



LifeServingSM
Communication ~ Spirituality ~ Health



Foundations of Lifeservation Communication

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Lifeserving Communication is a project of Pan Vera Training, L3C



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By Pan Vera Training, L3C

Information deals with acquiring external ideas and suggestions through books and classes, it generally comes from outside of our consciousness.

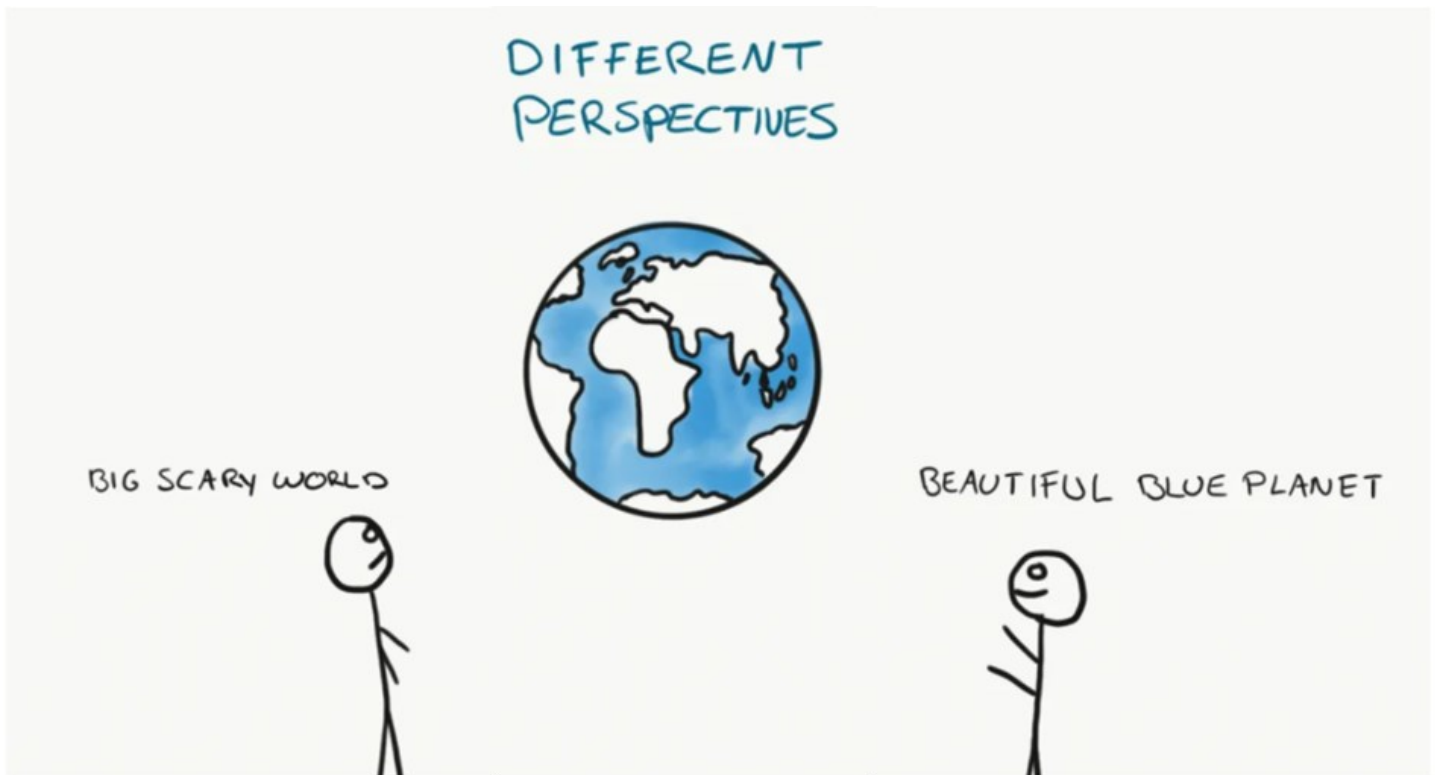
Knowledge is the process of internally synthesizing and analyzing the information that is gathered externally.

Knowledge applied and actuated through experience will eventually bring the unfolding of wisdom

I will give you Information.

It is up to you to turn that into Knowledge.

Then if you put the knowledge to work in your own communication, from that you will gain Wisdom



Your point of view will determine the content and illusions of your experience during your lifetime.

You can understand and change your perception to make life more wonderful.

Your perception, your point of view, is the gateway to liberty or to enslavement.

Your perception creates your story.

You have the choice to change your life.

This work is based on over 400 hours of learning directly from Marshall Rosenberg about Nonviolent Communication and expanded by my experience and learning by teaching the following principles.



Marshall B. Rosenberg Ph.D.
1936 - 2015

Marshall Bertram Rosenberg was an American psychologist, mediator, author and teacher. Starting in the early 1960s he developed **Nonviolent Communication**, a process for supporting partnership and resolving conflict within people, in relationships, and in society.

