

# Introduction to Nonviolent Communication™



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**Nonviolent Communication** (also known as NVC, Compassionate Communication, and Empowered Communication) is a way of speaking that facilitates the flow of communication needed to exchange information and resolve differences peacefully. It helps us identify our shared values and needs, encourages us to use language that increases goodwill, and avoid language that contributes to resentment or lowers self-esteem.

**Nonviolent Communication** focuses our attention on compassion as our motivation, rather than fear, guilt, blame, or shame. It emphasizes taking personal responsibility for our choices and improving the quality of our relationships as our goal. It is effective even when the other person or group is not familiar with this process.

**Nonviolent Communication is based on the premise that:**

- ✧ We are all simply trying to get our needs met.
- ✧ We fare better if we know how to get these needs met through cooperation rather than aggression.
- ✧ People naturally enjoy contributing to the well-being of others when they can do so willingly.

**The Intent of Nonviolent Communication is to:**

- ✧ Create more satisfying personal connections.
- ✧ Meet our needs in ways that honor and respect our values and the values of others.
- ✧ Heal from previous experiences and relationships that have been painful or unsuccessful.

**With Nonviolent Communication Skills, You Can:**

- ✧ Resolve feelings of anger, guilt, shame, fear, and frustration.
- ✧ Redirect anger or frustration toward coalition-building and cooperative outcomes.
- ✧ Create solutions based on safety, mutual respect, and consensus.
- ✧ Meet basic individual, family, school, community, and societal needs in life-serving ways.

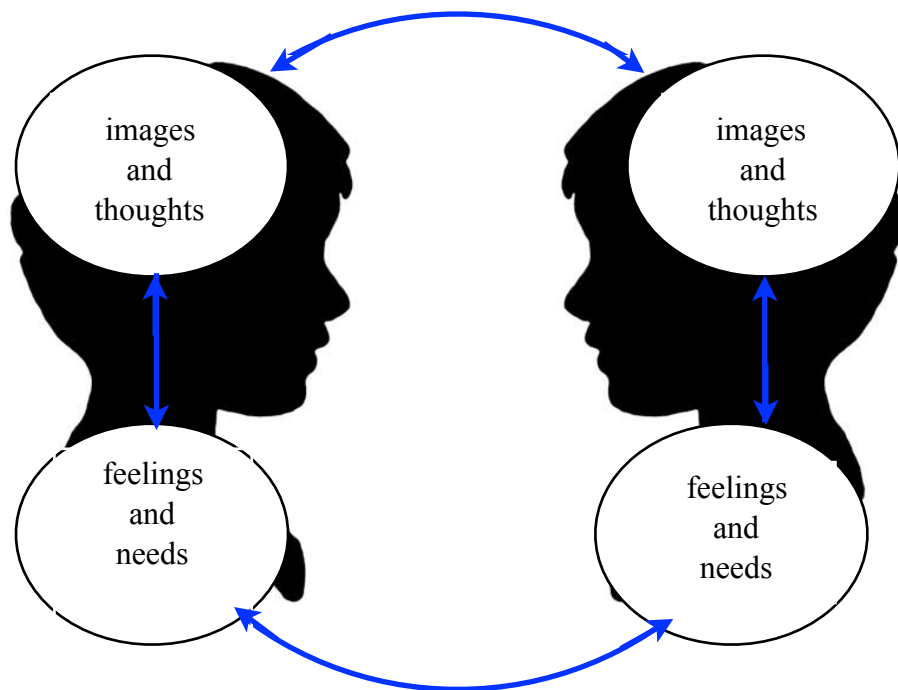
Adapted from *Nonviolent Communication: A Language of Compassion* by Marshall Rosenberg.

**Alan Seid** of **Cascadia Workshops** ([www.CascadiaWorkshops.com](http://www.CascadiaWorkshops.com)) is a Center for Nonviolent Communication (CNVC) Certified Trainer and can be reached at [info@cascadiaworkshops.com](mailto:info@cascadiaworkshops.com).

