

## WELL BEING

oxygen, water, physical health  
sustenance, shelter  
movement  
mental-emotional health  
rest, relaxation, self care  
healing, rejuvenation  
self-regulation  
self-awareness  
resiliency  
flexibility, adaptability  
encouragement, nurturance  
nourishment  
self-compassion, self-soothing  
touch  
ease, simplicity  
beauty, order  
space  
quiet  
focus  
balance, wholeness  
sustainability  
confidence, self-trust  
internal peace  
embracing "what is"  
embracing change  
embracing discomfort  
embracing uncertainty  
feeling one's feelings  
asking for help  
saying "no"  
self-acceptance

## SAFETY

trust  
psychological safety  
physical safety  
protection, security  
respect, dignity  
kindness, gentleness  
spaciousness  
consideration, care  
cooperation, inclusion  
support, backing  
mutuality  
perceived fairness  
negotiability  
honesty, congruency  
integrity  
reconciliation, repair  
accuracy  
authenticity, transparency  
accountability, responsibility  
dependability  
predictability  
leadership, wisdom  
structure  
orientation  
stability, sustainability  
privacy  
unity  
harmony  
reconciliation  
shared reality  
shared understanding

## CONNECTION

belonging  
inclusion  
attention  
community  
kindness  
consideration, caring  
emotional empathy  
cooperation  
teamwork  
support  
presence  
attunement  
resonance  
friendship  
acceptance  
companionship  
mutuality  
sharing  
welcoming  
warmth  
affection  
tenderness  
closeness  
intimacy  
love  
sexual expression  
self-connection

## UNDERSTANDING

to comprehend  
to be understood  
clarity  
context  
communication  
discernment  
cognitive empathy  
recognizing feelings and needs  
compassion  
awareness  
intuition, insight  
to see, to hear, to know  
to be seen, to be heard, to be known  
curiosity  
acknowledgement  
expressing regret  
forgiveness  
recognizing facts  
recognizing differences in perception  
recognizing intentions  
recognizing expectations  
recognizing effects & impacts  
understanding meaning  
recognizing bias  
recognizing systemic bias  
recognizing power differentials  
recognizing trauma

## EQ ESSENTIALS

# Describing Fundamental Needs

Describing fundamental needs helps clarify the underlying qualities and values universal to the well-being of individuals, relationships and groups.

Discussing fundamental needs *before* exploring strategies and solutions creates a foundation for understanding by centering the conversation on shared values, intentions and motivations.

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joel@joelheller.com

Inspired by the work of Marshall Rosenberg

## MEANING

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