



Universal Human Needs Exercise

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Purpose. This WeMentor Universal Human Needs Exercise aims to expand ‘relational literacy’ and facilitate your ability to nurture resilient relationships. We always begin with self-focus.

Asserting self-leadership positions us to increase our influence with others because we operate from a place of integrity, a knowingness about ourselves. This comes from learning how to meet your needs consistently. Knowing how to meet our needs and enjoy the feelings accompanying those met needs, like being affectionate, engaged, confident, grateful, and refreshed, incentivizes us to meet those needs regularly. And we can readily identify feelings like fear, annoyance, sadness, confusion, anger, and anxiousness that surface when needs go unmet. Knowing this empowers us to regularly assert meeting our needs because we like and trust how we feel.

Self-knowledge releases the propensity to meet our needs unconsciously or through competitive behaviors. Our emotional safety increases, and we take risks to nurture healthy relationships. **Over time** and with **practice**, expressing healthy ways of meeting our needs strengthens our connections. I emphasize ‘over time and practice’ because naming your feelings and identifying which needs are being met and which aren’t takes conscious effort and awareness.

From self-awareness and a place of integrity, others’ needs can be noticed and met. Our proficiency as a parent and leaders can be expanded as we accurately encourage others to meet their needs. We become allies for one another and express ourselves with ease. We co-create a more profound connection by initiating heart/hard conversations.

A sign that change is upon us is when the equilibrium gets off-kilter. Our philosophy is to hang in there, no matter what, and stay curious about what we can learn about ourselves and each other. Not easy, but necessary for healthy relating, promoting resiliency, and living harmoniously with others. This exercise has helped Matthew (my husband), Olivia (our daughter), and I stay connected while figuring out our strong feelings, especially when our connection is challenged/disrupted. Hear our two podcast conversations about this. Go to wementor.com and type in the search area Olivia Foli.

“**Relational literacy** is the ability to understand and express healthy ways of relating: as social groups, as individuals, to animals and the environment, and even to ourselves. Our errors are our teachers; they guide us toward greater proficiency and awareness, says psychologist, international speaker, and bestselling author of six books Melanie Joy, Ph.D. In her book, *Getting Relationships Right: How to Build Resilience and Thrive in Life, Love, and Work*, Melanie writes, “what matters most in this process is how we relate to our mistakes. Even a slight increase in relational literacy can lead to significant improvement.” This exercise is a step in the right relational direction.

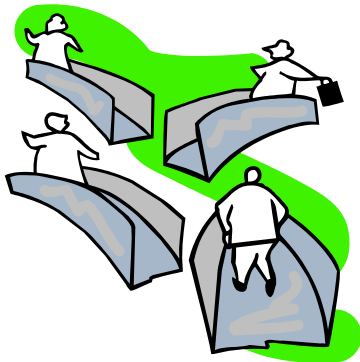
How to complete this exercise. Allow yourself about 20 minutes. Identify how you feel using the WeMentor Self-Awareness Mentoring Journal on the next page. Then, complete the following three parts of this exercise. Appreciate what you learn and use what you learn to take charge of who you next become!



Self-Awareness Mentoring Journal

DATE:

Directions: This journal is meant to support the development of a calm, clear, and stable mind enabling us to notice our thoughts, emotions, and impulses. Understanding our emotions' storyline, sensations, and feeling tone help us maintain an inner balance so we can focus at work and be fully present in relationships. You have permission to feel deeply to think, act, and lead more clearly and effectively—circle how you feel, as many feelings as you feel right now. Remember, thoughts and feelings are *not* who we are.



Emotions of Inner Peace - expand thoughts and increase experiences that engage and amplify these feelings.

Validated	Compassionate	Receptive
Aware	Mentally Fluid & Clear	Realistic
Empathic	Powerful	Grounded
Curious	Trust Higher Power	Optimistic
Connected	Observant	Happy
Respectful	Calm	Kind
Generous in Spirit	Thrilled	Enthusiastic
Joyful	Emotionally Clear & Current	Open Heart/Vulnerable

Emotions of Internal Challenges and Growth - are opportunities for us to shift our perspective and focus on what is needed to strengthen whom we are by evolving with what we learn.