What is violent communication?

If "violent" means acting in ways that result in hurt or harm, then much of how we communicate; judging others, bullying, having racial bias, blaming, finger-pointing, discriminating, speaking without listening, criticizing others or ourselves, name-calling, reacting when angry, using political rhetoric, being defensive or judging who's "good/bad" or what's "right/wrong" with people could indeed be called "violent communication."

What is Nonviolent communication?

Nonviolent is based on principles of nonviolence. It is not a technique to end disagreements, but rather a method designed to increase empathy and improve the quality of life of those who utilize the method and the people around them.

NVC focuses on effective strategies for meeting fundamental needs for all. The goal is interpersonal harmony and obtaining knowledge for future cooperation. Concepts include rejecting coercive forms of discourse, gathering facts through observing without evaluating, genuinely and concretely expressing feelings and needs, and formulating effective and empathetic requests.

Intentions behind dominator language

Perception of Lack

- **to make you wrong**
- **to be right**
- **to correct or educate you**
- **to control you**
- **to change you**
- **to shame/blame**
- **to punish you**
- **to get my way**

Intentions behind connecting language

Perception of Abundance

- **to connect with myself and with others**
- **to help create mutual understanding and trust**
- **to help reach win/win solutions**
- **to live with equal power**

Assumptions Underlying NVC

By Miki Kashtan and Inbal Kashtan

Following are key assumptions that NVC practice is based on. Many traditions share these assumptions; NVC gives us concrete, powerful tools for putting them into practice. When we live based on these assumptions, self-connection and connection with others become increasingly possible and easy.

All human beings share the same needs: We all have the same needs, although the strategies we use to meet these needs may differ. Conflict occurs at the level of strategies, not at the level of needs.

Our world offers sufficient resources for meeting everyone's basic needs: The scarcity experienced by so many people arises because we have not designed our social structures to meet everyone's needs. We can attribute any apparent scarcity to a current systemic limitation, a crisis of imagination, or a lack of skills for fostering connection.

All actions are attempts to meet needs: Our desire to meet needs, whether conscious or unconscious, underlies every action we take. We only resort to violence or other actions that do not meet our own or others' needs when we do not recognize more effective strategies for meeting needs.

Feelings point to needs being met or unmet: Feelings may be triggered but not caused by others. Our feelings arise directly out of our experience of whether our needs seem to us met or unmet in a given circumstance. Our assessment of whether or not our needs are met almost invariably involves an interpretation or belief. When our needs are met, we may feel happy, satisfied, peaceful, etc. When our needs are not met, we may feel sad, scared, frustrated, etc.

All human beings have the capacity for compassion: We have an innate capacity for compassion, though not always the knowledge of how to access it. When we are met with compassion and respect for our autonomy, we tend to have more access to our own compassion for ourselves and for others. Growing compassion contributes directly to our capacity to meet needs peacefully.

Human beings enjoy giving: We inherently enjoy contributing to others when we have connected with our own and others' needs and can experience our giving as coming from choice.

Human beings meet needs through interdependent relationships: We meet many of our needs through our relationships with other people and with nature, though some needs are met principally through the quality of our relationship with ourselves and for some, with a spiritual dimension to life. When others' needs are not met, some needs of our own also remain unmet.

Human beings change: By virtue of the constantly unfolding nature of needs and strategies to meet them, all of us are dynamic processes, not static entities.

Choice is internal: Regardless of the circumstances, we can meet our need for autonomy by making conscious choices based on awareness of needs.

The most direct path to peace is through self-connection: Our capacity for peace is not dependent on having our needs met. Even when many needs are unmet, meeting our need for self-connection can be sufficient for inner peace.

Key AIMS of NVC

By Miki Kashtan and Inbal Kashtan

We hold the following intentions when using NVC because we believe that they help us contribute to a world where everyone's needs are attended to peacefully.

Open-Hearted Living

Self-compassion: We aim to release all self-blame, self-judgments, and self-demands, and meet ourselves with compassion and understanding for the needs we try to meet through all our actions.

Expressing from the heart: When expressing ourselves, we aim to speak from the heart, expressing our feelings and needs, and making specific, do-able requests.

Receiving with compassion: When we hear others, we aim to hear the feelings and needs behind their expressions and actions, regardless of how they express themselves, even if their expression or actions do not meet our needs (e.g., judgments, demands, physical violence).

Prioritizing connection: We aim to focus on connecting open-heartedly with everyone's needs instead of seeking immediate and potentially compromised solutions, especially in challenging situations.

Beyond "right" and "wrong": We aim to transform our habit of making "right" and "wrong" assessments (moralistic judgments), and to focus instead on whether or not human needs appear met (need-based assessments).

