Needs List

Needs are what lies beneath behavior. They don't belong to a particular person or solution; everyone has them. When you find an emotion in a scenario, keep asking: which of these needs is behind it? Pick one or two, not ten. And make sure you're not writing a strategy instead of a need.

Safety and security
safety, protection, trust, predictability, stability, peace, privacy

Belonging and connection
belonging, connection, closeness, friendship, acceptance, a place to belong, reassurance about the relationship

Respect and dignity
respect, dignity, recognition, being taken seriously, consideration, equal voice

Understanding and being heard
understanding, being heard, clarity, empathy, acknowledgment of my experience

Autonomy and choice
autonomy, choice, independence, space, my own pace, making my own decisions

Justice and fairness
justice, fairness, equality, honesty, integrity, responsibility, keeping agreements

Competence and growth
competence, learning, handling it, moving forward, contributing, meaning

Rest and care
rest, time, mental space, support during stress, comfort, relief

Joy and lightness
play, joy, humor, inspiration, beauty, enthusiasm

A need is not a strategy. A strategy is a specific solution I use to try to meet a need, and it is tied to a specific person or action. A need is not tied to anyone. Conflict arises not between needs, but between strategies.

Questions that lead you to the need

"What happened between you, not between groups?" · "How did that comment make you feel?" · "What do you need right now to continue?" · "What made it hard to speak up?"

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