

List of universal human needs (not an extensive list).

SUSTENANCE

Movement
Shelter
Health
Water
Food Air

PROTECTION

Safety
Security
Stability
Support
Order

REST

Peace of Mind
Integration
Harmony
Space
Ease

UNDERSTANDING

To be Heard
Acceptance
To be Seen
Empathy
Presence
Clarity

INTERDEPENDENCE

Community
Belonging
To Matter
Mutuality
Inclusion
Diversity
Trust

COMPASSION

Consideration
Nurturance
Warmth
Respect
Touch
Love

PLAY

Inspiration
Creativity
Learning
Humor

AUTONOMY

Authenticity
Initiative
Freedom
Integrity
Choice

MEANING

Spiritual Expression
Contribution
Appreciation
Celebration
Mourning
Beauty

Needs for the workplace (some may lean more towards strategies)

RESOURCES

Education,
training
Equipment
Information
Supplies
Time

COMMUNICATION

Data, research
Clear roles
Clear decision-
making
Collaboration

ACCOUNTABILITY

Feedback
Humility
Integrity
Morality, Ethics
Quality
Accept learnings

EMPOWERMENT

Freedom
Reassurance
Validation
Accept
limitations
Acknowledge loss
Honor ending

Source: this list is an adaptation based on the needs' list of Cadden, C., Wiens Chu, J., (2022) *The Ongo Book 2.0: Everyday Nonviolence*. Baba Tree International, Kindle Edition and www.baynvc.org (visited on 2024).

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