Choice, Responsibility, Peace

Taking responsibility for our feelings: We aim to connect our feelings to our own needs, recognizing that others do not have the power to make us feel anything. This recognition empowers us to take action to meet our needs instead of waiting for others to change.

Taking responsibility for our actions: We aim to recognize our choice in each moment, and take actions that we believe will most likely meet our needs. We aim to avoid taking actions motivated by fear, guilt, shame, desire for reward, or ideas of duty or obligation.

Living in peace with unmet needs: We aim to work with our feelings when we experience our needs as unmet, connecting with the needs rather than insisting on meeting them.

Increasing capacity for meeting needs: We aim to develop our internal resources, particularly our NVC skills, so we can contribute to more connection and greater diversity of strategies for meeting needs.

Increasing capacity for meeting the present moment: We aim to develop our capacity to connect in each moment with our own and others' needs, and to respond to present stimuli in the moment instead of through static stories about who we and others are.

Sharing Power (Partnership)

Caring equally for everyone's needs: We aim to make requests and not demands, thus staying open to the other's strategies to meet their needs. When hearing a "No" to our request, or when saying "No" to another's request, we aim to work towards solutions that meet everyone's needs, not just our own, and not just the other person's.

Protective use of force: We aim to use the minimum force necessary in order to protect, not to educate, punish, or get what we want without the other's agreement; and only in situations where we find that dialogue fails to meet an immediate need for physical safety. We aim to return to dialogue as soon as we have re-established a sense of physical safety.

Focus on Healthy Observations for Connection

The first component of NVC entails separation of **observation** from evaluation. We need to clearly observe what we are seeing, hearing, or touching that is affecting our sense of well-being, without mixing in any evaluations.

An observation is a statement about what you, or another person, has seen or heard, free of any evaluation, judgment, or blame.

Observations are an important element in NVC, where we wish to clearly and honestly express how we are to another person. When we combine observations with evaluation, we decreased the likelihood that others will hear our intended message. Instead, they are apt to hear criticism and thus resist what we are saying.

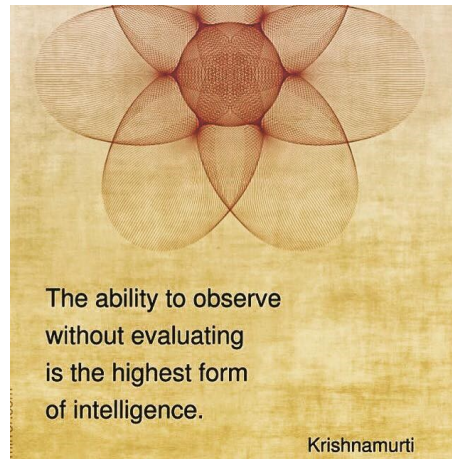
Imagine your speaking with a detective about what happened. All that the detective wants from you is the “who, what, when, and where” not your reading or interpretation of actions or events.

Or imagine yourself as a fly on the wall, or someone with the videocam capturing the scene. What exactly does the fly see where the camera record? Even better, imagine that you’re a fly on the wall with the camcorder: as impartial as the fly with the ability to record what you’re seeing and hearing.

When we communicate what we’ve seen someone do or heard, with the objectivity of the camera, we have expressed an observation. It serves as a common form of communication with others.

A video camera can film what happens, but it cannot judge or moralize about whether the subject being recorded is normal, abnormal, good, bad, or that someone has ignored and manipulated someone else.

Shame, guilt, or anger are never far away when we confuse observations with interpretations. An interpretation often includes an idea of what intention the other person had with their actions. The interpretation may make us think that others are the cause of what is going on with us.



Value Judgments versus Moralistic Judgments

We all grew up socialized into styles of life-alienating communication, such as making moralistic judgments of others. It's important here to distinguish between **value judgments** and **moralistic judgments**.

We all make **value judgments** about the qualities we desire in life – we may value belonging, autonomy, or choice, for instance.

But when we make **moralistic judgments**, our attention is focused on **classifying, analyzing**, and **determining** who and what is good, and who or what is bad.

Our focus is diverted from what we and others need and focuses instead on **blaming** and **attacking**. When we do this we **shame** and **blame**, without revealing what's going on inside of ourselves. So, for example, if my partner wants more affection than I'm giving her, she's "needy and dependent." But if I want more affection than she's giving me, then she's "aloof and insensitive."

When we are speaking this way neither party know what is going on with each other as we hurl judgements like spears. We are not going to get to how we feel and what we need.

There is evidence which suggests that there is considerably less violence in cultures where people think in terms of value judgements than in cultures where people think in moralistic judgments.

Translate Judgements into Observations

Take a look at the following judgements. Under each, write a possible observation.

Scenario: Five co-workers are sitting together in the break room. Sam says, "The boss is procrastinating around this decision."

