

Four Components (OFNR) of Non-Violent Communication Based on the work of Marshall Rosenberg

<p>1. Observations</p> <ul style="list-style-type: none"> -witnessing -describing what is 	<p>instead of</p>	<p>Evaluation, Judgment, Analysis</p> <ul style="list-style-type: none"> -moral judgment -value judgment
<p>2. Feelings</p> <ul style="list-style-type: none"> -I am or I feel... 	<p>instead of</p>	<p>Thinking, Images</p> <ul style="list-style-type: none"> -I feel like or I feel that
<p>3. Needs</p> <ul style="list-style-type: none"> -I feel _____ because I 	<p>instead of</p>	<p>Blaming, Projection</p> <ul style="list-style-type: none"> -I feel _____ because/when <u>you</u>
<p>4. Requests</p> <ul style="list-style-type: none"> -present time -doable, concrete, specific -Positive (what I <u>do</u> want, not what I don't want) 	<p>instead of</p>	<p>Demands</p> <ul style="list-style-type: none"> -fear, shame, guilt -reward

When I see/hear _____ (observation), I feel _____ because I'm needing _____ . Would you be willing to _____ (request)?

Universal Human Needs/Values: (partial list)

Connection: presence, understanding, cooperation, kindness, belonging, trust, reassurance, intimacy

Autonomy: choice, freedom, independence, space, spontaneity, confidence, creativity

Justice/Fairness/Equality: mattering, respect, dignity, consideration, trust, shared values, understanding

Meaning/Contribution/Purpose: service, creativity, effectiveness, growth/learning, hope, contribution

Honesty: authenticity, congruence, integrity, genuineness, realness, to be seen, to be heard, to matter

Peace/Play/Beauty: harmony, ease, order, inspiration, communion, celebration, clarity, compassion

Sustenance/Protection: safety, security, support, survival, stability, well-being, ease, rest, nurturance

Feelings/Emotions: (partial list)

Peaceful: calm, secure, centered, relaxed **Frustrated:** impatient, irritable, annoyed, anxious, furious

Affectionate: tender, appreciative, loving **Sad:** lonely, hurt, discouraged, disappointed, helpless, hopeless

Happy: excited, joyful, pleased, encouraged **Scared:** nervous, desperate, afraid, cautious, insecure

Playful: adventurous, goofy, silly, alive **Overwhelmed:** exhausted, tired, cranky, stressed

Interested: inspired, surprised, amazed **Confused:** embarrassed, puzzled, bewildered, skeptical