

Embodied Values-Needs Consciousness

Integration isn't only about cognitive growth and practical doing toward results. Part of the six aspects of who we are also includes Heart. By "heart", we're not talking woo-woo touchy-feely stuff here. We're talking about powerful terms of underlying commitment. We're talking about understanding core motives in us and in others. We're talking about shifting our habits of thought and speech to habits rooted in continual consciousness about what is really important. We're talking about the core drives, motives, and issues that determine how all of us act and how we make choices.

According to Dr. Marshall Rosenberg, all actions are (albeit, sometimes tragic) attempts to meet innocent, benevolent, universal, beautiful underlying needs.

When we align this awareness with the way we we perceive and respond to the world, we can:

- become more self-aware and self-connected more quickly and more deeply
- elicit compassion and cooperation where it may not have been otherwise
- more effortlessly find effective solutions – personally, interpersonally, culturally, and globally

Applied for over 40 years to practical, real-world outcomes in parenting, personal healing, reconciliation at both personal and cultural levels, restoring communication in war-torn countries, rehabilitating prison inmates, increasing effectiveness in organizations, improving education, and dozens of other applications, this work merges the power of objective observations with the power of effective emotional intelligence toward creating relationships, therefore stimulating strategies, that work and last.

(For a complete overview of this work, you can order Dr. Roseberg's introductory book by clicking this link or copying it into your browser's URL:

http://www.amazon.com/exec/obidos/tg/detail/-/1892005034/ref=ase_4abettelife/

To order the companion workbook click this link or copy it into your browser's URL:

http://www.amazon.com/exec/obidos/tg/detail/-/1892005042/ref=ase_4abettelife/ .)

The TIA Aspect - Embodied Values-Needs Consciousness – includes this set of 40 key distinctions and companion practices toward practical, tangible living from a fully open-hearted base. It's about Power and Achievement through creative strategizing based first and foremost on connection, win-win mutual inclusion, and authenticity.

The following pages give you a brief introduction, and some practices, for this TIA Aspect.



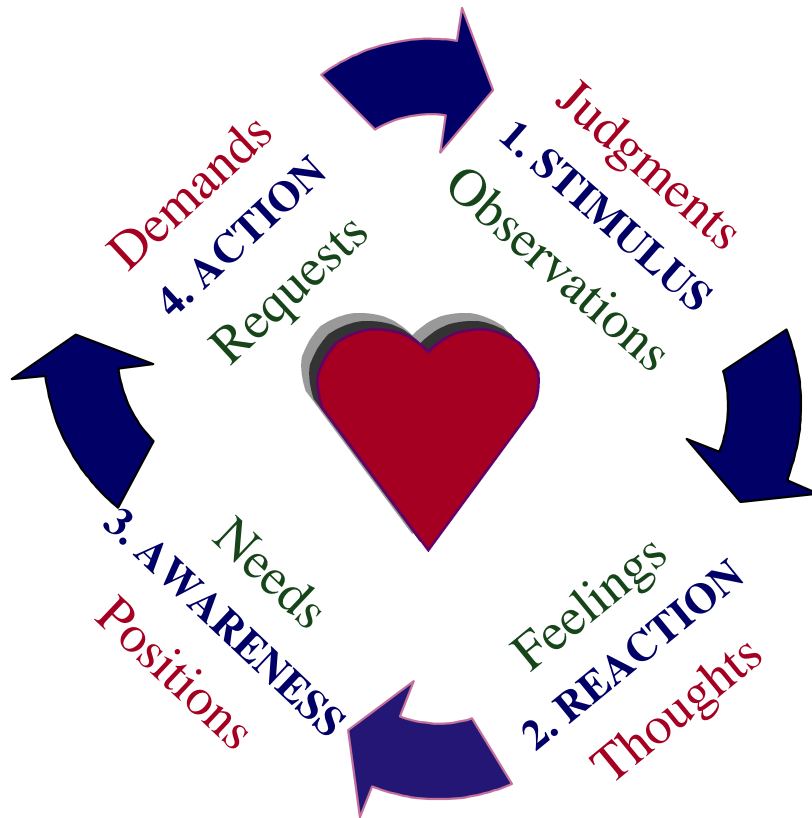
Compassionate Communication™

- Originated by Dr. Marshall Rosenberg from the Center for Nonviolent Communication – www.cnvc.org
- Used to facilitate communication in charged situations in families, organizations, war-torn countries
- Simple model for authentic, open-hearted connection
- Based on universal needs, and emphasizes compassion rather than judgment, blame, or shame
- Only one person needs to know the model to communicate effectively
- This TIA Aspect is based on Dr. Rosenberg's work.



