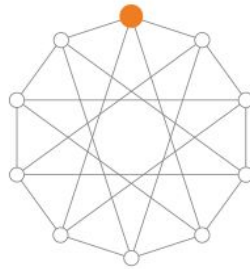


Identify and Share Needs



Humane
Leadership
Institute

Feel what you feel



You can find solutions later

First, feel





All compassion starts

with

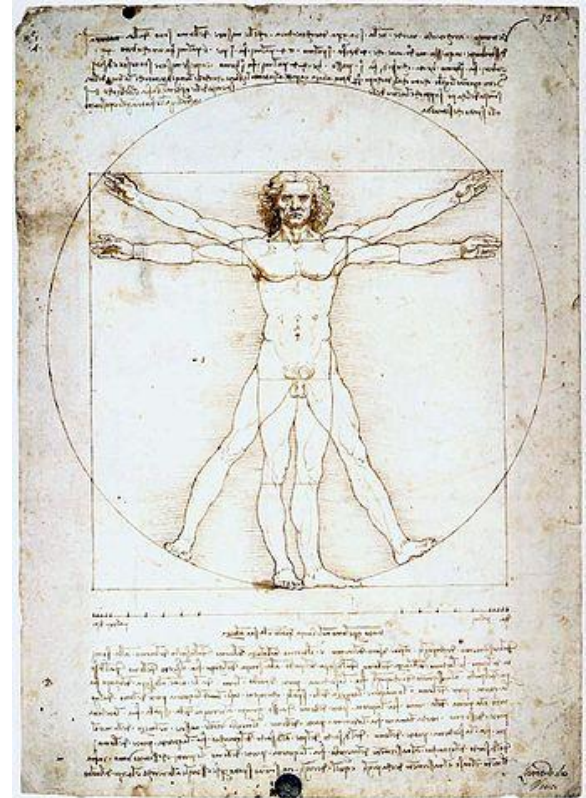
self compassion



Your Body Feels Toward the Truth

Your body speaks your own truth to you via:

- Bodily sensations
 - Holding - tight jaw, shoulders, stomach?
 - Agitation
 - Lethargy
 - Exhaustion
- Emotions - where do you feel emotion?
 - Anger - is often a pointer to a core value that's been violated
 - Anger may cover a sadness that the value has been violated
 - Root cause type analysis might reveal a deeply held value



DaVinci Man



Take a moment now to feel
your body and emotions...

What do you find?

Feelings are Messengers

Feelings let you know if your needs are being met.

Needs **Being Met**

Pleasant feelings (emotion/mind & body)

- Engaged & ready to move
- Confident & strong
- Excited & jittery
- Joyful & light
- Hopeful & smiling
- Inspired & energized
- ...

Needs **NOT Being Met**

Unpleasant feelings

- Afraid & anxiety in stomach
- Annoyed & furrowed brow
- Vulnerable & shrinking
- Disconnected & tired
- Angry & tense
- Sad & welling up or weepy
- ...

[List of feelings](#) for your reference

Feelings Reveal Needs

Needs are messengers

Wellbeing Needs

- Physical health
- Comfort
- Connection
- Peace
- Joy

Purpose Needs

- Honesty
- Meaning
- Communion
- Play
- Autonomy



Which of your needs
are unmet?



Why Is Sharing Our Needs So Difficult?

Our challenges with sharing needs might be

- Scared to reveal weaknesses
- Embarrassed to share a deeper truth
- Risk of open ourselves to

Other's challenges we want to avoid

- Ridicule
- Judgement
- Exploitation



How Communicating Needs Works Best

- In a calm, **safe** space (culture of CARE, psychological safety)
- In a spirit of **curiosity** and **collaboration** (experimentation)
- In writing if possible - **clear, dispassionate, available** for future reference (culture of continuous learning)

Leaders must create the space for the open discussion of needs

Communicating Needs Empowers Us

- Creates **clarity of expectations** around time, motivations, authority, and the training and tools you need.
- Clarity creates **alignment** and **motivation**
- Openly discussing needs can create
 - **Mindfulness**
 - **Psychological safety**
 - **Compassion**

Recommended Reading on Needs

Marshall Rosenberg,

Non-Violent Communication

[CNVC website](#)

[Book](#)

