



Noticing Needs

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What does noticing needs mean?

Noticing needs sees the underlying needs.

You experience discontent when your needs are not met.

The people around you experience discontent when their needs are not met.

This discontent leads to conflict.

At the center of every conflict lies an unmet need.

Whether you sense your needs as met or unmet,

impacts how you show up

at home,

within your organization,

and out in the community.

What are underlying needs?

Underlying needs reflect core human needs.

Core human needs tend to fall into six areas:
connection, freedom, harmony, joy, meaning or well-being.

When you sense a lack or loss of a core need,
you experience inner conflict, outer conflict, or both.

When you understand the importance of underlying needs within conflict,
you recognize the humanity within the perceived the issue.

What happens when noticing needs?

Noticing needs increases awareness.

When you take time to notice needs,
it allows you to check in with yourself.
This increases your own level of awareness.

Noticing needs helps you
gain more clarity
and show greater compassion
for yourself and
the people around you.

Why notice needs?

Noticing needs helps transform conflict.

During conflict folks may think the issue is one thing,
when really it goes much deeper.

The partner, teammate, or colleague
who asks you to put the phone down
may seek connection.

Folks may think the disagreement is all about money,
yet it often concerns respect (connection),
independence (freedom)
or security (well-being).

What are your needs?

Completing a needs assessment helps you check-in.

Consider your level of satisfaction in meeting your needs.

You may rate your level of satisfaction in each area on a scale of 1 to 5.

Remember, this is akin to fuel gauge letting you know the levels.

They are neither good nor bad.

They are your current starting point.

When you know the level,
you may decide whether and how to address it.

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	(1=dissatisfied and 5=fully satisfied)					
<u>Connection</u>						
Appreciation, Respect, Support, Understanding	1	2	3	4	5	
<u>Freedom</u>						
Autonomy, Dignity, Independence, Personal Space	1	2	3	4	5	
<u>Harmony</u>						
Balance, Ease, Hope, Peace	1	2	3	4	5	
<u>Joy</u>						
Fun, Laughter, Play, Relaxation	1	2	3	4	5	
<u>Meaning</u>						
Clarity, Growth, Integrity, Purpose	1	2	3	4	5	
<u>Well-Being</u>						
Physical, Emotional, Spiritual Health, Safety	1	2	3	4	5	

What meets YOUR needs?

YOU decide what bests meets YOUR needs.

Conflicts sometimes arise when people have different ideas about what it looks like to show appreciation, respect, support, or understanding. Folks may also view balance, freedom, joy, meaning, and well-being differently. When you take time to be more clear about your wishes, you may be in a better space to be more curious and compassionate about the wishes of those around you.

On the previous page you completed your needs assessment.

Now take a few moments to consider how you might meet your needs for connection, freedom, meaning, joy, peace, and well-being.

Let yourself be creative and write what you would absolutely love.

List your ideas here:

What step will you take to meet your needs?

Taking one step may increase your level of peace.

Sometimes folks consider meeting their own needs as selfish and meeting other folks needs as selfless. It may not be quite that simple. Being "selfish" in some moments to take care of your own needs may allow you to show up as your best self to "selflessly" care for the folks around you in their moment of need.


Now is your time to commit to you.

Committing to meeting needs plays an important role in creating peace. Committing to taking care of you allows you to show up with more clarity, compassion, and curiosity with the people around you.

Within the next seven days, I will take care of me by:

I will do this on _____ @ _____ a.m./p.m.

Meeting your needs benefits you and the people around you.



Be gentle with you.
Be gentle with all.
Be the peace.

To schedule sherry to speak with your business, group or organization, please email sherry@brucknermediation.com or telephone +1.320.808.3212.

Learn more at BrucknerMediation.Com

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