

Lesson #2**The Role of Human Needs in Conflict****Objective:**

Participants will review the work of William Glasser and others about how human needs influence human behavior.

Materials:

- CD player and the CD *In Harmony with the Homeless*, or any other song which demonstrates unmet needs.
- chart paper and markers for each small group

Procedure:

1. List and describe human needs: survival, belonging, power, freedom, fun, and safety. Survival includes the basic needs for human life; the other needs are basic psychological needs for healthy human functioning. Glasser asserts that all behavior is an attempt to meet one or more of our human needs. Sometimes individuals choose appropriate behaviors to meet their needs and sometimes they choose inappropriate behaviors. Sometimes what constitutes "appropriate" behavior varies among individuals. Perceived or real, "inappropriate" behavior often leads to conflicts, and effective conflict management requires individuals to agree on "appropriate" behavior.

2. Activity¹

Divide participants into four small groups, and ask each to select a Recorder. Play the song "Blue Tattoo"² and ask all the groups to identify "appropriate" and "inappropriate" behaviors that people engage in to satisfy their need for belonging. Ask the recorders for each group to share their group's responses.

Next play a short medley of songs ("Respect"; "Fun, Fun, Fun"; etc.) and assign each of the five groups one of the other Human Needs. Ask each to create a similar list for the assigned Need and put their responses on a piece of flip-chart paper. Invite each group to report to the larger group.

At the conclusion ask the participants two questions:

1. Do you agree with the other groups about what constitutes appropriate and inappropriate behavior on their lists?
2. How can we help individuals learn and choose appropriate, instead of inappropriate, behaviors?

¹ Activity developed by Terry Wheeler

² "The Blue Tattoo" on CD, *In Harmony with the Homeless*

Handout

GETTING OUR NEEDS MET

Individuals have five basic needs: power, belonging, freedom, fun and security. It is important for individuals to identify their need(s) in a conflict because this will help them analyze their behavior and adopt behavior that will end the conflict and satisfy their need(s). Conflicts between friends, family members, students and teachers are often the result of one or more people choosing to satisfy basic needs in an inappropriate way.

What are specific ways that you see adults meeting their needs?

Power: the need for feeling important and being respected

Appropriate ways to achieve power	Inappropriate ways to achieve power

Belonging: the need for loving, sharing, cooperating, and fitting in with others

Appropriate ways to achieve power	Inappropriate ways to achieve power

Freedom: the need to make choices and decisions

Appropriate ways to achieve power	Inappropriate ways to achieve power

Fun: the need for laughing, playing, and finding joy in life

Appropriate ways to achieve power	Inappropriate ways to achieve power

Security: feeling safe from put downs, ridicule, and physical abuse

Appropriate ways to achieve power	Inappropriate ways to achieve power