The boss told me she would announce the decision by last week but I still haven't heard from her.

Scenario: A 9-year old boy is standing sheepishly in front of his mother who says, "You lied to me about your grades."

Scenario: Two friends are drinking wine and having a confab. One says to the other, "My spouse hardly expresses any affection."

Scenario: Three sisters are working their way through a state fair with their children. The oldest sister says to the youngest sister, "You are too generous with those kids."

Scenario: A troop of scouts are hiking in the mountains, and looking at the forest below them, and one says, "They are destroying the environment."

Scenario: After a consultation with a doctor the patient got on the phone with their spouse and says, "The doctor refused to explain anything to me."

Scenario: After a long planning meeting, one person turns to another and says, "You are always arguing with me."

Scenario: A meeting has not started on the agreed upon time. One person points to another and says to her friend, "He's always on time."

Three Steps to Translate Your Judgements into Observations

Here is a simple three-step process to translate judgments into observations. Judgements **are usually stories we tell ourselves**. Remember, the best way to change habits is with practice!

Step 1. **On line A write something you say, or think, that triggers unpleasant feelings.**

Step 2. **On line B write “I am telling myself...” followed by the judgement in line A.**

Step 3. **On line C write an observation.**

Here is an example.

A This stupid freaking software! It's a waste of time

B I'm telling myself a story that this is a stupid freaking software! It's a waste of time.

C I don't know how to get this software to do what I want.

Your turn.

A _____

B _____

C _____

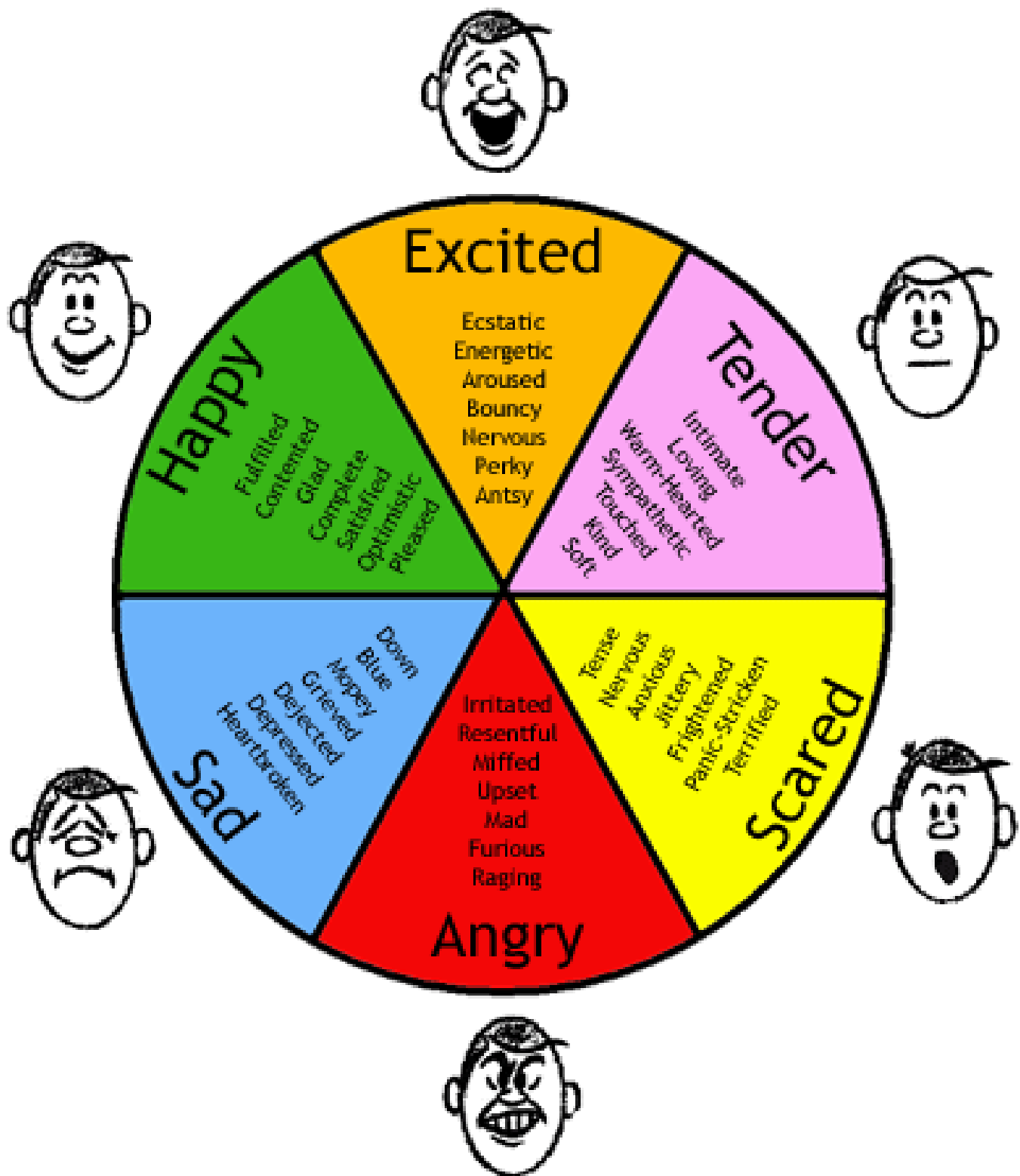
Repeat with another judgement..