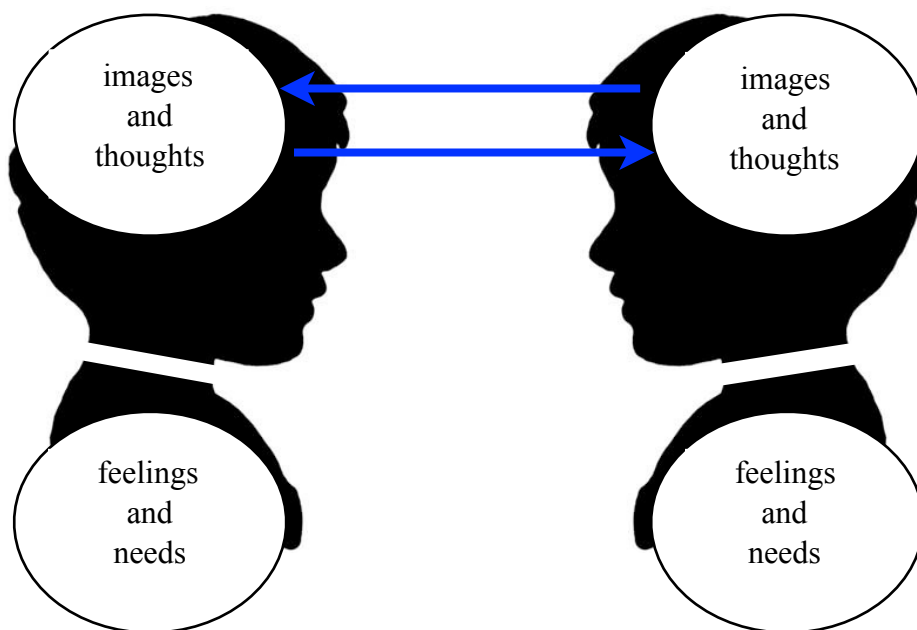
For a (no cost) video training series so that you can go deeper into this process, check out:  
<http://BlackbeltCommunicationSkills.com>

