

NEEDS-BASED FUNDAMENTALS

in Coaching & Leadership

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Conscious and unconscious **STRATEGIES**

. to meet the NEEDS

BEHAVIORS

Trigger

BODY SENSATIONS
FEELINGS

- Pleasurable feelings indicate that certain needs are met.
- Difficult feelings indicate that certain needs are not met.

CAPABILITIES
THOUGHTS
BELIEFS
VALUES
IDENTITY
PURPOSE

For example:
I feel upset and
disappointed
because
my needs of
appreciation,
support,
and growth
are not met
(not because
the manager

doesn't want to

promote me).

universal human NEEDS

Recognizing needs

- When we recognize our needs, we can choose to take care of them in new creative ways.
- When we recognize and consider the needs of other people, we connect with them in a meaningful way.

Basic principles

- 1) Needs are universal and common for all human beings.
- 2) Everyone's Needs are equally important.
- 3) There is always a positive intent behind every Strategy an attempt to meet certain Needs.
- **4**) People differ on the level of Strategies and unite on the level of Needs.

Primary Self-Understanding

Grounded Presence

Connection across Differences