

EVERYDAY NVC: AIMING FOR INTEGRATION

“NVC guides us in reframing how we express ourselves and hear others. Instead of habitual, automatic reactions, our words become conscious responses based firmly on awareness of what we are perceiving, feeling, and wanting. We are led to express ourselves with honesty and clarity, while simultaneously paying others a respectful and empathetic attention... The essence of NVC is in our consciousness of the four components [observation, feelings, needs, request], not in the actual words that are exchanged.” - Marshall Rosenberg, *Nonviolent Communication*

“The specific syntax you learn with NVC was designed to help you uncover your intention and remember it in the moment. I've found... that there is a stage of learning in which using the basic NVC sentence can be extremely valuable. I call this the *training wheels sentence*. My hypothesis is that people who skip this stage take longer to really embody the perspective-altering potential of NVC, if they ever do. This may be because they have not ingrained the basic distinctions that using the training wheels sentence over and over again seems to cultivate.”

- Ike Lasater, *Words That Work in Business*

“People fall in love with what NVC can bring to their lives and to the world, while attributing that miracle to the *language* used rather than to the *consciousness shift* that precedes the choice of words. As a result, they use the language in their interactions with others instead of seeing it as a practice tool designed to support integration of principles and to facilitate navigation of difficult moments with mutual consent. Until this integration happens, the gap between the words and the consciousness is likely to show up as lack of authenticity.”

- Miki Kashtan, BayNVC

How would you share your understanding of NVC?

example

Context: Phoenix NVC Learning Group

Definition: NVC is a communication framework that guides us in:
- identifying underlying needs before exploring strategies
- choosing curiosity over being right

example

Context: The workplace

Definition: NVC provides a set of distinctions and practices to facilitate collaborative communication where expectations are clear and requests are more likely to be fulfilled.

Context:

Definition:

OBSERVATIONS (as distinguished from judgements)

"When I (see, hear, remember, imagine) _____"

"What I'm perceiving right now is that _____"

"This is just an observation. What I'm picking up right now is that _____"

FEELINGS (as distinguished from "initial feelings," or "victim verbs")

"I feel _____"

"And what's coming up for me is that I'm ___(feeling word as a state of being)___."

"Any right now I'm feeling _____"

NEEDS (as distinguished from strategies)

"Because I am (needing, wanting, hoping for) _____"

"Because I really value _____"

"I'm realizing that having _____ is really important to me."

REQUESTS (as distinguished from demands)

process:

- Understanding:

"I'd like to make sure that I'm communicating myself clearly. Would you reflect back to me what you're hearing me say?"

"It's really important to me that we understand each other. Could you tell me your understanding of what I just said? And I'd be happy to say it again if you'd like me to."

- Emotional:

"Would you tell me how you feel having heard what I just said?"

"What kind of emotional response is coming up for you having heard what I just said?"

action:

"Would you be willing to _____?"

"I'm wondering if you would _____. You can totally say no if this doesn't work for you right now."

EMPATHY GUESSING

"Are you needing _____?"

"It sounds like you're wanting _____; does that seem right?"

"Is _____ important to you?"