

# NEEDS-BASED FUNDAMENTALS in Coaching & Leadership

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## Needs List

*Note: This list is neither exhaustive nor definitive. No list is any substitute for each one of us finding our truth using our own words that fit our experience.*

*This list builds on Marshall Rosenberg's original needs list with categories adapted from Sarah Peyton.*

AUTONOMY	choice, freedom, independence, power, agency, self-responsibility, ease, space, flexibility
INTEGRITY	authenticity, individuality, wholeness, healing, purpose, meaning, sense of self, self-connection, self-knowledge, self-understanding, self-realization, mattering to myself, self-trust, self-respect, self-worth, dignity, consciousness, awareness, self-awareness, integration
APPRECIATION	acknowledgment, acceptance, self-acceptance, consideration, validation/being received
SELF-EXPRESSION	creativity, growth, challenge, exploration, purpose, passion, work, spontaneity, variety, to matter, to be seen, to be seen as whole, to be heard, to be known, to be understood, to be trusted
INTERDEPENDENCE	contribution, community, consideration, cooperation, friendship, harmony, peace, mutuality, balance, preservation of life, respect, mutual recognition, understanding others, seeing others as whole, support, help, trust, honesty, connection, belonging, inclusion, equality, communication, sharing, companionship, participation, partnership, relationship, shared values, shared history, shared reality, shared responsibility, taking responsibility, togetherness, interconnectedness
NURTURING / NOURISHMENT	attention, affection, resonance, self-resonance, care, self-care, comfort, empathy, compassion, kindness, tenderness, intimacy, closeness, friendship, love, to be loved, to be welcome, warmth, the well-being of those we love
SURVIVAL (streams of nourishment)	abundance, air, water, food, shelter, touch, movement, health, well-being, rest, sleep, safety, sexuality, sustainability, death, mourning
CELEBRATION	aliveness, fun, play, humor, joy, passion, flow, pleasure, delight, rejuvenation
SECURITY	consistency, reliability, stability, order, structure, predictability, protection, trust, dignity, dependability, peace (external), peace of mind, safety (emotional)
MENTAL	understanding, clarity, discovery, information, learning, stimulation, competence, sense, quality, efficacy, effectiveness, efficiency, progress/movement
SPIRITUAL	beauty, connection with life, flow, faith, hope, harmony, inspiration, tranquility, serenity, presence, peace (internal), oneness