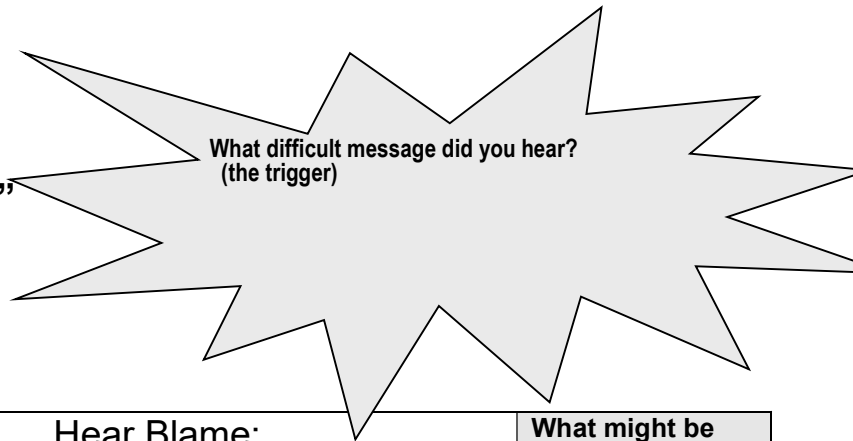

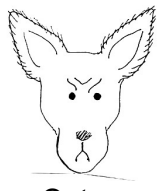
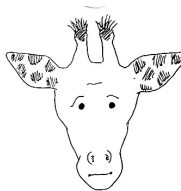
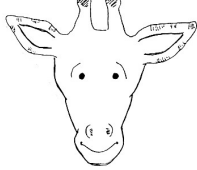


FOUR CHOICES

WHEN HEARING A MESSAGE "LESS THAN WONDERFUL"

Did you possibly hear something similar to:
 "You should have done a better job! We were really counting on you!"



<p>Depending on the ears you are wearing, & the thoughts in your head</p> <p>→ Blame oneself: "He's right. I'm a loser. I should have done a better job. I'm not pulling my weight in this organization."</p> <p>→ Blame other: "You're impossible to please. I did an excellent job!"</p> <p>→ Express myself: "I'm feeling confused because I'm needing more clarity about what you expected from me. Would you be willing to let me know specifically what you would have liked done differently in this case?"</p> <p>→ Receive other with compassion: "Are you frustrated because your need for competence wasn't met by my work?"</p>	<p>Judgmental (Jackal) Ears In</p> 	<p><u>Hear Blame:</u></p> <p><u>Judge or blame yourself</u></p> <p>"It's my fault." "I am stupid, lazy, bad, etc...." "I should ..." "I have no choice..." "I can't..."</p> <p>Voice of Guilt, Shame and Depression</p>	<p>What might be some thoughts about yourself?</p>
	<p>Judgmental (Jackal) Ears Out</p> 	<p><u>Hear Blame:</u></p> <p><u>Judge or blame the other person</u></p> <p>"It's your fault." "You should" "You never"...." "You always...", "You're being..." "You ought..."</p> <p>Voice of Anger</p>	<p>What might be some thoughts about the other?</p>
	<p>Generative (Giraffe) Ears In</p> 	<p>Connect to your internal experience of feelings and needs and taking responsibility</p> <p><u>"I'm feeling _____ because I need/value _____."</u></p> <p>Voice of Self-Empathy</p>	<p>What am I feeling?</p> <p>What am I needing?</p>
	<p>Generative (Giraffe) Ears OUT</p> <p>Hear only a 'Please' message</p> 	<p>Connect to the feelings and needs of the other person</p> <p><u>"Are you feeling _____ because you're valuing/needing _____?"</u></p> <p>Voice of Empathy</p>	<p>What might they be feeling?</p> <p>What might they be needing?</p>

NOTE: In NVC, the "beloved" jackal is a symbol of thoughts or language that serve as our "teachers" but may not serve connection. The giraffe is the symbol of awareness of NEEDS which aids connection. Chart inspired by Jim and Jori Manske, radicalcompassion@gmail.com.