feel, reflect, and then speak.

You don't open your mouth unless what you're about to say feels true, accurate, and intentional.

You're not avoiding the conversation—you're just not ready yet.

You need time to sit with it before you can say it.

What it feels like:

When someone throws a convo at you out of nowhere, your brain shuts down.

You hate being put on the spot emotionally.

You need quiet, space, maybe even time alone to figure out how you actually feel.

You find clarity in stillness—not sound.

What it looks like to others (especially TTPs):

“Are you even listening?”

“You don’t care enough to talk about this.”

“You’re shutting down.”

“Say SOMETHING already...”

But here’s the thing:

Silence doesn’t mean you don’t care.

It means you care too much to get it wrong.

You're the person who types a text, deletes it, types it again, walks away, comes back—and still feels unsure.

And your texts?

Paragraphs so long they need a scroll bar.

Or you're silent for hours, and then suddenly you drop a thesis statement.

You're not flaky—you're just intentional with your words.

(And a little dramatic, but we love that for you.)

“BUT WHAT IF I’M BOTH?”

Some people live somewhere in the middle.

You might talk to process in casual convos—but need space in high-stakes ones.

You might go silent with your partner—but talk non-stop with your best friend.

That's normal.

This isn't a binary—it's a leaning.

It's a self-awareness tool. Not a personality test.

The real question isn't: "What am I?"

It's: "What do I need in this conversation—and do the people I love know that?"

NOT SURE WHICH ONE YOU ARE? TRY THIS:

TTP Energy:

- You leave voicemails that sound like bonus podcast content
- You FaceTime before texting (and apologize for FaceTiming... mid-FaceTime)

- You figure it out while you're talking about it
- You interrupt yourself with "Wait—this might not be what I think..."
- You send eight texts in a row with slightly different emotional arcs

PTT Energy:

- You replay conversations in your head 14 times before ever responding
- You start sentences with "I've been thinking about..." or "After sitting with it..."
- You freeze up when someone demands a quick emotional response
- You love journaling or writing out what you wish you'd said
- Your texts are either ghost-town dry or essay-level intense (no in-between)

Still unsure? Ask yourself:

“When something emotional happens—do I reach out, or do I pull back?”

That’ll usually tell you everything.

Now that you know your style... we’ve got to talk about what happens when your style collides with someone else’s.

Because this is where the real chaos begins.

(And also where we get to change the game.)

Let’s go there.

WHY WE MISS EACH OTHER

03

TALK TO PROCESS VS PROCESS TO TALK

Let's talk about the chaos.

Because let's be honest—this is where communication goes off the rails.

It's not that we're bad at talking.

It's that we're talking past each other.

Like two radios playing on the same frequency, but the songs don't match. Static. Echo. Vibes ruined.

Why?

Because you're having one emotional experience...

They're having a completely different one...

And neither of you is aware you're even in two different emotional lanes.

This? This is where sh*t gets messy.

IF YOU TALK TO PROCESS

You're not trying to take over the conversation.

You're not trying to talk in circles.

You're not even necessarily asking for a response.

You're just trying to get it out so you can figure it out.

Talking is the tunnel. And clarity is on the other side.

But here's the setup:

You start talking. You're pacing a little. You've got a point, maybe, but you're also working through it as you speak.

And then suddenly—you feel it.

Their eyes drop.

Their body shifts.

Their breath changes.

You've lost them.

And you don't know why, because you were just getting started.

So you go harder.

You try again, slower. Louder. Sadder.

You start explaining your explanation.

And now they're out.

Checked out. Nodding politely. Glazed over.

You leave feeling rejected and misunderstood.

They leave feeling like they just ran a marathon they didn't sign up for.

IF YOU PROCESS TO TALK

You hear them. You care. You really do.

But your brain? She's buffering.

Like, please hold, your authentic emotional response is loading.

You haven't had time to feel your way into what's true yet.

And now there's this pressure—this heat—to say something.

And so what do you do?

You freeze.

Or worse—you say something just to say something, and then regret it the moment it's out of your mouth.

Because when you process to talk, timing is everything.

