



## Podcast 5

### How to understand the needs of people in the room?

Each of us is unique and shaped by our individual life events and corresponding emotions. Many of our deepest needs are developed in childhood, when our minds are taking in all the information they can. This information, whether positive or negative, creates our beliefs and values – and those create our entire world. It's extremely important to remember about it when working with vulnerable groups.

Each of us prioritises our needs differently, and our decisions are based on which needs we put first. This is true for everyone and in every moment of life we're striving to satisfy one or more needs. By understanding the needs of people you're working with you'll be able to build a healthy communication and supportive environment.

There are 4 basic human needs and two spiritual ones. Let's jump into them. Our invitation is to listen and first - to recognise and acknowledge your personal needs before you do it with other people.

#### CERTAINTY

If certainty is one of your core needs, you need to feel secure and safe about the future. When you receive positive recognition, it may be accompanied by a need for certainty that the recognition is authentic and will continue. In order to live a life filled with certainty, your life has to stay the same – a nearly impossible expectation to fulfil. So, you artificially control your environment by changing your expectations or by avoiding new situations or people.

**How to tell if certainty is one of your core needs:** You are trustworthy and always do what you say you'll do. You enjoy planning, thrive on a schedule and are very organised. You're hesitant to take risks and have new experiences.

**How to fulfil a need for certainty:** Find activities that you enjoy, but those should also push you slightly out of your comfort zone. Incorporate healthy and empowering routines into your life.

#### UNCERTAINTY/VARIETY

Though it's important to understand the beauty of uncertainty, those who experience this as one of their top basic human needs can take it to an extreme. They engage in frequent job or relationship changes for the sake of variety, or take unnecessary risks to achieve the adrenaline jolt they crave. However, if uncertainty is one of your top 6 human needs, you will be unafraid of taking risks and will not avoid new situations or people.

**How to tell if variety is one of your core needs:** You're generally outgoing and like meeting new people. You're always willing to do something new and have many interests. You can be unfocused and lack planning skills, and perhaps push people away in relationships.





**How to fulfil a need for variety:** Feed your mind regularly with a variety of new information. Switch up your exercise routine, eat new foods and take classes with new people. Learn how to ignite passion in your life and relationships.

## SIGNIFICANCE

If significance is among the top two of your 6 human needs, then part of meeting that need includes receiving recognition. This translates into a desire to be seen, heard and listened to – in short, you want to be noticed. You measure significance by what you believe makes you unique compared to everyone else around you. Recognition provides you with a sense of validation that makes you feel seen, special and/or needed.

**How to tell if significance is one of your core needs:** You're highly driven to be successful and love setting and reaching goals. You're committed to a cause – or several causes. Others tell you that you stand out. You can be overly competitive, perfectionistic or dramatic.

**How to fulfil a need for significance:** Channel your competitive nature into healthy activities by learning a new sport or skill or by volunteering. Work on your people skills to become a more well-rounded leader. Commit to total mastery of your profession or career.

## CONNECTION/LOVE

If connection/love is your top basic human need, you are constantly seeking out a close relationship with someone or something. You truly understand that love wakes you up to the gift of life. People need love, and this can lead to some incredibly fulfilling relationships – but it can also cause you to sacrifice self-care in order to take care of others or maintain a partnership.

**How to tell if connection is one of your core needs:** Loyalty and generosity with those you love are your top values. You give freely and others find you trustworthy. You have strong social ties, but you can sometimes lose your sense of self and find it hard to say “no.”

**How to fulfil a need for connection:** Be willing to be vulnerable and create deeper, more meaningful friendships. Communicate your needs to your partner to improve intimacy. Achieve greater spirituality through prayer, meditation or connecting with nature.

