

## Common Universal Needs/Values

(Adapted from R. Gill, L. Leu, and J. Morin (2009). NVC Toolkit for Facilitators.)

acceptance	equality	presence
adaptability	fairness	progress
appreciation	follow-through	purpose
authenticity	freedom	reflection
autonomy	fun	relaxation
awareness	growth	reliability
balance	harmony	relief
beauty	healing	respect
belonging	health	rest
caring	honesty	safety
celebration	hope	security
challenge	humor	self-expression
choice	inclusion	self-reliance
clarity	independence	space
collaboration	inspiration	stimulation
communication	integration	spontaneity
community	integrity	stability
companionship	intimacy	support
compassion	joy	trust
competence	learning	understanding
consciousness	love	warmth
connection	matterng	wellbeing
consideration	meaning	
contribution	mourning	
cooperation	movement	
creating	mutuality	
creativity	nurturance	
dependability	openness	
dignity	order	
ease	participation	
effectiveness	partnership	
efficiency	peace	
empathy	play	

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[kathy@drkathyobear.com](mailto:kathy@drkathyobear.com)), Navigating Triggering Events: Critical Competencies for  
Facilitating Difficult Dialogues on Race and Racism

