

AGM Presentation March 1, 2008

“Peacemaking Through Compassionate Communication—in your world, your church and in your home”

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Tacoma, WA

## I. Intro to Peacemaking

We all desire dynamic, fruitful and enlivening peace in our lives and in our world. And we all desire to contribute to making peace a reality. CC (aka NVC) enables me to live peace.

Intro Nonviolent Communication

What is peace and how can we create it moment by moment?

NVC based on several Key Understandings:

KU #1: Our basic nature is compassionate.

Intro Heart Talk for Kids©, UU curriculum, PreK-6th grade

## II. Questions we will address:

1. CC in Home: How do we love our neighbor as ourselves? (How do we love our kids or spouses on some days? Much less our neighbors whose dog poops on our lawn?)

2. CC in Church: How do we live our first principle? In what way, what framework can we use to understand people and so truly believe in “the inherent worth and dignity of every human being” even when they are doing something that is abhorrent to us?

3. CC in World: Can the understandings of CC really help effect world peace?

## III. Journey

To answer these questions we will invite you on a journey.

A saying attributed to the Lakota: “The longest journey you will ever take is from your head to your heart.”

CC is a language of the heart.

## IV. Needs

Survival needs are: food, shelter, water, etc.

“Need” language doesn’t equal needy. It refers to what you value, what’s important to you.

Needs= life force... that which sustains and enriches life

Thriving needs, what makes us fully human (connection, love, support, respect, etc.) = Human Universal Needs

Rumi “Out beyond...”

KU #2 The intention of CC is to connect with others. It is about creating trust and seeing the value of each person so that together we can find ways to meet all our needs.

KU #3 No matter what actions or words people are using, all we are ever trying to do is to get our HUNs met.

CC is a framework that helps us live the UU value of seeing the inherent dignity and worth of every person, including ourselves. It is also a way to “love our neighbor”.

We can choose to create peace when we value our own needs and others’ needs. Hearing needs helps us see the humanity of others (HUN)

Quiz. D Someone says: I’m hungry, tired, bored. Guess underlying needs. Refer to needs list on H/O to guess needs. More difficult: I’m tired of listening to you. You are boring. Nobody loves me. Guess underlying needs.

## V. Strategies vs. needs

Quiz: which is the odd one out? Food, play, celebration, chocolate?

Definition of strategy (strategy vs. need)

Quiz: challenge, community, play, team sports

Quiz: belonging, meaning, growth, attending church

Ask-if I had those needs (in each list), what else could I do to meet them?

When we don’t know what our needs are, we often choose ineffective or self-defeating strategies.

Illustration (acted out with two people): So I’m busy making dinner, trying to get done before an evening meeting and my 12 year old comes into the kitchen talking non-stop and asking 5 times for something. Being unaware of the totality of my needs I say, “Shut up!”

Quiz: Why did I do that? (Needs for ease—get the dinner done because needs for competence and respect for others attending meeting)

Quiz: What needs/values was I not in touch with? (Love, respect, consideration of child)

Redo acting-- taking a moment to connect with my needs before giving the child some empathy and then negotiating to talk about what they want when I get home from the meeting.

Quiz: Does that take longer than the time it would take to clean up the mess I created when I loudly said “Shut up”?

## VI. Feelings

Feelings=info, point to needs met or unmet and are a motivating energy to try to get needs met

Personal exploration: Ring singing bowl/chime (3 minutes ring at beginning and end)

Take some time to go inside and check-in, what is your felt experience? (temp, breath fast/slow), what emotions are you feeling?

When return to this space- refer to feelings H/O – find 1 or 2 you felt, Invite sharing of this experience

KU #4 Feelings originate from our needs, whether we think our needs are met or unmet (refer to H/O).

Late-to-lunch story illustrating same conditions with different feelings arising.

## VII. Anger/Conflict

Thoughts of blame (refer to late-to-lunch story)

Moralistic judgment is a detour, refer to Lakota saying, instead express needs directly. (Why go to China when you want to go to Seattle—due north 60 miles.)

Debbie's kid story illustrating a fight between siblings and how to negotiate real peace.

KU #5: To bring about change you educate, not punish

Einstein: "You cannot solve a problem with the same level of consciousness that created it."