A _____

B _____

C _____

Feelings are Universal and Spring from Needs



Feelings are hardwired into humans.

Therefor sharing our feelings creates connection.

Much research has gone into the study showing all humans agree on the body sense of sad, mad, or glad, for example. No explaining required.

Feelings take place in our body and are separate from our thoughts. An intellectual understanding of an emotion may be interesting, but it's not helpful. An emotion is not something we think about, that would be a thought.

I personally found it difficult to feel emotions when I met Marshall. All my feeling words were judgments about what others were doing to me. (e.g. criticized, judged, blamed.) My father taught me that emotions were a leftover from our evolutionary past, that humans would eventually evolve away from them.

In the beginning, I found it helpful to think of a feeling word while running the palm of my hand across my chest searching for the emotion in my body. After practice, allowing myself to experience my feeling generated a profound pathway to self-knowing.

Contrary to popular belief, feelings are not caused by what happens to us, or by what people say to us. No one can make us feel anything. ***Knowing this is emotional liberation.***

Feelings are our body's way of calling us to life. Feelings are a guidepost pointing to that which makes life more wonderful when we have it, and less wonderful when we don't have it.

Therefor, when we share our feelings, and the needs behind them, we become connected.

So, let's take a deep look at feelings.

Useful Feelings List

Spend some time exploring this list. Notice, and then circle, or write down the emotions you are feeling lately.

PEACEFUL

absorbed
blissful
calm
content
engrossed
expansive
serene
spacious
tranquil

GLAD

confident
delighted
encouraged
excited
grateful
happy
hopeful
inspired
joyful
relieved
satisfied

PLAYFUL

alive
effervescent
energetic
exuberant
impish
invigorated
refreshed
stimulated
zestful

LOVING

affectionate
appreciative
compassionate
friendly
nurtured/nurturing
sensitive
tender
warm
Sweet

MAD

aggravated
agitated
angry
annoyed
bitter
enraged
exasperated
frustrated
furious
hostile
irritated
miffed

TIRED

exhausted
fatigued
fidgety
indifferent
lethargic
listless
overwhelmed
Weary

CONFUSED

apathetic
embarrassed
hesitant
perplexed
torn
troubled
uncomfortable
uneasy
withdrawn

SCARED

afraid
anxious
fearful
horrificed
jittery
nervous
panicky
shocked
startled
terrified
worried

SAD

despair
despondent
discouraged
distressed
gloomy
heavy
hopeless
hurt
lonely
pessimistic
troubled
vulnerable

Non-Feeling Words

These thoughts will block connection

These are thoughts about what other people do to you.

abandoned	intimidated	smothered
abused	isolated	stupid
attacked	invalidated	threatened
betrayed	invisible	trampled
blamed	left out	tricked
caged	manipulated	unheard
cheated	misunderstood	unimportant
cornered	neglected	unseen
criticized	overpowered	uncomfortable
distrusted	overworked	unwanted
dumped on	patronized	unworthy
hassled	pressured	used
ignored	put down	violated
inadequate	rejected	worthless
insulted	ripped off	worthy

Pick the above word you use most often. Enter it in the blank below

When I think I am _____, what am I feeling?"

Now stop thinking. Pay attention to your body. Be in the present moment.

What is the strongest feeling that comes up? _____

Expressions that are not feelings.

I feel like. . .	I feel that. . .
I feel it. . .	I feel as if . . .
I feel you. . .	I feel I (he, she, they)

Feelings are not likely expressed after these phrases. Thoughts, evaluations, judgments and criticisms usually follow these phrases.