Benefits

- Facilitates conversations that promote authenticity, understanding and compassion.
- Develops emotional literacy and needs awareness which results in deeper heart connection.
- Express observations, feelings, needs and requests to help people develop mutual respect.
- Attunes to the underlying life-giving forces and values, thereby helping people express themselves fully.
- Uses a “power-with” style that strengthens self-connection and connection with others.



Four Distinctions

This diagram illustrates distinctions in 4 aspects of how we think and how we communicate with ourselves and others

The **GREEN** options (observations, feeling, needs, and requests) represent habits that of lead us to life-serving, energizing, productive results.

The **RED** options (judgment, thought, strategy, demands) represent habits that alienate us from connection, mutual understanding, and life-serving solutions.

This gives us four components, four steps, and four possible choices:

- 1.Stimulus:** We can either pass moral judgment or notice our observations.
- 2.Reaction:** We can tune into what we're thinking or what we're feeling.
- 3.Awareness:** We can come up with positions or explore our universal needs.
- 4.Action:** We can either make a demand or make a request.



Cultivate Effective Habits

How do we perceive the world?

How do we speak to ourselves? to others?

Replace habits by translating:

- **Judgments to observations** - Video speak – specific visible unassessed raw data as though visible on a video. Ex: translating “you ordered me around” into “you told me ‘get out of here’.”
- **Evaluations to feelings** – Emotions, not assessments. Ex: translating “I feel that what you did was reprehensible” to “I feel concerned.”
- **Positions to needs** – Underlying value, core commitments, not strategies or obligations or “how to”s. Ex: “I think you should be a better spouse” to “I’d really like to enjoy more intimacy with you.”
- **Demands to requests** – *Specific actions* of what you *would* like done, that can be done *in the moment* – including 4 other backup requests to give you peace of mind in case you receive a “no”. Ex: “I want you to do more around the house” to “Could you spend 10min now helping me finish the dishes?”

| Examples – Can you find the 4 effective habits modeled here? | | |
|--|---|---|
| | Expression | Reception |
| In conversation | Seeing the time I’m concerned, I’d like to trust we’ll get through our agenda. Can we hold this topic until our next meeting? | Is it that you’re irritated seeing the garbage because order is so important to you, and you’d like to know what I’d be willing to do about it? |
| In thought | I’m frustrated because I so want to be understood for my true intension. What could I request that would help this? | I wonder if my partner is exhausted and really wants hope for support, and wants to know I understand that? |



Three Choices – Practices to Promote Connection

Metabolize Pain through Releaseful Self Empathy, *then* strategize.

1. Think of a time when things didn't go as well as you would like.
 - What happened?
 - How did you feel?
 - What needs of yours were unfulfilled?
2. Assess and metabolize your emotional charge.
 - Rank your emotional charge on a scale of 0 (none) to 10 (high).
 - For 30-90 seconds, sit with the depth of your yearning and/or grieve.
 - At the end of 90 seconds, re-rank yourself. Did you experience shift?
3. Having experienced shift, *now* strategize:
 - What might I have asked for to get what I wanted on the spot?
 - What could I have said to ask for help to find something to ask for?
 - What could I have asked the other person to find out what *they* needed in order to give me a "yes"?

Empathize With Another, Transform Enemy Images into Possibilities

1. What were you telling yourself about this person?
2. Rank your body-felt, heart-felt compassion for the other on a scale of 0 (low) to 10 (high).
3. Role play that you *are* the other person.
 - As this other, what are some things I'm feeling?
 - As this other, what are some of my underlying needs and values?
4. Do you see the other differently now having done #3? Re-rank your body-felt, heart-felt compassion for the other on a scale of 0-10. Did you shift?

Honest Self Expression

How might you express yourself to this person using the 4 effective habits?