Confused	Discontent	Anticipatory	Mentally Unclear	Challenged
Energy Surge	Overwhelmed	Courageous	Action Oriented	Determined
Uncomfortable	Invested	Insecure	Open, or Receptive	Distracted
Over Committed	Fearful	Pressure	Contemplative	Exhausted
Striving for Clarity	Uncertain	Emotionally Cleansing	Embracing Resistance	Vulnerable

Emotions Signaling Inner Hurt - focus on healing, forgiveness, and reconnection with self and others.

Angry	Resentful	Unforgiving	Humiliated	Guilt
Lonely	Disappointed	Controlling	Unresolved	Misunderstood
Sad, Tearful	Manipulated	Mistrusting	Hopeless	Disconnected
Disillusioned	Wounded	Physical Pain	Weighted Down	Inadequate

Emotions Signaling You to Stop - Find out what is happening within you (shame?), respond constructively.

Revengeful	Exhausted	Belligerent	Numb	Unhappy
Fixing Others	Low Energy	Discouraged	Rage	Irritable
Impatient	Impulsive	Powerless	Irresponsible	Out of Control
Malicious	Vindictive	Annoyed	Agitated	Stuck In A Rut
Overly Responsible	Irrational	Suicidal	Over Extended	Under-whelmed

What have you become aware of?

You are now grounded and ready to learn the universal human needs and feelings list.

List of Universal Human Needs and Feelings

Self-Leadership Focus: understand and take charge of meeting your needs while encouraging others to do the same. We are social beings, so many of our universal human needs are met by others.

Directions: Highlight or circle the needs being met regularly in Table 1.

CONNECTION	PHYSICAL WELL-BEING	AUTONOMY
Acceptance	Air	Choice
Affection	Food	Freedom
Appreciation/Admiration	Movement/Exercise	Independence
Belonging	Rest/Sleep	Space
Cooperation	Sexual Fulfillment/Expression	Spontaneity
Open Communication	Safety	
Closeness	Shelter	MEANING
Community	Touch	Awareness
Companionship	Water	Celebration of Life
Compassion		Challenge
Consideration	HONESTY	Clarity
Consistency	Authenticity	Competence
Empathy	Integrity	Consciousness
Inclusion	Presence	Contribution
Intimacy/Closeness		Creativity
Love	PLAY	Discovery
Mutuality	Joy	Efficacy
Nurturing	Humor	Effectiveness
Respect/Self-Respect		Growth
Safety/Security	PEACE	Hope
	Beauty	Learning
Stability	Communion	Mourning
Support	Ease	Participation
To Know and Be Known	Equality	Purpose
To See and Be Seen	Harmony	Self-Expression
To Understand and Be Understood	Inspiration	Stimulation
Trust	Order	To Matter/Valued/Cherished
Warmth		Understanding

Table 1. The list of Universal Human Needs comes from three sources. The Center for Nonviolent Communication. Jeanne Liedtka and Tim Ogilvie's research in *The Designing for Growth Field Book* (pp. 104-105, 2014). And Dr. Melanie Joy's book *Getting Relationships Right: How to Build Resilience and Thrive in Life, Love, and Work* (pp.200-201, 2020).

Brené Brown discovered through her research in *Rising Strong* (2015) that people with a strong sense of love and belonging deeply understand worthiness. Use this exercise to inspire love and belonging and to cultivate a deep sense of worthiness.

List of Universal Human Feelings: when your needs are met

Directions: Refer to the list on the previous page as you identify how you feel when you do and don't meet your seven universal human needs. Use Table 2 below to **highlight** or circle how you feel when your needs get met. Then, answer the questions underneath Table 2.

AFFECTIONATE	CONFIDENT	INSPIRED	PEACEFUL
Compassionate	Empowered	Amazed	Calm
Friendly	Open	Awed	Clear Headed
Loving	Proud	Wonder	Comfortable
Open Hearted	Safe		Centered
Sympathetic	Secure	JOYFUL	Content
Tender		Amused	Equanimous
Warm	EXCITED	Delighted	Fulfilled
	Amazed	Glad	Mellow
ENGAGED	Animated	Happy	Quiet
Absorbed	Ardent	Jubilant	Relaxed
Alert	Aroused	Pleased	Relieved
Curious	Astonished	Tickled	Satisfied
Engrossed	Dazzled		Serene
Enchanted	Eager	EXHILARATED	Still
Enraptured	Energetic	Blissful	Tranquil
Fascinated	Enthusiastic	Ecstatic	Trusting
Interested	Giddy	Elated	
Intrigued	Invigorated	Enthralled	REFRESHED
Involved	Lively	Exuberant	Enlivened
Spellbound	Passionate	Radiant	Rejuvenated
Stimulated	Surprised	Rapturous	Renewed
	Vibrant	Thrilled	Rested
HOPEFUL			Restored
Expectant	GRATEFUL		Revived
Encouraged	Appreciative		
Optimistic	Moved		
	Thankful		
	Touched		