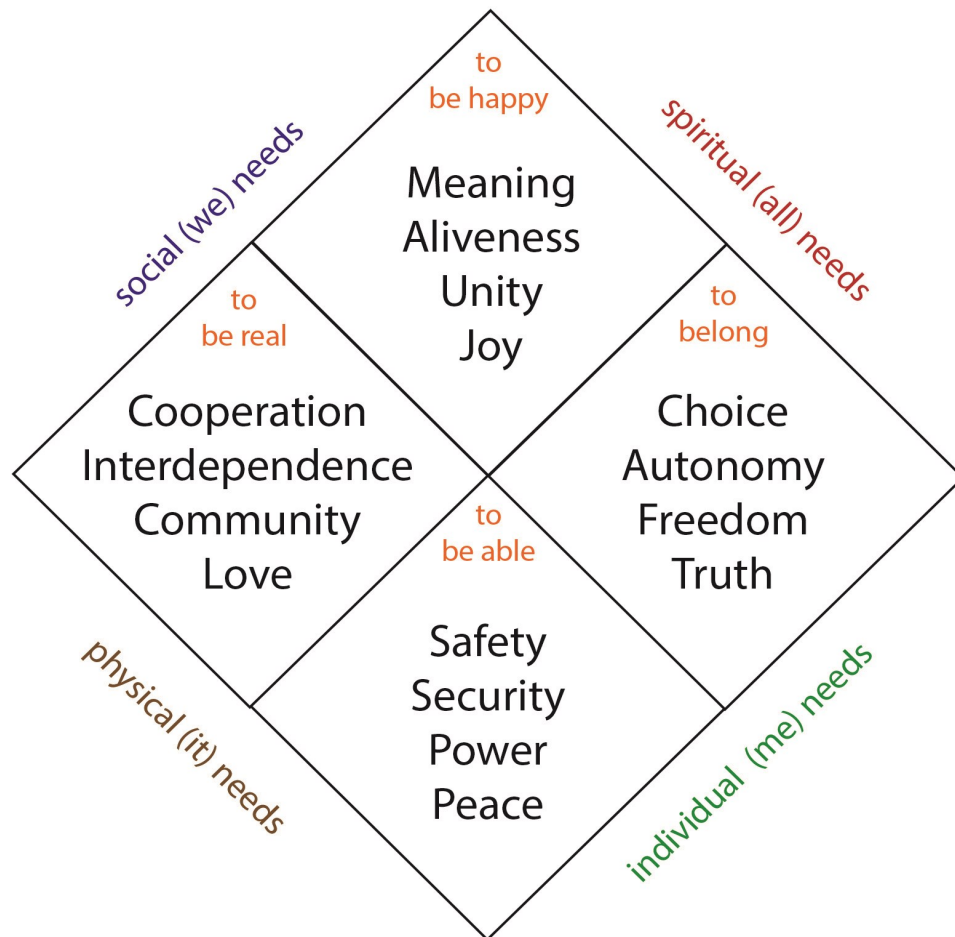
Our feelings come from our needs.

Not by what we or others do or say.



What are NVC Needs?

- Needs are **universally** experienced by all of us.
 - Needs are **NOT** dependent on a **person, place, or thing.**
- **All** actions are in the service of **needs.**



Needs are at the root of all of our feelings.

Marshall Rosenberg uses the word “need” to describe what other people prefer to call values, principles, big ideas, qualities, or what we hold dear.

Needs are universal in that all humans have them. Connecting with needs improves life. Needs are NOT related to person, place, or thing. Everything any person does, no matter how tragic, is done in the service of needs.

In NVC we pay a lot of attention to the commonalities among people. As living organisms, we all have numerous physical needs, including for food, air, water, and rest. We also need clothing and shelter. We need confidence that we will be safe from illness and other physical harm and we have needs for warmth, touch, and intimacy as well as tenderness, and care and sexual expression.

Beyond physical needs, there are numerous other qualities and values that we as humans like to experience and express. These include honesty, authenticity, and integrity; community and connection; and spaciousness, our autonomy, and choice. We value efficiency, effectiveness, movement, and ease. There are many other needs that, when met, contribute to our well-being, such as needs for order, beauty, and meaning. There are dozens of other qualities, such as mutuality, companionship, and consideration that could be considered primal and basic human needs.

I like to think of needs this way: when our needs are being met, life is more wonderful. When they are not met, life is less wonderful.

We live in a world where people are often judged harshly for identifying or revealing needs, so doing so can be very frightening. Women in particular are susceptible to this criticism. “She is so needy”. For centuries, the image of a loving woman has been associated with sacrifice and denial of her own needs so that she can take care of others. Therefore, women often learn to ignore their own needs.

The situation for men is not much better. If men express their needs, they are often considered weak and unreliable. Many men march off to work and ignore all other needs in their life. Unfortunately, when they retire, they die soon after, because they see no other purpose in their life. They’ve derived their sense of meaning from their work. Sadly, when we do not have a sense of needs for ourselves or others, our relationships at home and at work are unsatisfying.

When we view people and our workplaces through the lens of needs consciousness, we can choose to operate from our humanity and in concert with the humanity of others. For more on this read the book “The Empathy Factor” by Marie R. Miyashiro. Or attend my training on Cooperative Communication at Work.

