

FEELINGS

When needs **are not** being met:

FEARFUL afraid apprehensive dread foreboding frightened mistrustful panicked paralyzed petrified scared suspicious terrified wary worried	indignant irate livid outraged resentful	DISCONNECTED alienated apathetic bored cold detached distant distracted indifferent numb uninterested withdrawn	puzzled startled surprised troubled turbulent turmoil uncomfortable uneasy unnerved unsettled upset	tired weary worn out	forlorn gloomy heavy hearted hopeless melancholic unhappy wretched
TENSE anxious cranky distressed distraught edgy fidgety frazzled irritable jittery nervous overwhelmed restless stressed out	AVERSION animus appalled contemptuous disgusted dislike hate horrified hostile repulsed	DISCOMFORT agitated alarmed disconcerted discombobulated dazed perturbed rattled restless shocked	EMBARRASSED ashamed flustered guilty mortified self-conscious	PAIN agony anguished bereaved devastated grief heartbroken hurt lonely miserable regretful remorseful	VULNERABLE fragile guarded helpless insecure leery reserved sensitive shaky tender
ANGRY enraged furious incensed	CONFUSED ambivalent baffled bewildered dazed hesitant lost mystified perplexed	FATIGUE beat burnt out depleted exhausted lethargic listless sleepy		SAD depressed dejected despairing despondent disappointed discouraged disheartened dismayed	YEARNING envious jealous longing nostalgic pining wistful

Faux-Feelings: Evaluations Confused with Feelings

These are words which mix pure emotion with interpretation or judgement, implying blame or victimization, and placing responsibility outside of ourselves. In this sense, they foster disempowerment.

Examples: **Abandoned, attacked, belittled, betrayed, blamed, bullied, cheated, coerced, cornered, criticized, discounted, disliked, distrusted, dumped on, harassed, hassled, ignored, insulted, interrupted, intimidated, invalidated, invisible, isolated, left out, let down, manipulated, mistrusted, misunderstood, neglected, overpowered, overworked, patronized, pressured, provoked, put down, rejected, ripped off, smothered, suffocated, taken for granted, trampled, tricked, unappreciated, unheard, unloved, unseen, used, victimized, violated, wronged; etc.**

Betrayed → Hurt, Angry, Disappointed
Intimidated → Afraid, Anxious
Manipulated → Angry, Scared, Powerless, Frustrated
Used → Sad, Angry, Resentful

NEEDS

WELL-BEING abundance air aliveness food health help/support exercise nutrition nourishment rest/sleep rejuvenation relaxation sexual expression safety shelter sustainability touch thriving water wellness wholeness vitality/energy	listening presence recognition to know and be known to see and be seen to understand and be understood	support valuing/prizing warmth	HONESTY authenticity integrity openness presence transparency	harmony inspiration simplicity tranquility
SAFETY/SECURITY comfort confidence dependability familiarity order structure predictability protection sensitivity stability trust/faith	CONNECTION affection appreciation belonging cooperation communication closeness community companionship consistency fellowship generosity gratitude importance inclusion intimacy interdependence love mutuality nurturing partnership reciprocity relationship respect self-respect sexual connection	PLAY adventure discovery fun initiative innovation inspiration joy humor light-heartedness movement mystery passion recreation spontaneity wonder	AUTONOMY choice congruence freedom independence space spontaneity	MEANING celebration challenge competence consciousness creativity discovery efficacy effectiveness growth hope learning mourning participation purpose self-actualization self-esteem self-expression stimulation to matter

Common Work Place Needs

Appreciation	Autonomy	Honesty
Being Heard	Clarity	Trust
Consideration	Contribution	Safety
Cooperation	Effectiveness	Respect
Equality	Harmony	Recognition
Participation	Inclusion	Purpose
Alignment	Understanding	Cohesion

NVC REFERENCE GUIDE

OFNR:

TWO MODALITIES FOR ENGAGING IN COMPASSIONATE COMMUNICATION WITH ANOTHER PERSON

Speaking

Honestly expressing myself without blame or judgement

1. Observation

When I see/Hear...

2. Feeling

I feel...

3. Need

Because I need...

4. Request

Would you be willing to...?

Listening

Empathically receiving someone else without hearing blame or judgement

1. Observation

When you see/hear...

2. Feeling

Are you feeling...?

3. Need

Because you need...

4. Request

Would you like...?

FEELINGS

When needs are being met:

AFFECTIONATE

Compassionate
friendly
loving
open hearted
sympathetic
tender
warm

ENGAGED

absorbed
alert
curious
engrossed
entranced
fascinated
interested
intrigued
involved
spellbound
stimulated

HOPEFUL

expectant
encouraged
optimistic

CONFIDENT

empowered
open
proud
safe
secure
strong

GRATEFUL

appreciative
moved
thankful
touched

INSPIRED

amazed
awed
wonder

EXCITED

amazed
animated
ardent
aroused
astonished
dazzled
eager

energetic
enthusiastic
giddy
invigorated
lively
passionate
surprised
vibrant

JOYFUL

amused
delighted
glad
happy
jubilant
pleased
tickled

EXHILARATED

blissful
ecstatic
elated
enthralled
exuberant
radiant
rapturous
thrilled

PEACEFUL

calm
clear headed
comfortable
centered
content
equanimous
fulfilled
mellow
quiet
relaxed
relieved
satisfied
serene
still
tranquil
trusting

REFRESHED

alive
enlivened
rejuvenated
renewed
rested
restored
revived

Key Differentiations

Observations vs. Evaluations

Feelings vs. Thoughts

Needs vs. Strategies

Requests vs. Demands