And if someone forces your hand too soon, you end up performing the conversation, not actually having it.

And then guess what?

You get labeled.

You're "quiet." You "don't open up." You "never say what you're thinking."

When really, you're thinking everything. You just haven't sorted it yet.

That silence?

It's not distance.

It's depth under construction.

THE EMOTIONAL SUNBURN

Now let me get personal for a second.

When I'm emotionally raw—or what some call emotionally sunburned—I talk.

Not a little. A lot. We're talkin' paragraph mode, chapter mode, spin-off series.

It's not because I want to control the convo.

It's because I need to find my emotions—and talking is how I do that.

But that comes at a cost.

Because not everyone's built to receive a conversation at full volume, mid-download.

I've seen people reach conversation fatigue in real time.

They don't always say it out loud—but I feel it.

The shift. The fade. The soft check-out.

And that hurts.

Not because I expect people to absorb everything I say—but because I want them to stay in it with me.

Or at the very least, say something like:

“Hey, I'm here. I just don't have the capacity for this whole convo right now. Can we press pause or wrap this in the next ten?”

THAT is love.

That's emotional self-awareness and respect for mine.

That's a grown-up, relational move that allows both people to stay in the connection without burning out in it.

WHEN I'VE MISREAD PEOPLE

Oh, I've absolutely fumbled this.

Taken someone's silence as shade.

Assumed they didn't care just because they didn't respond fast enough.

Let my insecurity drive me into passive-aggressive mode.

But you know what?

They weren't neglecting me—they were navigating themselves.

And I didn't have the tools to see that clearly.

So instead of holding space, I filled it.

And sometimes... that space didn't need to be filled.

It just needed to be honored.

WHAT I DO DIFFERENTLY NOW

Now, when I'm about to talk to someone—especially someone I care about—I ask myself one question:

“Do I know how this person processes?”

If I do? I adapt.

Here's what I do now, depending on who's in front of me:

- I set the table. “There's something I'd love to talk through. Can I bring it to you now, or would you rather I send it first so you can sit with it?”

- I name my style up front. “Hey, just so you know—I’m a talk-to-process person. I’m probably going to ramble a little before I find what I mean. You don’t have to solve anything. Just let me talk it out.”
- I label what I need from them. “You don’t need to respond right now. I just need a space to say it out loud.”
- And sometimes, THEY check me—and I love that. “How do you want me to show up here—listen only, advice, or just hold space?”

That question? Game-changer.

Because it means we’re not guessing.

We’re not playing emotional charades.

We’re building something based on mutual clarity.

And that’s not just good communication.

That’s emotional intimacy.

FINAL NOTE

If you've ever felt misunderstood...

If you've ever thought "why do I always feel like the problem in conversations?"

Or "why can't they just say something back?"

Or "am I too much?"

Or "am I not enough?"

Let me tell you something:

You're not too much.

You're not too quiet.

You're not bad at communication.

You just haven't had the language—until now.

So let's keep going.

Because once you understand how you process, the next step is knowing how to advocate for it.

And that starts with your words.



WHAT TO SAY IN THE MOMENT

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TALK TO PROCESS VS PROCESS TO TALK

So you've figured it out.

You're either a Talk to Process or a Process to Talk.

You're starting to notice the signals. You're getting your style.

Cool.

But now what?

Now we figure out what the hell to say—when the moment is hot, the emotions are loud, and the silence (or the rambling) feels like rejection.

This chapter is all about what to say in real life—when it's not a book or a podcast or a workshop.

It's your living room.

Your office.

Your bedroom.

A Tuesday.

WHEN YOU'RE TALKING TOO MUCH... AND YOU KNOW IT

You're mid-convo. You're heated. You're not even sure where the sentence is going—but you know it's not done.

You look up... and the other person is clearly reaching their edge.

That used to send me into a spiral.

Now? I say something like:

“Hey... I can see that you're starting to fade. I'm DEFO not done and I still need to keep going—how much space do you have? How many words do I have before you check out? Should we pause and continue later?”

It's not cute, but it's honest.

It gives them choice.

And it gives me a container, which keeps the connection from cracking.

