

GENERAL WELL-BEING

physical health
mental-emotional health
resiliency
flexibility
adaptability
rest & relaxation
healing & rejuvenation
sustenance & shelter
movement
self care
encouragement
self-compassion
self-soothing
nurturance
touch
ease
simplicity
beauty
order
space
quiet
balance
wholeness
sustainability
self-trust & confidence
internal peace
embracing "what is"
ability to identify one's feelings
ability to meet one's needs
ability to tolerate discomfort
self-acceptance

SAFETY

trust
psychological safety
physical safety
perceived fairness
protection
respect
consideration
cooperation
support
backing
mutuality
negotiability
honesty
integrity
authenticity
transparency
congruency
accountability
responsibility
dependability
predictability
to be valued
structure
stability
sustainability
privacy
unity
dignity
harmony
reconciliation
shared reality

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EQ ESSENTIALS

Cognitive Empathy

Identifying Functional Needs & Values

Functional Needs & Values are
underlying qualities universal to the
well-being of individuals,
relationships and groups.

Conflicts (whether internal or interpersonal)
typically arise when needs are unmet and
trigger emotional reactions (such as
demands, defensiveness, and
expressions of blame and wrongness).

**Identifying needs before discussing
strategies clarifies the underlying
motivations behind
strategies, actions and goals.**

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CONNECTION

belonging
inclusion
community
kindness
consideration
caring
cooperation
teamwork
help
communication
presence
attunement
resonance
friendship
acceptance
companionship
mutuality
sharing
welcoming
warmth
affection
tenderness
closeness
intimacy
love
self-connection

UNDERSTANDING

clarity
discernment
curiosity
context
awareness & self-awareness
self-understanding
communication
to comprehend
to be understood
empathy
compassion
acknowledgement
expressing regret
forgiveness
reconciliation
to see, to hear, to know
to be seen, to be heard, to be known
recognizing facts
understanding differences in perception
understanding intentions
understanding expectations
understanding effects & impacts
understanding meaning
recognizing bias
recognizing power differentials
recognizing systemic bias

MEANING

purpose
autonomy
to choose
to contribute
to matter & to make a difference
to have contribution acknowledged
creativity & innovation
self-expression & participation
to be seen, heard, known
celebration and gratitude
embracing loss & to mourn
embracing vulnerability
enjoyment
excellence
competence & effectiveness
mastery
achievement
engagement
exploration
learning
growth
teaching
play
humor
hope
transcendence