

Becoming an Evocative Coach Practice Guide
Chapter 4: Activity 3

Activity 4.3 Distinguishing between Needs and Strategies: Practice distinguishing between needs and strategies. Remember that guessing at the underlying needs that are driving behavior is at the heart of empathy. Example:

Strategy: *I ' ve got to get these people to listen to me.*

Need: *I ' m guessing that your need for respect, appreciation, and safety are really strong right now.*

Strategy: *There has to be more time for collaboration.*

Need:

Feeling words from the Compassionate Communication chart will be helpful with this activity.

Strategy: *We ' ve got to do a better job of using direct instruction at this school.*

Feeling:

Activity 4.3 Distinguishing between Needs and Strategies (continued)

Turn a strategy you have heard into a need.
Strategy:

Need:

Turn another strategy you have heard into a need.
Strategy:

Need: