

Core Needs

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Survival. A sense that my most basic needs for food, clothing, shelter will be met.

Safety. A sense of security, of relaxed ease, and freedom from physical harm. Includes the need for support, guidance and protection as children.

Autonomy. A sense of agency, of efficacy, of capacity, of power, of freedom, of empowerment, of finding and using one's voice.

Connectedness. A sense of intimacy, relatedness, of belonging; a need for affiliation; a need to be seen and known for who we are by another; a need for intimate/romantic/sexual relationship as well as friendship.

Self-esteem. A sense of self-worth, self-value, respect, dignity, accomplishment, both from oneself and from others. Includes a recognition, acknowledgment and validation of our worth (or status) as well as appreciation for our unique selfhood and talents. Includes the need to *be someone*, and to maintain a positive self-image, including a need to be seen by others as competent, as valuable, as lovable, as good.

Meaning. A sense that what we do in the world is worthwhile, fulfilling, and matters. A sense of contentment and fulfillment. A sense that what we are doing is making a difference. A sense that we have achieved our highest potential. A sense of living from and as our highest self.

Fairness. A sense that one has the same opportunities as others, that one isn't fettered with unmerited restraints on advancement, a sense that one is being treated equally with others.

Social/Societal Fulfillment. A need to live in and help create a society and world that is informed by our highest ideals, such as love, compassion, justice, inclusiveness.

Some Pseudo-Needs or Distorted Needs

Vindication. A need to be proven right. A distortion of the need for justice and fairness and/or the need to for self-esteem.

Vengeance. A need to hurt those who have hurt us. Often includes a need to humiliate another. A distortion of the need for connectedness and/or the need to be valued. Always masking hurt.

Control. Get from slide.

Beginning of a Powerpoint

IACP Forum 2019

The Heart of Conflict: Giving Voice to Non-Material Interests and Core Needs

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Relationship and Definitions of Positions, Interests and Core Needs

Position (a strategy for fulfilling an interest)
 ⇕
Interest (an expression of something important)
 ⇕
Core need(s) (a rock-bottom need)

- Example:
 I want to keep the house.
 ⇕
 I want to minimize disruption of the children's lives.
 ⇕
 I have a need for family and connectedness and to nurture and protect my children.

Non-Material Interests

- "I need to be able to make my own decisions."
- "I need to live my life!"
- "I need to know I'm not going to be a bag lady."
- "I don't want to go too long without seeing my children."
- Underneath both material and nonmaterial interests are what might be called "core needs."

Core Needs

- **Survival.** A sense that my most basic needs for food, clothing, shelter will be met.
- **Safety.** A sense of security, of relaxed ease, and freedom from physical and emotional harm.
- **Nurturance.** The need for touch; to feel cared for, protected, supported, guided. Mature interdependence.
- **Autonomy.** A sense of agency, of efficacy, of capacity, of power, of freedom, of empowerment, of finding and using one's voice, of choosing one's dreams and goals and the means of fulfilling them.

Core Needs

- **Connectedness.** A need for intimacy, closeness, relatedness, of belonging; a need for affiliation; a need to be seen and known and loved for who we are by another. Includes the need to protect and nurture those we love.
- **Self-esteem.** A sense of self-worth, self-value, respect, dignity, accomplishment, both from oneself and from others.
- **Meaning.** A sense that what we do in the world is worthwhile, fulfilling, and matters. A sense of contentment, fulfillment and authenticity. A sense of integrity, of living from and as our highest or authentic self. Includes people's creative and spiritual yearnings.

Core Needs

- **Fairness & Justice.** A sense that one has the same opportunities as others, that one isn't fettered with unmerited restraints on advancement, a sense that one is being treated equally with others.
- **Social/Societal Fulfillment.** Our need for family and community. Includes the need to live in and help create a society and world that is informed by our highest ideals, such as love, compassion, justice, and inclusiveness.
- **Play & Celebration.** Includes our need for fun and laughter, as well as our need to celebrate life's beauty and magnificence, including its losses.

Core Needs

- To ensure that you've got below the expression of interests to a true core need, ask: "If you got that, then where would you be?" Or, "If you got that, what would that give you?"
- Another way is to ask, "If you got that, what would that feel like?" Or, "If you got that, then who would you be?"
- Try this: imagine having one of the core needs completely met. Bask in it, feel into it. How does that make you feel?
- You know you've hit rock-bottom and reached a true core need when, imagining having attained it, you feel fully and truly yourself: full, strong, whole, capable, your true and authentic self. Unmet core needs results in a feeling of emptiness, anxiety, loneliness, sadness, anger, etc.

Some Pseudo-Needs or Distorted Needs

- **Vindication.** A need to be proven right. A distortion of the need for justice and fairness and/or the need to for self-esteem.
- **Vengeance.** A need to hurt those who have hurt us. Often includes a need to humiliate another. A distortion of the need for connectedness and/or the need to be valued. Always masking hurt.
- **Control.** A need to regulate one's inner state by controlling one's environment, including the behavior and feelings of others. A distortion of the need for safety.

Exercise: Nonmaterial Interests and Core Needs

- In small groups of 5 or 6, create a list of nonmaterial interests and core needs based on your own personal and professional experience, and explore how these have played a role in your cases. 20 minutes.
- Assign spokesperson.
- Return back to large group. Spokespersons share what their group found. 10 minutes.

Emotional Outcroppings



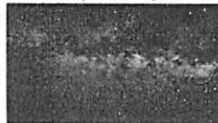
- Emotional outcroppings are indicia of unsurfaced emotional issues, including core needs.
 - E.g., body language
 - Change in tone or volume of voice
 - Change in facial expression
 - Looking away (or other "edge behavior")
 - Tightening up
 - Shutting down
 - Tearing up
 - The dog that didn't bark
- We need to continually scan for emotional outcroppings, and follow up when and as appropriate.

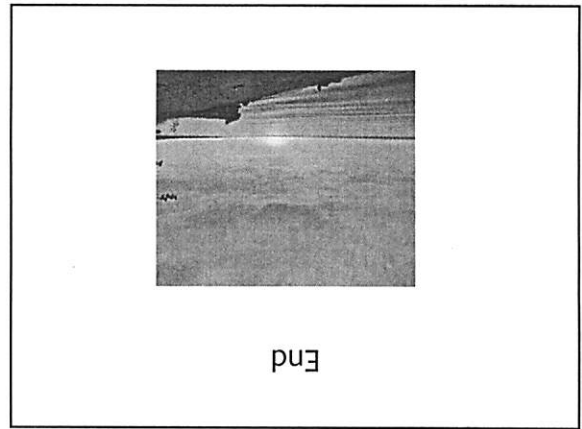
Working With Emotional Outcroppings

- Where there's smoke, there's fire. Find the fire, don't be distracted by the smoke.
 - The "emotional truth of the case" is the fire.
- Ask: what is *really* driving this aspect of the conflict?
- Inquire about the meaning of parties' words, actions and positions.
 - Example : Probate case

Developing Negative Capacity

- Moving into unfamiliar areas and dealing with new skills confronts us with many challenges. E.g.,
 - Fear of not-knowing.
 - Fear of making mistakes.
 - Fear of being vulnerable.
 - Fear of our own negative self-judgments and those of others.
- What is needed for us to feel safe and confident enough to move out of our habitual comfort zone?
- *Negative Capacity*: the capability to tolerate internal discomfort without suppressing or acting out.
 - There are many ways to develop negative capacity.
 - Mindfulness training is probably the most effective.





End

Q & A

- Including fishbowl participants' difficult cases.