

Getting What You Want: Without Regretting It Later

Two Key Questions:

- **What do you want someone to do? *...and...***
- **Why do you want them to do it?**

What's up? Why does it matter?

- What is a task you'd like completed?
- What's blocking its completion?
- How do you feel, when thinking about the task/situation? *
- What needs are up for you, thinking about it?*

**Use the lists of Feelings and Needs.*

Choose 3-5 Feelings and 3-5 Needs (values) from the list

So far, explored:

- Something you didn't like (situation)
- How you feel about it
- What you're wanting on a core level (needs)

****What (words/stimulis), How (impacting you), Why (it matters)*

NEEDS INVENTORY

CONNECTION

Acceptance	Mutuality
Appreciation	Respect
Inclusion	Self-respect
Collaboration	Safety
Cooperation	Security
Communication	Shared reality
Closeness	Stability
Community	Support
Companionship	To know and be known
Consideration	To see and be seen
Consistency	To understand
Empathy	To be understood
Inclusion	Trust
Interdependence	Warmth

AUTONOMY

Choice
Expression
Freedom
Independence
Space
Spontaneity

MEANING

Awareness
Celebration
Challenge
Clarity
Competence
Contribution
Creativity

HONESTY

Authenticity
Integrity
Presence
Play
Fun
Joy
Humor

PEACE

Balance
Beauty
Ease
Equality
Harmony
Inspiration
Order

Connecting with the Other

- Go back to the same task/situation
- How do you imagine the other person is feeling (about the task and/or its status)?
- What do you think he or she is needing?

Use the list of Feelings and Needs.

Choose 3-5 Feelings and 3-5 Needs (values) from the list

Four Basic Steps

Observation: What's happening?

Feelings: What's does that bring up---on a visceral level?

Needs: What's driving it? (on a core level)

Request: What is one step that could move it forward?

Observation

What observing (seeing, hearing, remembering, imagining) *free of evaluation*

“When I hear, see, think about, see....”



Key Distinction: Free of evaluation

Feelings

Honestly sharing what I'm feeling *free of judgment*:

"I feel..."



Key Distinction: Free of judgment

Needs

Authentically sharing my core needs/*values free of strategy*:

“because I need/value...”



Key Distinction: Free of strategy

Request

Request free with CONNECTION, *free of demand*:

“Would you be willing to tell me...what you heard me say?”

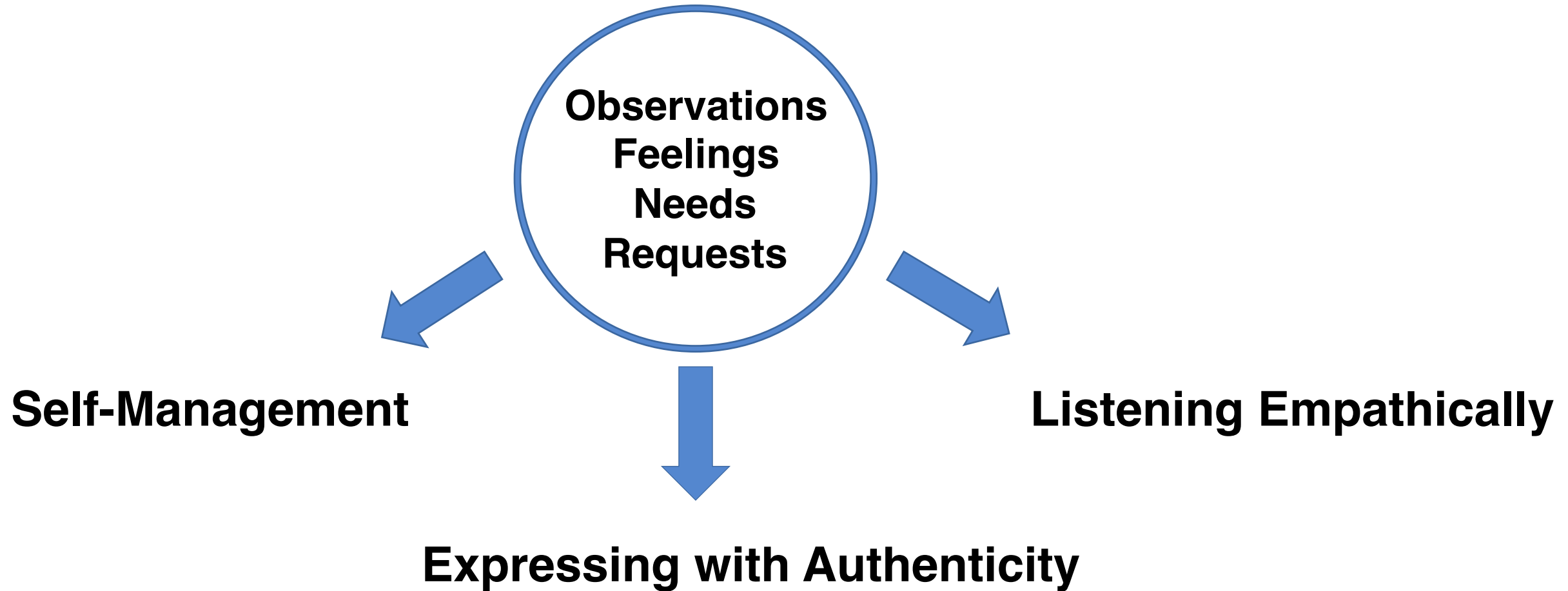
Or *What’s up for you, hearing this?
How do you feel about it?”*

Or a “Concrete, Positive, Doable” (CPD) request



Key Distinction: Free of demand

Three Basic Moves



Closing Connection

What is one thing you learned today that you want to put into practice this week?

Self-Management

Expressing with Authenticity

.....
.....

Listening Empathically

NEEDS INVENTORY

CONNECTION

acceptance
affection
appreciation
belonging
cooperation
communication
closeness
community
companionship
compassion
consideration
consistency
empathy
Inclusion
interdependence
intimacy
love

mutuality
nurturing
respect
self-respect
safety
security
stability
support
to know and be known
to see and be seen
to understand
to be understood
trust
warmth

PHYSICAL WELL-BEING

air
elimination
hydration (water)
nourishment (food)
movement (exercise)
rest/sleep
sexual expression
safety
shelter
touch
warmth

AUTONOMY

choice
expression
freedom
independence
space
spontaneity

MEANING

awareness
celebration of life
challenge
clarity
competence
consciousness
contribution
creativity
discovery
efficacy
effectiveness
growth
hope
learning
mourning
participation
purpose
self-expression
stimulation
to matter
understanding

HONESTY

authenticity
integrity
presence
PLAY
fun
joy
humor

PEACE

balance
beauty
communion
ease
equality
harmony
inspiration
order