Because it's not about stopping your truth.

It's about asking if the room still has air for what you need to say.

WHEN YOU'RE BRINGING SOMETHING UP (AND YOU DON'T WANT TO SCARE THEM)

Let's say you're about to have a conversation that matters. It's personal. Emotional. Maybe even painful—but it's not an attack. You're not trying to fight. You just need to name a truth before it becomes a wound.

Here's what I say when I want to set the table with someone I love:

“Hey, I have some things I want to talk about when we can find time. It’s something that’s been starting to upset me in our relationship... nothing major yet, but it has the potential to grow. And I want to get ahead of it. No need to spiral or be concerned—I’m not leaving our friendship. I’m hoping to strengthen it. When’s a good time for this?”

And also—I’m fully aware you’re a PTT, so however the convo goes is fine. I’m not looking for a solution right away—I’m looking to be heard, and to leave the convo feeling like I was heard and understood.”

That sets the tone. That builds safety.

That says: “This conversation is for us, not against you.”

WHEN YOU’RE THE ONE LISTENING... BUT YOU’RE REACHING YOUR LIMIT

You love them. You’re here for them.

But their pace is fire-hose-fast and your body is whispering:
“We don’t have it in us today.”

Here’s what I say when I need to protect my system and show care:

“Okay. Let’s pause for a minute. I hear you. I see you. There’s a lot going on and you’re trying to feel all the emotions at once. That’s a lot to carry—and talking is how you carry it.

But also... the body keeps the score.

You deserve space to feel, not just speak.

And if I’m honest? I’m nearing a point of fatigue. I’m trying to process every word you’re saying, but I can’t keep up with my own emotions right now.

So—can we pause?

You go feel. I’ll go process.

Let’s reconnect tonight or tomorrow at [insert time].”

No shame. No shade.

Just honesty.

That's how you hold space for someone without losing yourself inside their spiral.

WHEN SOMEONE DROPS A HEAVY CONVO ON YOU... OUT OF NOWHERE

It's random. It's raw. And you were not ready.

You want to show up, but your inner world hasn't caught up yet.

Here's what I've learned to say:

"Okay—this is alot. And I want to show up for you. First, tell me: how do you want me to show up here? Listen only? Offer perspective? Be quiet and present? Just name it for me.

And second—I need a little time.

You know I take things seriously. I don't want to give you a half-thought or a reaction. I want to give you something real. Can I have some space to sit with it? And can we reconnect at [insert time]?"

And here's the most important part:

You have to follow up.

You have to come back to it.

Because if you don't? They feel dismissed.

That's when disconnection grows. That's when trust breaks.

Don't just delay—reschedule with clarity.

WHEN SOMEONE GOES SILENT ON YOU... AND YOU'RE STARTING TO SPIN

This one is for my talk-to-process people:

The moment you feel them stop responding—your brain goes wild.

You start assuming. Writing stories.

You're like, "Oh, they're done. They checked out. They don't care."

Here's what I say to anchor myself and protect the connection:

"Hey, I'm noticing you've gone quiet. Totally okay—I just want to check: are you still processing? Or did something land wrong? I can pause. I just want to be sure we're still in this together."

That ONE check-in can save a conversation.

It gives them room to breathe without breaking the bond.

WHAT HOLDING SPACE ACTUALLY LOOKS LIKE

Holding space isn't "sitting silently while someone spirals."

It's co-creating emotional safety in real time.

Here's what it sounds like in the wild:

"Take your time. I'm here."

"You don't need to wrap it up—I'm with you."

"Do you want me to respond or just listen?"

"You're allowed to say this out loud. I'm not going anywhere."

"I don't know what to say yet, but I'm not avoiding you."

Holding space is emotional translation.

It's listening with your body. Responding with presence.

And staying open—even if you don't have the words.

FINAL NOTE

You don't need to say it perfectly.

You don't need a script for every conversation.

You just need to know what your needs are—and how to say them with care.

This chapter isn't about memorizing lines.

It's about normalizing clarity.

The more you name it, the safer it becomes.

And when safety exists in the conversation?

