

BASIC HUMAN NEEDS, FEARS, VIOLENCE, AND FACILITATOR'S ACTIONS			
Basic human needs	Fears and behaviors evoked when needs are not fulfilled	Manifestations of violence	Facilitator's actions
Love Respect Being Valued	Fear of being rejected, abandoned, humiliated, judged Masks: Lack of self-confidence & self-respect Overly aggressive, possessive/ affectionate Anxious to please: submission to authority; pathological cooperation; or rebellion from authority	Violence against self: feeling like a victim (no one likes/loves me; all are against me); abandoning/ not caring or loving oneself Violence against others: reject & abandon; shame, guilt-trip, judge & disrespect people	Recognize talents, capacities, knowledge, and contributions. Model acceptance and non-judgment. Create connections between people who would not interact; support free self-expression, including negative emotions and expectations
Safety Power Certainty	Fear of being attacked and hurt (physically, emotionally, symbolically) Masks: Feeling powerless, helpless & afraid of the future; don't know what to believe Look for absolute truths; insist on rigid discipline & controls	Defensiveness Attack others Violence against oneself Try to control others & all things Fanaticism	Treat fairly & without bias. Signal that participants have power/authority to make decisions. Discourage dependency on facilitator; encourage shift from dependency to autonomy Promote responsibility, complex thinking & move from victims/oppressors

From Novella Keith, *Engaging Social Partnerships*, Chapter 7, Unpublished Book.
 Adapted from Rojzman, C. (2009). *Bien vivre avec les autres (Living in Harmony with Others)*.
 Paris: Editions Larousse.