KU #6: Conflict occurs only on the level of strategies, never on the level of needs.

And corresponding KU #7 When all parties understand and value each others' needs, conflicts can be resolved.

## VIII. Two parts of NVC

Receiving empathically (yourself, as in Debbie's story, and the other), and expressing honestly

That means hearing feelings and needs and filtering out any moralistic judgments you may at first hear which only result in disconnection

Zoe story illustrating how to hear your child's needs without moralistic judgment and the connection that is created from that way of listening.

Tie in with Lakota saying (quit going to China when you want to go to Seattle—go to Seattle—express your needs directly)

Tie in with Rumi's field

D Example: read Marshall at refugee camp (from *Nonviolent Communication, a Language of the Heart*, by Marshall Rosenberg)

## VIII. Application

At home:

With yourself: Peace starts with me (quote)

Peace comes from knowing my own values/needs, and then choosing actions congruent with those needs. A way to "be the change you wish to see in the world" (Gandhi)

With kids: Know your own values, look at your intention in parenting

*Respectful Parents, Respectful Kids* by Sura Hart and Victoria Kindle Hodson  
CC's purpose to build trust and keep connections strong – not to get kids to do what you want. Doesn't mean letting kids do whatever they want (Respect your needs also, find connection and then develop strategies where all your needs are honored.)

Dance of listening/expressing - state your own needs, listen to their needs.

When responding to actions from place of seeing needs it's a different energy

With partner or relatives - (be the change...) again – the intention of CC is to value the relationship by building trust and connections by expressing honestly and receiving empathically.

At church: Behavioral covenant, peacemaking CSAI, Heart Talk for Kids© curriculum, NVC training and study groups, CC workshops at GA  
In the world: NVC basis for peacemaking, connection not toleration A concrete tool for learning 'partnership power' (power with) not 'power over' (domination culture). See *The Great Turning* by David Korten

#### IX. Closing

See you at GA. Our workshop is called: "Empowering Children as Peace-Makers with Compassionate Communication" Sunday afternoon.

Thank you for your interest in peace, your time and attention, and for helping form this presentation.

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## Key Understandings of Compassionate Communication

#1: Our basic nature is compassionate.

#2 The intention of CC is to connect with others. It is about creating trust and seeing the value of each person so that together we can find ways to meet all our needs.

#3 No matter what actions or words people are using, all we are ever trying to do is to get our human universal needs/values met.

#4 Feelings originate from our needs, whether we think our needs are met or unmet.

#5: To bring about change you connect with the other on a need level, and you may educate but never punish.

#6: Conflict occurs only on the level of strategies, never on the level of needs.

#7 When all parties understand and value each others' needs, conflicts can be resolved.

#8 We create peace when we share our feelings and needs, listen to the feelings and needs of others, and together create strategies that sustain and nurture Life. This is having power with other people, not power over.

## **Compassionate Communication Resources**

Rosenberg, Marshall B. *Nonviolent Communication, a Language of Life*, 2<sup>nd</sup> Ed. 2003

Leu, Lucy, *Nonviolent Communication Companion Workbook* 2003

Hart, Sura and Victoria Kindle Hodson, *Respectful Parent, Respectful Child*.

Compassionate Communication Network of the Palouse ([www.palousecc.org](http://www.palousecc.org))  
For information on church, community trainings call Veronica Lassen  
(208) 882-2562.

Center for Nonviolent Communication ([www.cnvc.org](http://www.cnvc.org)) Information on the international organization and the projects around the world, the first chapter of *Nonviolent Communication* by Marshall Rosenberg, feeling and need lists, etc.

Puddle Dancer Press ([www.nonviolentcommunication.com](http://www.nonviolentcommunication.com)) For articles on line on many different subjects, interviews and a sound-bite of Marshall Rosenberg, ordering information for books, CDs, videos, etc.

NVC Academy ([www.nvctraining.com](http://www.nvctraining.com)) for online training.

*Heart Talk for Kids*© Compassionate (Nonviolent) Communication UU curriculum for children PK-1st grade, 2nd-4th grade, and 5th-6th grade. For more information, or to order curriculum and children's books visit:  
[www.heartvistas.com](http://www.heartvistas.com).

