# List of Universal Needs (without reference to specific people, time, actions, locations, or things)

#### **Subsistence**

*Physical sustenance* Air, Food, Water Shelter Health, Medicine Physical Safety Rest / Sleep Movement

## Security

Consistency Stability Order/Structure Safety (emotional) Trust

## Freedom

Autonomy Choice Ease Independence Power Space Spontaneity

## Leisure / Relaxation

Adventure Fun Humor Joy Laughter Play Pleasure Rejuvenation

# **Connection**

Affection Appreciation Attention Closeness Companionship Harmony Intimacy Love Sexual Expression Support Tenderness Warmth Touch

## To Matter

Acceptance Care Compassion Consideration Empathy Kindness Mutual Recognition Respect To be seen To be heard To be understood To be trusted *Community* Belonging Celebration Cooperation Equality

Inclusion Mutuality Participation Self-expression Sharing

# Meaning

Sense of Self Authenticity Competence Confidence Creativity Dignity Growth Healing Honesty Integrity Mastery Marking transitions Self-acceptance Self-care Self-connection Self-knowledge Self-realization Self-worth

# Understanding

Awareness Clarity Discovery Learning Making sense of life

## Meaning

Aliveness Challenge Contribution Creativity Effectiveness Exploration Integration Purpose

## Transcendence

Beauty Communion Faith Hope Inspiration Mourning Peace (inner) Presence

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

#### Resources

Education, Training Equipment, Tools Information Supplies Time *Communication* Data, Research Clear Roles Clear Decisionmaking Collaboration

#### Accountability

Feedback Humility Integrity Morality, Ethics Quality Accept learnings

#### Empowerment

Freedom Reassurance Validation Accept limitations Acknowledge loss Honor ending