# How does NVC work?

## Life-Connected Communication



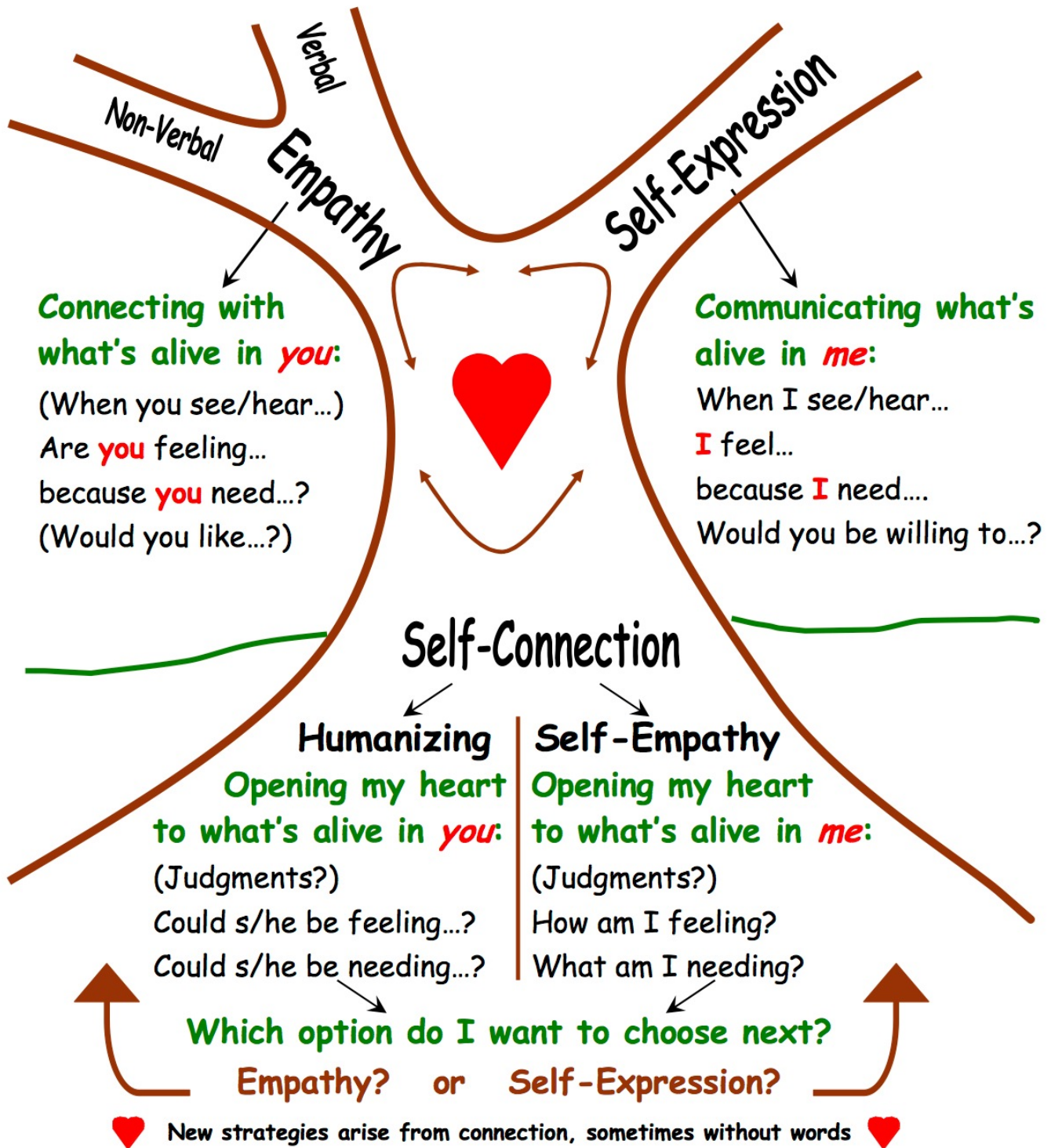
## Life-Alienated Communication



Inspired by Marshall Rosenberg

# The NVC Tree of Life

Three Focus Options for Connection



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# **FEELINGS INVENTORY**

*This is not intended as the comprehensive and definitive list, but rather as a good starting point.*

## **Feelings likely to be experienced when our needs are being fulfilled**

♦ Absorbed ♦ Adventurous ♦ Affectionate ♦ Alert ♦ Alive ♦ Amazed ♦ Amused ♦ Animated ♦ Appreciative  
 ♦ Aroused ♦ Astonished  
 ♦ Blissful ♦ Breathless ♦ Buoyant  
 ♦ Calm ♦ Carefree ♦ Cheerful ♦ Comfortable ♦ Complacent ♦ Composed ♦ Concerned ♦ Confident  
 ♦ Contented ♦ Cool ♦ Curious  
 ♦ Dazzled ♦ Delighted  
 ♦ Eager ♦ Ecstatic ♦ Effervescent ♦ Elated ♦ Electrified ♦ Encouraged ♦ Energetic ♦ Engrossed ♦ Enlivened  
 ♦ Enthusiastic ♦ Excited ♦ Exhilarated ♦ Expansive ♦ Expectant ♦ Exultant  
 ♦ Fascinated ♦ Free ♦ Friendly ♦ Fulfilled  
 ♦ Gay ♦ Glad ♦ Gleeful ♦ Glorious ♦ Glowing ♦ Good-humored ♦ Grateful ♦ Gratified ♦ Groovy  
 ♦ Happy ♦ Helpful ♦ Hopeful  
 ♦ Inquisitive ♦ Inspired ♦ Intense ♦ Interested ♦ Intrigued ♦ Invigorated ♦ Involved ♦ Joyous ♦ Joyful ♦ Jubilant  
 ♦ Key-up ♦ Loving ♦ Mellow ♦ Merry ♦ Mirthful ♦ Moved  
 ♦ Optimistic ♦ Overjoyed ♦ Overwhelmed ♦ Peaceful ♦ Pleasant ♦ Proud ♦ Quiet  
 ♦ Radiant ♦ Rapturous ♦ Refreshed ♦ Relieved  
 ♦ Satisfied ♦ Secure ♦ Sensitive ♦ Spellbound ♦ Splendid ♦ Stimulated ♦ Surprised  
 ♦ Tender ♦ Thankful ♦ Thrilled ♦ Touched ♦ Tranquil ♦ Trusting ♦ Warm ♦ Wide-awake ♦ Wonderful ♦ Zestful