Useful Needs/Felt Values Inventory

MEANING

Acknowledgment

Awareness

Beauty

Celebration

Clarity

Closure

Competence

Contribution

Effectiveness

Growth

Hope

Inspiration

Learning

Mourning

Mystery

Purpose

Stimulation

Understanding

PLAY

Excitement

Fun

Humor

Joy

Laughter

AUTONOMY

Choice

Freedom

Independence

Space

Companionship

AUTHENTICITY

Aliveness

Creativity

Honesty

Integrity

Openness

Self Expression

To be heard/seen

To know/ be

known

Transparency

Trust

Respect

CONNECTION

Acceptance

Belonging

Closeness

Communication

Rest

Compassion

Consideration

Empathy

Interdependence

Intimacy

Love

PHYSICAL

Air

Hydration

Movement

Procreation

Safety

Shelter

Sustenance

Touch

COMMUNITY

Collaboration

Cooperation

Equality

Inclusion

Mutuality

Support

PEACE

Beauty

Consciousness

Ease

Flow

Harmony

Presence

Spaciousness

Spiritual Connection

Transformation

Notice and **circle the needs** that are most important to you lately.

Connecting Feelings to Needs

We are going to harvest needs from expressed feelings. Look at the statements below, and create a short scene where the statement is made. Then enter a guess for the need that fits the statement. See the needs inventory on page 15. In practice, when we express our feeling follow with the need at the speed! This is to keep the other person from thinking they were responsible for my feeling.

Example 1: Scene: The office manager comes into the office of one of the attorneys who has spread files all over the floor.

“When I see documents on the floor, I feel irritated because I **need order.**”

Example 2: Scene: The speaker had to start the presentation without handouts a co-worker was to bring.

“When you show up after the presentation started with coffee spilled on the handouts, I feel frustrated because I **need reliable support**”

- 1) I feel scared when you raise your voice because I need _____
- 2) When I don't get invited to lunch, I feel sad because I need _____
- 3) I feel disappointed because you said you would order the copy paper and you didn't. I need _____
- 4) When I hear the same lecture over and over again, I feel agitated because I need _____
- 5) When the boss doesn't comment on my annual report, I feel disappointed because I need _____
- 6) I feel aggravated spending this time cleaning the house, because I need _____
- 7) Recall a time you were triggered. describe the observation, then write your feeling and need statement below.
- 8) Recall another time you were triggered. describe the observation, then write your feeling and need statement below.

Best Practices for making Requests

1) Requests are NOT about getting what you want!

Being fixed on an outcome will block connection, by showing empathy toward their needs: our statement will be heard as a request. Dr. Rosenberg cautions that “If our objective is only to change people and their behavior, or to get our way, then NVC is not an appropriate tool. The process is designed for those of us who would like others to change only willingly, and compassionately.” NVC is meant to create relationships based on honesty and empathy, not judgment and coercion.

If we make our requests from a self righteous and judgmental perspective in which the words: “should, supposed, deserve, and right” play a part, those requests automatically become demands.

2) Requests are ALL about creating connection.

We start by making clear what need is up for us. Before we make our request we want to build a level of connection that supports the request we have in mind. We want to know what the feelings and needs are in relation to our requests. We want to listen to what is going on with the other person. Connecting with that, our request may rapidly shift to more deeply meet the needs of each other.

3) There are connection requests, and action requests.

Connections requests are designed to invite the listener to respond in order to build connection. Examples; “Would you be willing to tell me what you heard me say?”, “Would you be willing to tell me how you feel hearing me say this?”, “I would like you to tell me if you predict that my proposal would be successful

We want our **Action requests** to be:

Specific (specify how and what)

“Would you hold my hand while we watch this movie.”

Do-able (observable behavior so we both know it is done)

“Would you let me know when you are finished.”

Present Tense (can be done now—might be a commitment)

“Would you be willing to tell me how you feel...”

Positively stated (what you want, not what you don’t want)

“Would you agree to have the report on my desk by 10 a.m. tomorrow?”

Practice Making Requests

Please rewrite the following sentences so that each expresses a clear, positive, doable, and present tense request. As before, describe a scene and rewrite the statement.

1) I want you to understand me.

“I'm missing regular daily conversations with you. Would you be willing to spend 15 minutes listening to me on Tuesday and Thursday evening at 8 o'clock starting next week?”

2 I have the right to more time off.

“I'm exhausted from working so hard recently and I need more time off to rest. Would you be willing to give me Thursday off every other week, starting next week?”

3) I deserve a raise.

4) I'd like you to help Mary with those reports more often.

5) I would like you to show respect for my privacy.

6) You should stop interrupting.

7) You should be doing those jobs without being asked.

8) Honey, the baby just threw up!

9) Now, each on your own, recall a request you made recently. Did it include a clear, positive, doable, and present tense request? If not rewrite it below.

Phrases to Make NVC more Eloquent

Use these as possible adaptions to suit your style.

To share **observations** try preceding your sentences with a phrase like these.

- Can you see that...
- I observed you...
- When I noticed you...
- When you did... I noticed...
- I heard you say...
- What I saw was this...

