

List of Universal Needs

(without reference to specific people, time, actions, locations, or things)

<u>Subsistence</u>	Pleasure	<i>Community</i>	<i>Understanding</i>
<i>Physical sustenance</i>	Rejuvenation	Belonging	Awareness
Air, Food, Water		Celebration	Clarity
Shelter	<u>Connection</u>	Cooperation	Discovery
Health, Medicine	<i>Affection</i>	Equality	Learning
Physical Safety	Appreciation		Making sense of life
Rest / Sleep	Attention	Inclusion	
Movement	Closeness	Mutuality	
	Companionship	Participation	<i>Meaning</i>
<i>Security</i>	Harmony	Self-expression	Aliveness
Consistency	Intimacy	Sharing	Challenge
Stability	Love		Contribution
Order/Structure	Sexual Expression	<u>Meaning</u>	Creativity
Safety (emotional)	Support	<i>Sense of Self</i>	Effectiveness
Trust	Tenderness	Authenticity	Exploration
	Warmth	Competence	Integration
<u>Freedom</u>	Touch	Confidence	Purpose
<i>Autonomy</i>		Creativity	
Choice	<i>To Matter</i>	Dignity	<i>Transcendence</i>
Ease	Acceptance	Growth	Beauty
Independence	Care	Healing	Communion
Power	Compassion	Honesty	Faith
Space	Consideration	Integrity	Hope
Spontaneity	Empathy	Mastery	Inspiration
	Kindness	Marking transitions	Mourning
<i>Leisure / Relaxation</i>	Mutual Recognition	Self-acceptance	Peace (inner)
Adventure	Respect	Self-care	Presence
Fun	To be seen	Self-connection	
Humor	To be heard	Self-knowledge	
Joy	To be understood	Self-realization	
Laughter	To be trusted	Self-worth	
Play			

Additional Needs for the Workplace *(Some may lean more towards strategies)*

<i>Resources</i>	<i>Communication</i>	<i>Accountability</i>	<i>Empowerment</i>
Education, Training	Data, Research	Feedback	Freedom
Equipment, Tools	Clear Roles	Humility	Reassurance
Information	Clear Decision-	Integrity	Validation
Supplies	making	Morality, Ethics	Accept limitations
Time	Collaboration	Quality	Acknowledge loss
		Accept learnings	Honor ending