## **Feelings likely to be experienced when our needs are not being fulfilled**

♦ Afraid ♦ Aggravated ♦ Agitated ♦ Alarmed ♦ Aloof ♦ Angry ♦ Anguished ♦ Animosity ♦ Annoyed ♦ Anxious  
 ♦ Apathetic ♦ Apprehensive ♦ Aroused ♦ Averse  
 ♦ Beat ♦ Bitter ♦ Blah ♦ Blue ♦ Bored ♦ Breathless ♦ Brokenhearted  
 ♦ Chagrined ♦ Cold ♦ Concerned ♦ Confused ♦ Cool ♦ Cross  
 ♦ Dejected ♦ Depressed ♦ Despair ♦ Despondent ♦ Detached ♦ Disappointed ♦ Discouraged ♦ Disgruntled  
 ♦ Disgusted ♦ Disheartened ♦ Dislike ♦ Dismayed ♦ Displeased ♦ Disquieted ♦ Distressed ♦ Disturbed  
 ♦ Downcast ♦ Downhearted ♦ Dread ♦ Dull  
 ♦ Edgy ♦ Embarrassed ♦ Embittered ♦ Exasperated ♦ Exhausted ♦ Fatigued ♦ Fearful ♦ Fidgety ♦ Forlorn  
 ♦ Frightened ♦ Frustrated ♦ Furious  
 ♦ Gloomy ♦ Grief ♦ Guilty  
 ♦ Hate ♦ Heavy ♦ Helpless ♦ Hesitant ♦ Horrified ♦ Horrible ♦ Hostile ♦ Hot ♦ Humdrum ♦ Hurt  
 ♦ Impatient ♦ Indifferent ♦ Inert ♦ Intense ♦ Irrate ♦ Irked ♦ Irritated  
 ♦ Jealous ♦ Jittery  
 ♦ Keyed-up ♦ Lassitude ♦ Lazy ♦ Lethargic ♦ Listless ♦ Lonely  
 ♦ Mad ♦ Mean ♦ Melancholic ♦ Miserable ♦ Mopey ♦ Nervous ♦ Nettled ♦ Overwhelmed  
 ♦ Passive ♦ Perplexed ♦ Pessimistic ♦ Puzzled ♦ Rancorous ♦ Reluctant ♦ Repelled ♦ Resentful ♦ Restless  
 ♦ Sad ♦ Scared ♦ Sensitive ♦ Shaky ♦ Shocked ♦ Skeptical ♦ Sleepy ♦ Sorrowful ♦ Sorry ♦ Sour ♦ Spiritless ♦ Startled  
 ♦ Surprised ♦ Suspicious  
 ♦ Tepid ♦ Terrified ♦ Tired ♦ Troubled ♦ Uncomfortable ♦ Unconcerned ♦ Uneasy ♦ Unglued ♦ Unhappy  
 ♦ Unnerved ♦ Unsteady ♦ Upset ♦ Uptight  
 ♦ Vexed ♦ Weary ♦ Withdrawn ♦ Woeful ♦ Worried ♦ Wretched

Inspired by Marshall B. Rosenberg

## **NEEDS INVENTORY**

*This is not intended as the comprehensive and definitive list, but rather as a good starting point.*

### **Autonomy**

To choose one's dreams, goals, values

To choose one's plans for fulfilling one's dreams, goals, values

### **Celebration**

To celebrate the creation of life

To celebrate the loss of life (mourning)

### **Integrity**

Authenticity

Meaning

Creativity

### **Interdependence**

Acceptance

Appreciation

Closeness

Consideration

Contribution to the enrichment of life (to exercise one's power by giving that which contributes to life)

Empathy

Honesty (the empowering honesty that enables us to learn from our limitations)

Love

Reassurance

Respect

Support

Trust

Warmth

### **Physical Nurturance**

Air

Food

Movement, Exercise

Protection from life-threatening forms of life: viruses, bacteria, insects, predatory animals (especially human beings)

Rest

Sexual Expression

Shelter

Touch

Water

### **Play**

### **Spiritual Communion**

Beauty

Harmony

Inspiration

Order

Peace

Inspired by Marshall B. Rosenberg



## About Alan Seid

I began studying under Dr. Marshall Rosenberg, Ph.D., in 1995. I learned most of my Nonviolent Communication directly from Dr. Rosenberg (whom I also refer to informally as Marshall), although I have studied with many trainers also trained by him.

My first opportunity to teach NVC - and to mediate a conflict using it - was in 1998. The following year I attended a 10-day International Intensive Training (IIT) followed immediately by a trip to Colombia, South America to serve as Marshall's Spanish interpreter for 10 days.

This was the same year (1999) that the Executive Director of the international Center for Nonviolent Communication asked me to consider certification as a trainer, which I completed in 2003.

In addition to producing hundreds of workshops for the general public, I have worked with clients in the academic, government, nonprofit, and business sectors.

I work primarily with *positive change agents* - people who are committed to making the world a better place and themselves better people - so that they can make their biggest contribution and craft their dream life.

I have expertise in several areas besides NVC, including Permaculture Design, Financial Integrity (*Your Money or Your Life*), the 8-Shields Model (*Art of Mentoring*), Integral Sustainability, and a few tools under the umbrella of "visioning and manifesting."

You can access a **Free Video Training Series** at [BlackbeltCommunicationSkills.com](http://BlackbeltCommunicationSkills.com).

After the free training videos you have an opportunity to see if the *Blackbelt Communication Skills Coaching Program* is for you.

To learn more about the *Blackbelt Communication Skills Online Program*, which was created to offer the entire NVC curriculum, beginner to intermediate to advanced, in a way that supports multiple learning modalities and offers a learning community, see <http://bit.ly/BlackbeltNVC>.

You can also find out more about me and my work at [CascadiaWorkshops.com](http://CascadiaWorkshops.com).



Photo: Ariana Seid