## **Other Resources**

*The Great Turning—From Empire to Earth Community*. David Korten. 2006.

*Gandhi and Beyond—Nonviolence for an Age of Terrorism*. David Cortright. 2006.

# Feelings List

The following are words we use when we want to express a combination of emotional states and physical sensations. This list is neither exhaustive nor definitive. It is meant as a starting place to support anyone who wishes to engage in a process of deepening self-discovery and to facilitate greater understanding and connection between people.

## Feelings when you think your needs/values are being met

### **AFFECTIONATE**

Compassionate  
Friendly  
Loving  
Sympathetic

### **CONFIDENT**

Empowered  
Proud  
Safe  
Secure

### **ENGAGED**

Curious  
Engrossed  
Fascinated  
Intrigued

### **INSPIRED**

Amazed  
Awed  
Wonder

### **EXCITED**

Eager  
Enthusiastic  
Passionate  
Surprised

### **EXHILARATED**

Blissful  
Ecstatic  
Radiant  
Thrilled

### **GRATEFUL**

Moved  
Thankful  
Touched

### **HOPEFUL**

Expectant  
Encouraged  
Optimistic

### **JOYFUL**

Amused  
Glad  
Happy  
Jubilant  
Pleased  
Tickled

### **PEACEFUL**

Calm  
Comfortable  
Content  
Relaxed  
Relieved  
Serene  
Trusting

### **REFRESHED**

Rejuvenated  
Renewed  
Rested

## Feelings when you think your needs/values are not being met

### **AFRAID**

Apprehensive  
Scared  
Terrified  
Worried

### **ANNOYED**

Aggravated  
Dismayed  
Exasperated  
Frustrated  
Impatient

### **ANGRY**

Furious  
Indignant  
Outraged  
Resentful

### **AVERSION**

Appalled  
Disgusted  
Hate  
Repulsed

### **CONFUSED**

Ambivalent  
Puzzled  
Torn

### **DISCONNECTED**

Bored  
Distracted  
Indifferent  
Numb  
Withdrawn

### **DISQUIET**

Agitated  
Discombobulated  
Restless  
Shocked  
Surprised

### **EMBARRASSED**

Ashamed  
Flustered  
Guilty  
Mortified

### **FATIGUE**

Burnt out  
Exhausted  
Listless  
Tired  
Weary

### **PAIN**

Devastated  
Heartbroken  
Hurt  
Lonely  
Regretful  
Remorseful

### **SAD**

Depressed  
Despondent  
Disappointed  
Discouraged  
Hopeless  
Unhappy

### **TENSE**

Anxious  
Edgy  
Nervous  
Overwhelmed  
Stressed out

### **VULNERABLE**

Fragile  
Helpless  
Leery  
Reserved  
Sensitive

### **YEARNING**

Envious  
Jealous  
Nostalgic  
Wistful

# Needs/Values List

The following list of needs is neither exhaustive nor definitive. It is meant as a starting place to support anyone who wishes to engage in a process of deepening self-discovery and to facilitate greater understanding and connection between people.

## **CONNECTION**

acceptance  
affection  
appreciation  
belonging  
cooperation  
communication  
closeness  
community  
companionship  
compassion  
consideration  
consistency  
empathy  
inclusion  
intimacy  
love  
mutuality  
nurturing  
respect/self-respect  
safety  
security  
stability  
support  
to know and be known  
to see and be seen  
to understand and  
    be understood  
trust  
warmth

## **HONESTY**

authenticity  
integrity  
presence

## **PLAY**

joy  
humor

## **PEACE**

beauty  
communion  
ease  
equality  
harmony  
inspiration  
order

## **PHYSICAL WELL-BEING**

air  
food  
movement/exercise  
rest/sleep  
sexual expression  
safety  
shelter  
touch  
water

## **MEANING**

awareness  
celebration of life  
challenge  
clarity  
competence  
consciousness  
contribution  
creativity  
discovery  
efficacy  
effectiveness  
growth  
hope  
learning  
mourning  
participation  
purpose  
self-expression  
stimulation  
to matter  
understanding

## **AUTONOMY**

choice  
freedom  
independence  
space  
spontaneity