You get connection.

You get trust.

You get resolution without resentment.

Say the thing. Say it messy. Say it gently. Say it honestly.

Just don't say nothing.

Because when you speak your style out loud?

People can actually meet you there.



APPLYING IT TO EVERY RELATIONSHIP

05

TALK TO PROCESS VS PROCESS TO TALK

Here's the thing:

Your communication style might not change across relationships.

But how you use it absolutely has to.

Because the emotional dynamics between you and your romantic partner...

Not the same as you and your boss.

Or your best friend.

Or your sister who still sees you as 12 years old.

This chapter isn't about over-explaining.

It's about one truth:

Self-awareness means nothing if you only use it in safe spaces.

You have to adapt your clarity.

Adjust your tone.

Shape your delivery.

Not because you're performing—

But because you're choosing to communicate in a way that builds trust wherever you are.

ROMANTIC RELATIONSHIPS

In love, silence feels like distance.

Over-explaining feels like pressure.

If you're not naming your processing style up front, your partner is going to fill in the blanks—with their own fear.

Say it early. Say it gently.

“I don't need you to respond right away.”

“I'm still working through it.”

“You don’t need to fix it. I just need you close.”

That’s intimacy.

Not drama. Not overthinking. Not “too much.”

Just clear love.

FRIENDSHIPS

This is where we mess up the most.

Because we assume the people we vibe with emotionally should just know how to communicate with us.

Nope. They don’t.

Friendships fall apart over mismatched expectations that were never even named.

So if you’re a TTP?

Tell them how to support you without shutting down.



If you're a PTT?

Tell them silence isn't shade—it's self-protection.

Friends shouldn't have to decode your emotional GPS.

WORK + COLLABORATION

This is where your leadership EQ gets tested.

TTPs can come off intense, unfiltered, or “too much in meetings.”

PTTs can come off disengaged, slow, or non-contributive.

You want psychological safety on your team?

Normalize phrases like:

“You don't have to answer this right now.”

“Take a beat, and come back to it.”

“Here’s what we’ll be discussing—feel free to think on it beforehand.”

Relational intelligence isn’t soft.

It’s strategic.

The teams that adapt to different brain styles? They win.

Period.

FAMILY

This is where the patterns run deep.

Where generational silence, passive-aggression, “that’s just how we are” dynamics have lived for decades.

You may have been misunderstood as a kid.

Too emotional. Too quiet. Too reactive. Too “why can’t you just say what you mean?”

But now? You get to break that.

You don't have to show up to your family's communication table the way they do.

You get to name your needs.

You get to say:

"I can't have this conversation right now—but I'm not avoiding you."

"I'll follow up. I just need to feel safe when I speak."

"I want connection. I just need a different pace to get there."

You're not "starting drama."

You're starting clarity.

FINAL NOTE

You don't need a different version of you for every room.

But you do need the right tools to be yourself in every room.

So know your style.

Own it.

Adapt it.

And when in doubt?

Say what you need out loud.

Say it kindly.

Say it early.

You don't get extra points for suffering in silence.



CLARITY IS A CURE

06

TALK TO PROCESS VS PROCESS TO TALK

You've made it this far.

You know your style.

You've seen where the breakdowns happen.

You've felt the weight of misunderstanding.

You've learned how to name it, navigate it, and advocate for it.

So now what?

Now... you speak.

Not louder. Not faster.

Clearer.

More intentionally.

More compassionately.

Because at the heart of all this—TTP, PTT, EQ, RQ, all of it—is this one truth:

People don't respond to words alone.

They respond to how your words make them feel.

What That Means in Real Life:

You don't need perfect phrasing.

You don't need to be eloquent or emotionally fluent 24/7.

But you do need to think about how you show up in moments that matter.

- Did you create safety in the way you said it?
- Did you say it early enough to build trust?
- Did you let people know what you needed from them, or did you just hope they'd guess?

Clarity is not just about being understood.

It's about making space for understanding to happen in both directions.