Table 2. The list of Universal Human Feelings comes from three sources. The Center for Nonviolent Communication. Jeanne Liedtka and Tim Ogilvie's research in *The Designing for Growth Field Book* (pp. 104-105, 2014). And Dr. Melanie Joy's book *Getting Relationships Right: How to Build Resilience and Thrive in Life, Love, and Work* (pp.200-201, 2020).

What are you discovering about your self-connection?

How does your self-connection influence how you connect with others? Does it disrupt your connections or strengthen them?

List of Universal Human Feelings: when your needs go unmet

Directions: Think about how you feel when your needs go unmet regularly. **Highlight** or circle those in Table 3 those feelings. Underneath Table 3, answer both questions.

AFRAID	AVERSION	DISQUIET	PAIN	TENSE
Apprehensive	Animosity	Agitated	Agony	Anxious
Dread	Appalled	Alarmed	Anguished	Cranky
Foreboding	Contempt	Discombobulated	Bereaved	Distressed
Frightened	Disgusted	Disconnected	Devastated	Edgy
Mistrustful	Dislike	Disturbed	Grief	Fidgety
Panicked	Hate	Perturbed	Heartbroken	Frazzled
Petrified	Horried	Rattled	Hurt	Irritable
Scared	Hostile	Restless	Lonely	Jittery
Suspicious	Repulsed	Shocked	Miserable	Nervous
Terrified		Startled	Regretful	Overwhelmed
Wary	CONFUSED	Surprised	Remorseful	Restless
Worried	Ambivalent	Troubled		Stressed Out
	Baffled	Turbulent	SAD	
ANNOYED	Bewildered	Turmoil	Depressed	VULNERABLE
Aggravated	Dazed	Uncomfortable	Dejected	*Emotionally Exposed
Dismayed	Hesitant	Uneasy	Despair	Fragile
Disgruntled	Lost	Unnerved	Despondent	Guarded
Displeased	Mystified	Unsettled	Disappointed	Helpless
Exasperated	Perplexed	Upset	Discouraged	Insecure
Frustrated	Puzzled		Disheartened	Leery
Impatient	Torn	EMBARRASSED	Forlorn	Reserved
Irritated		Ashamed	Gloomy	*Risk Taking
Irked	DISCONNECTED	Chagrined	Heavy Hearted	Sensitive
	Alienated	Flustered	Hopeless	Shaky
ANGRY	Aloof	Guilty	Melancholy	*Uncertainty
Enraged	Apathetic	Mortified	Unhappy	
Furious	Bored	Self-Conscious	Wretched	YEARNING
Incensed	Cold			Envious
Indignant	Detached	FATIGUE		Jealous
Irate	Distant	Beat		Longing
Livid	Distracted	Burnt Out		Nostalgic
Outraged	Indifferent	Depleted		Pining
Resentful	Numb	Exhausted		Wistful
	Removed	Lethargic		
	Uninterested	Listless		
	Withdrawn	Sleepy		
		Tired		
		Weary		
		Worn Out		

Table 3. The list of Universal Human Feelings comes from four sources. The Center for Nonviolent Communication. Jeanne Liedtka and Tim Ogilvie’s research in *The Designing for Growth Field Book* (pp. 104-105, 2014). Dr. Melanie Joy’s book, *Getting Relationships Right: How to Build Resilience and Thrive in Life, Love, and Work* (pp.200-201, 2020). And, *from Dr. Brené Brown’s Story Rumble Glossary (2015).

1. What have you noticed about your overall feelings when your needs go unmet?
2. How can you integrate this knowledge into creating a home and work culture of love and belonging? Cultures where the admission fee is to cultivate a deep sense of worthiness and healthy relating.