

Motivational Needs

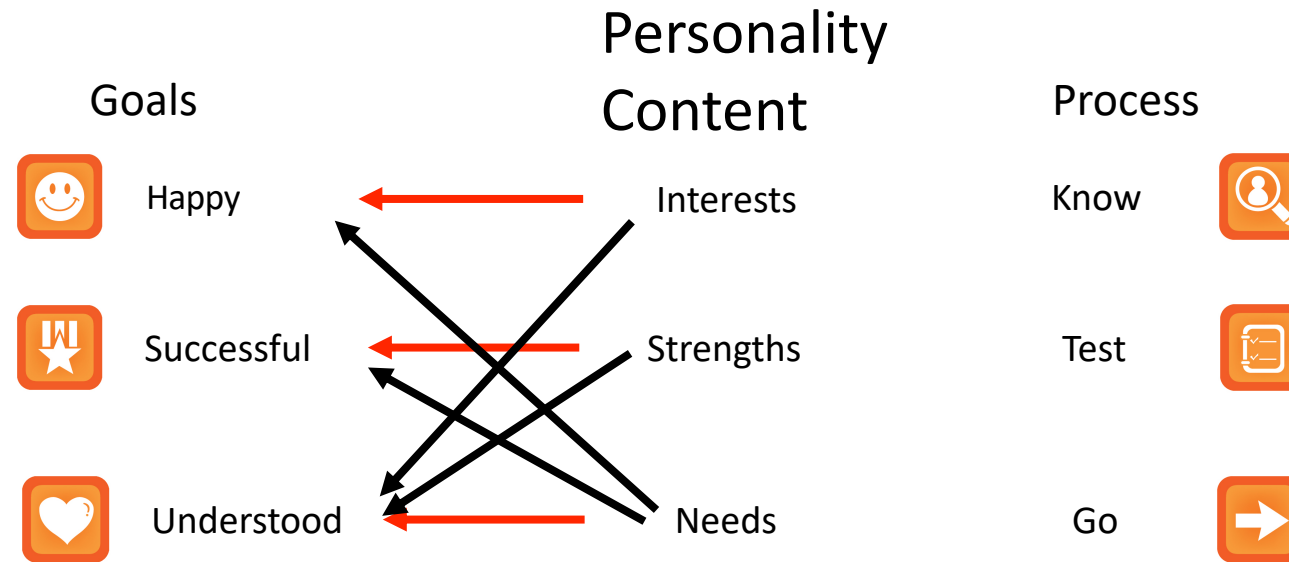
What you expect from others

The kind of environment in which you will thrive and which will minimize stress for you

Often differ from strengths

Often hidden from you and others until a stressful situation occurs

Overview



How to understand your needs



ANALYZE A STRESSFUL
SITUATION



LOOK AT YOUR STRESS
BEHAVIOR



ASK WHY? 5 TIMES TO
UNCOVER YOUR NEEDS

The Golden Rule is wrong

People do not want to be treated the way you want to be treated. They want to be treated the way they want to be treated.

The way they want to be treated often differs from the way they behave.

So who is responsible for being treated appropriately?

Response-Ability Sentence Stems

- If I were to take 5% more responsibility for enjoying my job:
 - I would _____ (how I would get my own needs met)
- If I were to take 5% more responsibility for achieving my career goals:
 - I would _____ (how I would get my needs met)
- If I were to take 5% more responsibility for living my best life:
 - I would _____ (how I would get my needs met)