- Write down what you did / would have said habitually.
- Translate this into the 4 replacement habits:
Observation, Feeling, Need, and Request



Feelings When Needs are NOT Met

Confused – uncomfortable, uneasy, anxious, nervous, worried, skeptical, embarrassed, confused, perplexed, jittery, insecure, hesitant, reluctant, perplexed, puzzled, torn

Scared – worried, fearful, nervous, alarmed, distressed, horrified, shocked, terrified, tearful, mourning, regretful, grieving, afraid

Angry – disappointed, annoyed, mad, furious, aggravated, annoyed, bitter, enraged, hostile, bitter, upset, exasperated, frustrated, infuriated, agitated

Disinterested – aloof, bored, distant, apathetic, withdrawn, lethargic, ambivalent, disconnected, alienated, distracted, indifferent, withdrawn

Tired – Exhausted, sleepy, weary, drained, fatigued, dull

Embarrassed – ashamed, chagrined, flustered, guilty, mortified, self-conscious

Grief – hurt, agony, anguished, bereaved, devastated, grief, heartbroken, hurt, lonely, miserable, regretful, remorseful

Sad – depressed, dejected, despair, despondent, disappointed, discouraged, disheartened, forlorn

Yearning – envious, jealous, longing, nostalgic, pining, wistful

Tense – anxious, cranky, distressed, distraught, edgy, fidgety, frazzled, irritable, jittery, nervous, overwhelmed, restless, stressed out

Vulnerable – fragile, guarded, helpless, insecure, leery, reserved, sensitive, shaky, protective

Agitated – alarmed, rattled, restless, disconcerted, disturbed, shocked, startled, surprised, troubled, uncomfortable, uneasy, unnerved, unsettled, upset

Feelings When Needs ARE Met

Affectionate - compassionate, friendly, loving, open- hearted, sympathetic, tender, warm, loving, nurturing, amorous, friendly

Engaged - absorbed, alert, curious, fascinated, interested, intrigued, involved, stimulated, touched, adventurous, eager, playful,

Excited – amazed, astonished, eager, energetic, enthusiastic, passionate, surprised, stimulated, fascinated, invigorated, motivated

Hopeful - amazed, awed, expectant, encouraged, optimistic, inspired, uplifted, confident, empowered, open, safe, secure

Joyful - amused, delighted, glad, pleased, tickled, thrilled, amused, stimulated

Peaceful - calm, comfortable, centered, content, fulfilled, relaxed, relieved, satisfied, trusting, blissful, serene, composed, grounded,

Refreshed - enlivened, rejuvenated, renewed, rested, restored, revived, energized

Grateful - appreciative, moved, thankful



Universal Needs / Values

Universal, positive, and general, this list points to the innocent, benevolent, intentions *behind our actions*, the core motives, base values, and underlying commitments that we are trying to fulfill.

Expression – celebration, vitality, humor, passion, creativity, imagine, dream, romance, inspiration

Harmony – peace, security, safety, order, consistency, calm, stability, relaxation, comfort, ease, reassurance, beauty

Autonomy – independence, dreams, freedom, choice, individuality, space, spontaneity

Integrity – authenticity, meaning, purpose, meaning, justice, fairness, honesty, presence, openness, trust, respect, equality

Community - interdependence, trust, bonding, inclusion, belonging, cooperation, unity, synergy, integration, loyalty, participation, partnership, acceptance

Contribution – mastery, growth, service, give, enrich, empower, support, acknowledge, assist, build, change, encourage, energize, help, facilitate, nurture

Connection – understanding, closeness, appreciation, empathy, support, consideration, love, affection, companionship, mutuality, nurturing, intimacy

Play – adventure, challenge, daring, risk-taking, thrill, fun, humor, amusement, laughter, pleasure, sensuality

Meaning – awareness, celebration, clarity, competence, consciousness, creativity, understanding, hope, learning, purpose, effectiveness, growth, discovery

Well-being – air, food, water, safety, shelter, rest, sex, health



Language Often Mistaken for Feelings

Are these commonly used words actually “feelings”? Or are they thoughts of what you assess others are *doing* to you?

- Abandoned
- Abused
- Attacked
- Belittled
- Betrayed
- Bullied
- Cheated
- Coerced
- Cornered
- Degraded
- Despised
- Detested
- Diminished
- Discounted
- Distrusted
- Hated
- Interrupted
- Intimidated
- Intruded Upon
- Let Down
- Manipulated
- Marginalized
- Misunderstood
- Patronized
- Picked on
- Provoked
- Put-Down
- Rejected
- Ripped off
- Shamed
- Taken for Granted
- Unappreciated
- Unpopular
- Unwanted
- Used
- Worthless

How do these habits of language impact our thoughts ?

- ◆ Thinking these things in relation to others, how are we likely to feel about them?
- ◆ Modeling this habit, how do we teach others to think and feel about us?