Expressing **feelings**.

- I became (a little, slightly very etc.) (worried, thrilled, surprised).
- A sense of (joy, fear, affection, confusion) came over me.
- I was creeped out.

Expressing **needs**

- I value dependability
- I long for peace and quiet.
- I treasure joy.
- I really enjoy play.
- Consideration would enhance my life.
- Partnership makes my life worthwhile.
- Contribution gives me joy.
- Sex is important to me.

Request for **honesty**

- I want to know what's going on for you.
- I'm curious to know if you would like to take my place.
- Does that resonate with you?

Request for **connection**

- Tell me more about how you see that.
- I would like to know what makes you happy.

Request for **empathy**

I want to know what you heard about what's going on for me.
Would you be willing to tell me what you hear that I am feeling and needing in this moment?

Request for **specific action**

I wonder if you are willing to perform a particular action?
Would you be willing to take this report to the manager?
How would it be for you if we traded jobs today?

Let's Express Your Life in NVC

Here we will practice putting it all together, dealing with what's alive for you now, and express it to the people in your life. If possible, work with a partner to help each other **use only observations, feelings, needs, and requests**.

A) Write here the observation you would use to start a conversation

Observation

Samples: When..., I can see..., I observed you..., What I noticed..., When you did...

B) Imagine you're talking directly to the person, express how you feel when the person acts in the way you described above. Just one feeling.

Feeling

Samples: I feel..., I'm guessing you're feeling..., I am wondering if you felt...

Need

C: Imagine you are talking directly to the person and express your **need**

Samples because I need, I cherish, I value, I really enjoy..., I yearned for..., I care about...

Request

D) Write the action request while imagining you're talking directly to the person and express a **request**

Samples: I want to make sure I have made myself clear, would you be willing to tell me what you heard me say?, Would you be willing to...?

Express Your Life in NVC

A) Observation

B) Feeling _____

C) Need _____

D) Request

A) Observation

B) Feeling _____

C) Need _____

D) Request

A) Observation

B) Feeling _____

C) Need _____

D) Request

A) Observation

B) Feeling _____

C) Need _____

D) Request

A) Observation

B) Feeling _____

C) Need _____

D) Request

Appendix: Manfred Max-Neef's Fundamental human needs*

*Rosenberg had a preference for Max Neef's needs matrix late in his career.		Being	Having	Doing	Interacting
Axiological needs (the study of the nature, types, and criteria of values and of value judgments especially in ethics.)	Subsistence	physical health, mental health, equilibrium, sense of humor, adaptability	food, shelter, work	feed, procreate, rest, work	living environment, social setting
	Protection	care, adaptability, autonomy, equilibrium, solidarity	insurance systems, savings, social security, health systems, rights, family, work	cooperate, prevent, plan, take care of, cure, help	living space, social environment, dwelling
	Affection	self-esteem, solidarity, respect, tolerance, generosity, receptiveness, passion, determination, sensuality, sense of humor	friendships, family, partnerships, relationships with nature	make love, caress, express emotions, share, take care of, cultivate, appreciate	privacy, intimacy, home, space of togetherness
	Understanding	critical conscience, receptiveness, curiosity, astonishment, discipline, intuition, rationality	literature, teachers, method, educational policies, communication policies	investigate, study, experiment, educate, analyze, meditate	settings of formative interaction, schools, universities, academies, groups, communities, family
	Participation	adaptability, receptiveness, solidarity, willingness, determination, dedication, respect, passion, sense of humor	rights, responsibilities, duties, privileges, work	become affiliated, cooperate, propose, share, dissent, obey, interact, agree on, express opinions	settings of participative interaction, parties, associations, churches, communities, neighborhoods, family
https://en.wikipedia.org/wiki/Manfred_Max-Neef%27s_Fundamental_human_needs					

		Being	Having	Doing	Interacting
	Idleness	curiosity, receptiveness, imagination, recklessness, sense of humor, tranquility, sensuality	games, spectacles, clubs, parties, peace of mind	daydream, brood, dream, recall old times, give way to fantasies, remember, relax, have fun, play	privacy, intimacy, spaces of closeness, free time, surroundings, landscapes
Needs	Creation	passion, determination, intuition, imagination, boldness, rationality, autonomy, inventiveness, curiosity	abilities, skills, method, work	work, invent, build, design, compose, interpret	productive and feedback settings, workshops, cultural groups, audiences, spaces for expression, temporal freedom
	Identity	sense of belonging, consistency, differentiation, self-esteem, assertiveness	symbols, language, religion, habits, customs, reference groups, sexuality, values, norms, historical memory, work	commit oneself, integrate oneself, confront, decide on, get to know oneself, recognize oneself, actualize oneself, grow	social rhythms, everyday settings, settings which one belongs to, maturation stages

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