

The Four Cs for Conflict Prevention & Repair

1. Create Space
2. Connect with Self
3. Connect with Others
4. Co-Create a New Strategy

Here's a more detailed explanation of what happens in each step.

1. Create Space

Without Escalation

- "What's happening is hard for me."
- or-
- "That's hard for me to hear."
- and-
- "I need some time to figure out why."

2. Connect with Self

- What strategy am I attached to?
- How do I feel when I imagine not getting my way? Mad? Worried? Sad?
- Why do I feel that way? What's important to me?
- Have I given myself enough empathy to consider other strategies?
- If not, have someone else give me empathy
- Am I ready to consider other strategies?
- Do I feel confident I won't let go of what's important to me?

If so, I'm ready to...

3. Connect with Others

Find out what's important to them; i.e., what need(s) is the other person trying to meet?

We have transformed the conflict into a dilemma. It's time to...

4. Co-Create a New Strategy

That integrates what's important to me and what's important to everyone else

Here's a list of needs to jumpstart the process:

Needs that Usually Feel Most Important to Parents

Safety
Rest
Food that contributes to health
Peace of Mind
Appreciation
Respect
Contribution
Effectiveness

Needs that Usually Feel Most Important to Children

Choice
Power
Autonomy

Needs that Usually Feel Most Important to Everyone

Being held with care	Connection
Being seen	Mutuality
Being understood	Being Valued
Belonging	Learning
Acceptance	Inclusion
Self expression	Fun
	Ease

Universal Human Needs – Partial List

(without reference to specific people, time, actions, things)

Subsistence and Security

Physical Sustenance

Air
Food
Health
Movement
Physical Safety
Rest/sleep
Shelter
Touch
Water

Security

Consistency
Order/Structure
Peace (external)
Peace of mind
Protection
Safety (emotional)
Stability
Trusting

Freedom

Autonomy

Choice
Ease
Independence
Power
Self-responsibility
Space
Spontaneity

Leisure/Relaxation

Humor
Joy
Play
Pleasure
Rejuvenation

Connection

Affection

Appreciation
Attention
Closeness
Companionship
Harmony
Intimacy
Love
Nurturing
Sexual Expression
Support
Tenderness
Warmth

To Matter

Acceptance
Care
Compassion
Consideration
Empathy
Kindness
Mutual Recognition
Respect
To be heard, seen
To be known, understood
To be trusted
Understanding others

Community

Belonging
Communication
Cooperation
Equality
Inclusion
Mutuality
Participation
Partnership
Self-expression
Sharing

Meaning

Sense of Self

Authenticity
Competence
Creativity
Dignity
Growth
Healing
Honesty
Integrity
Self-acceptance
Self-care
Self-connection
Self-knowledge
Self-realization
Mattering to myself

Understanding

Awareness
Clarity
Discovery
Learning
Making sense of life
Stimulation

Meaning

Aliveness
Challenge
Consciousness
Contribution
Creativity
Effectiveness
Exploration
Integration
Purpose

Transcendence

Beauty
Celebration of life
Communion
Faith
Flow
Hope
Inspiration
Mourning
Peace (internal)
Presence

This list builds on Marshall Rosenberg's original needs list with categories adapted from Manfred Max-Neef. Neither exhaustive nor definitive, it can be used for study and for discovery about each person's authentic experience.