How do they impact our conversations?

- ◆ How do you tend to respond when someone says these to you?
- ◆ How do you imagine others respond when you say these to them?
- ◆ What expressions might you replace these with that are more likely to support mutual understand and continuing conversation?



Feeling or Thinking?

- I feel that ...
Ex: I feel that you need to learn more.
- I feel like...
Ex: I feel like we never get anywhere.
- I feel as if...
Ex: I feel as if I'm being enslaved. I feel as if you're trying to manipulate me.
- I feel you...
Ex: I feel you are wrong. I feel you shouldn't think that way.
- I feel he...
Ex: I feel he expects way too much. I feel he is unfair.
- I feel they...
Ex: I feel they manipulated us. I feel they're trying to pull something.

Practice:

Translate each of these into expressions of underlying values; if you like, include the emotion around it.

Example: I feel that you're being a jerk.

Translation: I'm frustrated because I so want cooperation.



Authentic Communication Helps Us

- Make clear **observations** instead of moral judgments
- Describe our **feelings** instead of evaluations
- Clarify and communicate our **needs**, and establish mutual connection, before jumping to strategies or fix-it solutions or “me over you”.
- Voice **requests** that meet our needs rather than voice demands that stimulate submission or rebellion

Practice:

1. Write down a situation where you feel frustrated and would like movement.
2. Do releaseful self-empathy about it. (see page 5).
3. Empathize silently with the other, do some work to transform your enemy images of them (see page 5).
4. Try an honest self-expression that requests something you'd like *that can be done right now* that would contribute to your underlying values.



Habits of Domination vs. Habits of Partnership

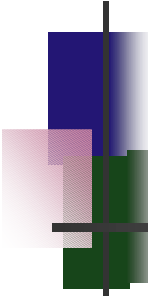
| | |
|--|---|
| Analyze, blame, criticize, label | Understand, empathize |
| Moral judgments | Value Judgments |
| Give because we have to, should, must | Give joyfully from the heart |
| Make demands | Make requests |
| Deny responsibility | Make choices |
| Power Over / Power Under | Power With |
| Independent/ Dependent | Interdependent / Autonomous |
| Leader as oppressor, approval figure, star | Leaders as resources |
| Authoritarian | Co-creation |
| Submits/ Rebels | Collaborates |
| Experience fear, guilt, shame | Experience mutuality, connection, fulfillment |
| Punishment, reward, coercion | Free choice to contribute |
| Win : Lose or Lose : Lose | Win : Win |
| Loss of choice | Acts from choice and self empowerment |
| Loss of personal responsibility for needs | Takes personal responsibility for needs |
| Depletion - Short-term gain | Sustainability - Long term balance |
| Fear of appearing weak | Freedom to be vulnerable and open as part of humanity |



Empathy is Not:

- Advising:
I think you should...
How come you didn't...
- One-upping:
That's nothing; wait 'til you hear what happened to me
- Educating:
This could turn into a very positive experience for you...
You know what you should do, you should ...
- Consoling:
It wasn't your fault; you did the best you could.
- Storytelling:
That reminds me of the time...
- Shutting Down:
Cheer Up. Don't feel so bad.
- Sympathizing:
Oh, you poor thing...
Oh I feel so bad for you!
- Interrogating:
When did this begin?
- Explaining:
I would have called, but...
- Correcting:
That's not how it happened.

From Nonviolent Communication: A Language of Compassion, by Marshall B. Rosenberg,
PuddleDancer Press, 1999



Ten Things You Can Do to Contribute to Internal, Interpersonal, Organizational and Global Peace

1. Spend some time each day quietly reflecting on how you would like to relate to yourself and others.
2. Remember that all human beings have the same needs.
3. Check your intention to see if you are as interested in others getting their needs met as your own.
4. When asking someone to do something, check first to see if you are making a request or a demand.
5. Instead of saying what you DON'T want someone to do, say what you DO want the person to do.
6. Instead of saying what you want someone to BE, say what action you'd like the person to take that you hope will help the person be that way.
7. Before agreeing or disagreeing with anyone's opinions, tune in to what the person is feeling and needing.
8. Instead of saying NO, say what need of yours prevents you from saying Yes.
9. If you feel upset, think about what need of yours is not being met, and what you could do to meet it, instead of thinking about what's wrong with others or yourself.
10. Instead of praising someone who did something you like, express your gratitude by telling the person what need of yours that action met.

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