

THE 5 BASIC NEEDS

- What are the basic needs & how is it different than Love Languages, DISC, Strengthsfinder?
- Why does it matter?
- What are they?
- What does it look like when it's not being met?
- How do we meet our needs?
- How does it affect others?
- How can I affect my own relationships to stack the cards in my favor?

STRESSOR BEHAVIORS:

- | | |
|--|--|
| <input type="checkbox"/> Finds somewhere else to win | <input type="checkbox"/> Resists authority |
| <input type="checkbox"/> Shuts down | <input type="checkbox"/> Blames others |
| <input type="checkbox"/> Small issues become major issues | <input type="checkbox"/> Combative |
| <input type="checkbox"/> Withdraws & isolates | <input type="checkbox"/> Unrealistic expectations |
| <input type="checkbox"/> Anxiety rises | <input type="checkbox"/> Resists direction from others |
| <input type="checkbox"/> Discouraged | <input type="checkbox"/> Gets defensive |
| <input type="checkbox"/> Over critical | <input type="checkbox"/> Self-critical |
| <input type="checkbox"/> Over competitive | <input type="checkbox"/> Outspoke |
| <input type="checkbox"/> Frustrated with other people's behavior | <input type="checkbox"/> Demands special attention |
| <input type="checkbox"/> Frustrated with other people's efforts | <input type="checkbox"/> Takes offense easily |
| <input type="checkbox"/> Frustrated | <input type="checkbox"/> Restless |
| <input type="checkbox"/> Neglects planning in advance | <input type="checkbox"/> Distrustful |
| <input type="checkbox"/> Procrastinates on decisions | <input type="checkbox"/> Hopeless |
| <input type="checkbox"/> Fear of messing up elevates | <input type="checkbox"/> Apathetic |
| <input type="checkbox"/> Paralyzed and does nothing | <input type="checkbox"/> Resentful |
| <input type="checkbox"/> Disregard for details | <input type="checkbox"/> I'll do it myself |
| <input type="checkbox"/> Argumentative | <input type="checkbox"/> The world is out to get me |
| <input type="checkbox"/> Gets irritated easily | |

What are your most obvious 3-5 Stressor Behavior(s)?

HOW AM I WIRED TO MAKE DECISIONS?

5 Basic Needs Assessment

- Each column includes 5 traits, descriptions, values, or needs.
- Working from top to bottom, rank the traits listed within each column so they are in order of MOST likely to LEAST likely to describe you or influence your decisions.
- **1 is MOST likely to describe you or affect your decisions and 5 is LEAST likely.**
- Total up each row to the right and circle the LOWEST total.

1	2	3	4	5	6	7	8	9	10	TOTAL
Confident _____	Champion _____	To Lead _____	Competent _____	Achieve _____	Self-Motivated _____	To Win _____	Record Breaker _____	Challenge _____	Conquer _____	
Supportive _____	Mentor _____	Harmony _____	Others-Focused _____	Belong _____	Contribute _____	To be Heard _____	Groups _____	Connection _____	Influence _____	
Independent _____	Solution-Finder _____	Autonomy _____	Self-Reliant _____	Flexibility _____	Spontaneous _____	Choices _____	Freedom _____	Create Own Path _____	Options _____	
Steady _____	Consistent _____	Step by Step _____	Loves the Process _____	Routine _____	Dependable _____	Be in Control _____	Safety _____	Certainty _____	Stability _____	
Creative _____	Entertaining _____	New Things _____	Playful _____	Party _____	Excitement _____	To Have Fun _____	Recognition _____	Experiences _____	Adventure _____	

WHAT DRIVES MY DECISIONS?

BASIC NEED: _____ & _____

_____ for me

Words That Resonate: Fun, Laugh, Audience, Celebration, Party, Spotlight, Recognition, Exciting, Performance, No Rules, Flexible, Spontaneous, Impromptu, Explore

Empowered/Energized By: Experiences & Laughter

- Will work hard in order to play hard
- Motivated by the ability to have fun, conversation, laughter on a daily basis
- Drawn to music
- Inspired by the opportunity to experience the uncommon, new places, venues, experiences
- Loves to get away, vacations : but for the adventure not to rest
- Loves to explore, theme parties, spontaneous opportunities for fun

Stressed/Frustrated By: Monotony | Have To's | Lack Of Resources

- Serious, Dull, Boardroom Conversations
- Workshops or long training sessions unless they are entertaining

When Need Is Met: Has the Midas touch | is passionate | excited to get to work | effective

When Need Is Not Met: Question why they are doing something. Becomes resentful. Checks boxes, feels spent, lost or bored.

Meet their needs in Business: Have “parties” not “events”. Focus on the experience, not the results.

Challenge: Sometimes they forget they are running a business. Lack of results.

Daily Question: *What am I looking forward to today?*

WHAT DRIVES MY DECISIONS?

BASIC NEED: _____ & _____

_____ for me

Words That Resonate: Connection, Trust, Relationship, Others Focused, Support, Mentor, Genuine, Caring, Loving, Community, Stand in the Gap, Sisterhood, Family, Gather

Empowered/Energized By: Opportunity to influence others, Make a difference

- Has a dedicated interest in how others think, respond and operate
- Loves deep, meaningful conversations
- Wants to have a passion for everything
- Loves to influence another to shift, change, move, excel
- Can be physically affectionate, comforts others with physical connection
- Values relationships that stimulate her head, heart and soul & makes friends easily
- Progress is made through elevating others' belief and understanding
- Group oriented
- Loves friend time & Family

Stressed/Frustrated By: No platform to influence. Voice not being heard. Not sure if what they do matters.