The Words That Shape Connection

The most powerful phrases are often the simplest:

- “I need to say this out loud to hear myself.”
- “I don’t need a response right now, just your presence.”
- “I’m still figuring out how I feel. Can I come back to this?”
- “I care. I just need a little time.”
- “Here’s what would help me feel seen right now.”
- “You didn’t do anything wrong—I just need to talk this through.”
- “You’re allowed to be different from me. We just need to name it.”

Those aren’t just sentences.

They're emotional scaffolding.

They hold up the conversation. They hold up the relationship.

They hold you.

Final Thought

You don't need to be less of who you are.

You just need to be more aware of how who you are lands in the room.

Because when you can say what you need,

when you can name how you move,

when you can shape the experience you create for others with your words—

That's not just communication.

That's leadership.

That's relational intelligence.

That's love.

So here's your invitation:

Keep talking.

Keep processing.

Keep pausing.

Keep protecting your space.

Keep showing up.

Keep saying what matters—on purpose.

And don't let anyone convince you your style is something to fix.

It's something to own!

With clarity.

With care.

With language that builds the bridge.

Words matter.

Use yours well.

– John

To bring this conversation to your team, your audience, or your stage:

Book John at www.iamjohngillette.com

IF YOU TALK TO PROCESS (TTP)

You need to get it out to get clear. These lines help you do that without overwhelming the room.

When you're about to speak:

- “I don’t have this fully formed yet—I just need to say it out loud.”
- “You don’t need to respond. I just need to hear myself talk through it.”
- “This might come out messy, but I promise I’ll get there.”
- “I process by talking—thanks for hanging in there with me.”

When they’re shutting down:

- “Are you still with me, or do we need to pause?”
- “I’m feeling a shift—do you need a break or some space?”
- “I can keep going or save this for later. What works best for you?”

Reminder for you:

You’re not too much. You just think in real time.

Lead with clarity, and they'll be more likely to stay with you.

IF YOU PROCESS TO TALK (PTT)

You need space before you speak. These phrases protect that space without damaging trust.

When someone drops something on you suddenly:

- “I’m taking this in, but I need time before I respond.”
- “I care about this—and I want to give you a real answer, not a rushed one.”
- “Can I sit with this and circle back later today?”

When you feel pressured mid-convo:

- “I want to be present, but I’m not ready to respond yet.”

- “I need to slow this down to stay grounded. Can we take a minute?”
- “I’m not shutting down—I just process internally.”

Reminder for you:

Silence isn’t weakness. Taking time to respond is a strength.

But you’ve gotta name it—so no one thinks your pause is a pull-away.

IF YOU’RE TALKING TO SOMEONE WITH A DIFFERENT STYLE

These lines build bridges—especially when you’re trying to stay connected across your different rhythms.

To set the tone at the top:

- “How do you want to engage with this—listen only, or give feedback too?”

- “Do you want this now, or should I send it ahead so you can think on it first?”
- “This convo matters. I want to make sure it lands right for both of us.”

To check in mid-convo:

- “Are you still processing, or are you waiting on me?”
- “You don’t have to give me an answer—I just wanted to bring it to you.”
- “I want to respect your pace. Want to come back to this later?”

Reminder for both of you:

Communication isn’t about matching speed.

It’s about honoring each other’s rhythm long enough to meet in the middle.

UNIVERSAL CLARITY LINES (For Any Relationship)

When you want to be understood clearly:



- “Here’s what I’m trying to say...”
- “What I don’t want this to sound like is____.”
- “Let me say that again a different way.”

When you’re trying to listen well:

- “Do you want advice, reaction, or just space to vent?”
- “What would help you feel supported right now?”
- “I’m listening. I just need you to know I’m still catching up emotionally.”

When it’s getting emotionally loud:

- “Can we pause and come back to this when we both have more capacity?”

- “I need to breathe. I’m still here, just need a second.”
- “Let’s hit save and revisit. I don’t want to lose this—but I don’t want to ruin it either.”

Final Reminder:

You don’t need to say it perfectly.

You just need to say it on purpose.

You don’t have to match someone else’s emotional pace.

You just need to respect your own.

And you don’t need to explain your style forever.

You just need to name it—and then live it.

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