



Identifying & Sharing your Feelings, Values & Motivations, so Others Understand your Needs

We're often much better at talking about tasks and deadlines than we are about talking about our feelings, values, and motivations. Some people might think the latter a bit squishy, but everyone feels differently about what's going on around them. We can only get the help we need, if we can articulate those feelings. All of this in service of higher performance, because if our needs are met, we are more likely to increase our productivity.

Marshall Rosenberg, in his book *Nonviolent Communication*, describes the following process that you can use to communicate your needs. When in conversation about your needs, follow his process from left to right.

1. Observations	2. Feelings	3. Needs	4. Requests
What I observe (see, hear, remember, imagine, free from my evaluations) that does or does not contribute to my well-being:	How I feel (emotion or sensation rather than thought) in relation to what I observe:	What I need or value (rather than a preference, or a specific action) that causes my feelings:	Clearly requesting that which would enrich my life without demanding. The concrete actions I would like taken:
"What I (see, hear)"	"I feel...."	"...because I need/value..."	"Would you be willing to...?"
Some basic feelings we all have:			
Feelings when needs are fulfilled: Amazed Comfortable Confident Eager Energetic Fulfilled Glad Hopeful Inspired Intrigued Joyous Moved Optimistic Proud Relieved Stimulated Surprised Thankful Touched		Feelings when needs are not fulfilled: Angry Annoyed Concerned Confused Disappointed Discouraged Distressed Embarrassed Frustrated Helpless Hopeless Impatient Irritated Lonely Nervous Overwhelmed Puzzled Reluctant Sad	
		Some basic needs we all have: <ul style="list-style-type: none"> • Autonomy: choosing dreams/goals/values; choosing plans for fulfilling one's dreams, goals, values • Celebration of fulfillment, and of losses • Integrity: authenticity, meaning, self-worth, creativity • Interdependence: acceptance, appreciation, closeness, community, contribution, emotional safety, empathy, honesty, reassurance, respect, support, trust, understanding • Physical Nurturance: air, food, exercise, rest, shelter, touch, water • Play: fun and laughter • Spiritual Communion: inspiration, order, peace 	

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