When Need Is Met: Happy when connecting with people. Confident that someone cares about them deeply and there is someone you care about too.

When Need Is Not Met: They doubt themselves. Can become too absorbed and sensitive to the needs of others. Complicates the performance. Pulls back. Tends to dominate a conversation.

Meet their needs in Business: Show them how their activity can give them a platform to influence & make a difference. Give them a place to contribute. Acknowledge them.

Challenge: Can hang onto people too long – cannot detach emotionally.
Can become too absorbed and sensitive to the needs to others
Oversensitivity can complicate the clarity necessary to reach the goal quickly

Daily Question: *Who will I impact today? Who will I encourage today?*

WHAT DRIVES MY DECISIONS?

BASIC NEED: _____ & _____

_____ for me

Words That Resonate:	System, Process, Security, Steps, Simplicity, Consistency, Routine, Safe, Proven, Tested, Guidelines, Professional, Expert, Stability
Empowered/Energized By:	<p>Stable Environment, Knowing what to Expect, Potentially Motivated by a Savings Account/Money, Certainty</p> <ul style="list-style-type: none">▪ Is not innately impulsive...needs to think things through▪ Values trust and stability in relationships (Betrayal can be debilitating)▪ Motivated by the ability to control and create their own future▪ Feels better to save money than to spend it▪ Seeks Peace▪ Prefers certainty, knowing what to expect, being given direction, stability, planning, home▪ Tends to follow rules▪ Thrives when there is a process▪ Focus on 1 step at a time▪ Thrives when there's a known plan▪ Will be consistent and follow the proven path
Stressed/Frustrated By:	Unexpected Changes No Margin Instability Uncertainty What if
When Need Is Met:	At peace, is able to take bigger risks & leaps of faith
When Need Is Not Met:	Anxious, Panics, Plays Small
Meet their needs in Business:	Step by step, structure & details. When change happens, explain benefits & say "it'll be ok". Give them bite sized goals.
Challenge:	Can become stagnant. Help her to visualize. Can be too cautious
Daily Question:	<i>What can I expect today?</i>

WHAT DRIVES MY DECISIONS?

BASIC NEED: _____ & _____

_____ for me

Words That Resonate: Success, Record Breaking, Achievement, Advanced, Mastered, Victory, Exceptional, Best, First, Most, Powerful, Champion, Beast, Resilient

Empowered/Energized By: An Ambitious Heart | The Win

- Achievement is an urgent calling
- Highly competitive Spirit (can be with self or others)
- Loves challenges. When they are winning, they'll move from one challenge to another quickly
- Strives to be the best ... at the top ...#1, loves to break records, be the 1st, receive the recognition
- Often loves the spotlight, appreciation, admiration and respect
- Values relationships that challenge them
- Has great clarity through the process- clears path with determination, not slowed down by details
- Takes the lead without thinking
- Things that can meet your need...promotions, awards, good grades & praise, being in charge of self or others, competition, sports, gain respect, completion of tasks
- They often think...what's next? Has anyone ever...superlatives...highest, fastest, longest, first
- Competent & confident

Stressed/Frustrated By: No finish line to cross. Lack of opportunity. Being part of the crowd.

When Need Is Met: Inner Peace. Competent & Confident

When Need Is Not Met: They feel under-utilized, like a well that hasn't been tapped. Does nothing if they're not winning. Will often leave and do something else

Meet their needs in Business: Give them lots of opportunities to win. Short term goals. Plan for it in your team by giving everyone a place to play ... win ... something to go after.

Challenge: They can lose sight of the purpose or be insensitive to others. Only 2 speeds. On & off. All in or All Out. If they aren't winning in their business, they will find somewhere to win.

Daily Questions: *What can I finish today? How will I know today was productive? Where will I win today? Who can I help win today?*

WHAT DRIVES MY DECISIONS?

BASIC NEED: _____ & _____

_____ for me

Words That Resonate: Independence, Autonomy, Flexible, Create, Self-reliant, Solution-finder, Spontaneous, Partner, Resourceful, Choice, Decision-maker, No Rules, Free, Make a way

Empowered/Energized By: Open Agenda, Freedom

- Freedom to choose
- Has an innate desire to create their own way
- Easily strays from the planned venue
- Loves to soar in a positive direction
- Desires to control their decisions, their direction and their schedule
- Values mature relationships that don't require constant attention
- Loves to express themselves through their actions and their agenda
-

Stressed/Frustrated By: Rigid rules or strict conformity.

- Follows rules only if it makes sense to them.
- Structure has to give them choices
- Being micromanaged
- Being told what to do or what they HAVE to do
- Need to, have to, must, always, never
- Being told ... "the only way is...this is how it's always been done"
- Accountability

When Need Is Met: Has energy, super high belief, passionate, more willing to get out there

When Need Is Not Met: They feel suffocated, claustrophobic, trapped. Can get thrown off-course easily. Can't breathe, low energy, isolates self. Can appear to be rebellious.

Meet their needs in Business: Have clear vision/destination and allow them to come up with their own solutions and path. Don't tell them they "have to" do anything! Space

Challenge: Can get lost on tangents. Sometimes hard to stay focused. Doesn't seem like a team player. Can seem rebellious

Daily Questions: *What options do I have today?*