

Nonviolent communication

compassionate communication

IT'S NOT ABOUT THE NAIL

(VIDEO LINK)

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Watch the 2-minute video “[It's Not About The Nail](#)”

Share in pairs, then in whole group:

- What came up for you watching the video?
- Did the script feel familiar?
- Whose perspective is closest to yours?
- Who was right?

How do we talk to each other?

Connection or Correction?

Correction:

- You should do, feel, think this way...
- You should know this information. If you did, it would change your mind.
- You can fix the problem by just ...

What message are we sending?

You are stupid, wrong, unaware, insensitive ...

It is hard to change the mind of someone who doesn't believe you respect them.

Connection:

- Empathic response: expressing my **authentic** curiosity about your experience
 - *“This is what I am understanding is important to you. Am I understanding you correctly?”*
 - *“Tell me more.”*

What message are we sending?

I want to understand you. You matter.

Connection:

- Honest Expression:
 - *“Are you willing to hear what comes up for me in response to what you said ?*
 - *Stated in “I”: This is what I experience - how I see the situation from the perspective of my needs, what I value, what is meaningful/important to me.*

What message are we sending?

I want to be understood by you. I matter.

What if you or the other person is not ready to connect?

- Self-Empathy: What am I feeling and needing?
- Empathy for the other: If they are not ready, it is for a reason. What might they be feeling and needing?

What message are we sending?

I want to understand myself.

I want to open my heart.

The Dance

1. You say something.
2. I reflect back what I think I heard and ask if that is correct and if there is more.
3. You clarify and expand on what you said.

(repeat 2 & 3 as needed)

4. I ask if you are willing to hear my reaction.
5. You say yes.
6. I share my reaction and ask you to reflect back what you think you heard.
7. You reflect back what you think you heard and ask if that is correct and if there is more.

(repeat 6 & 7 as needed)

The purpose of
nonviolent communication
is to create a **quality of
connection** among people
that supports **needs**
getting met **through
natural giving.**

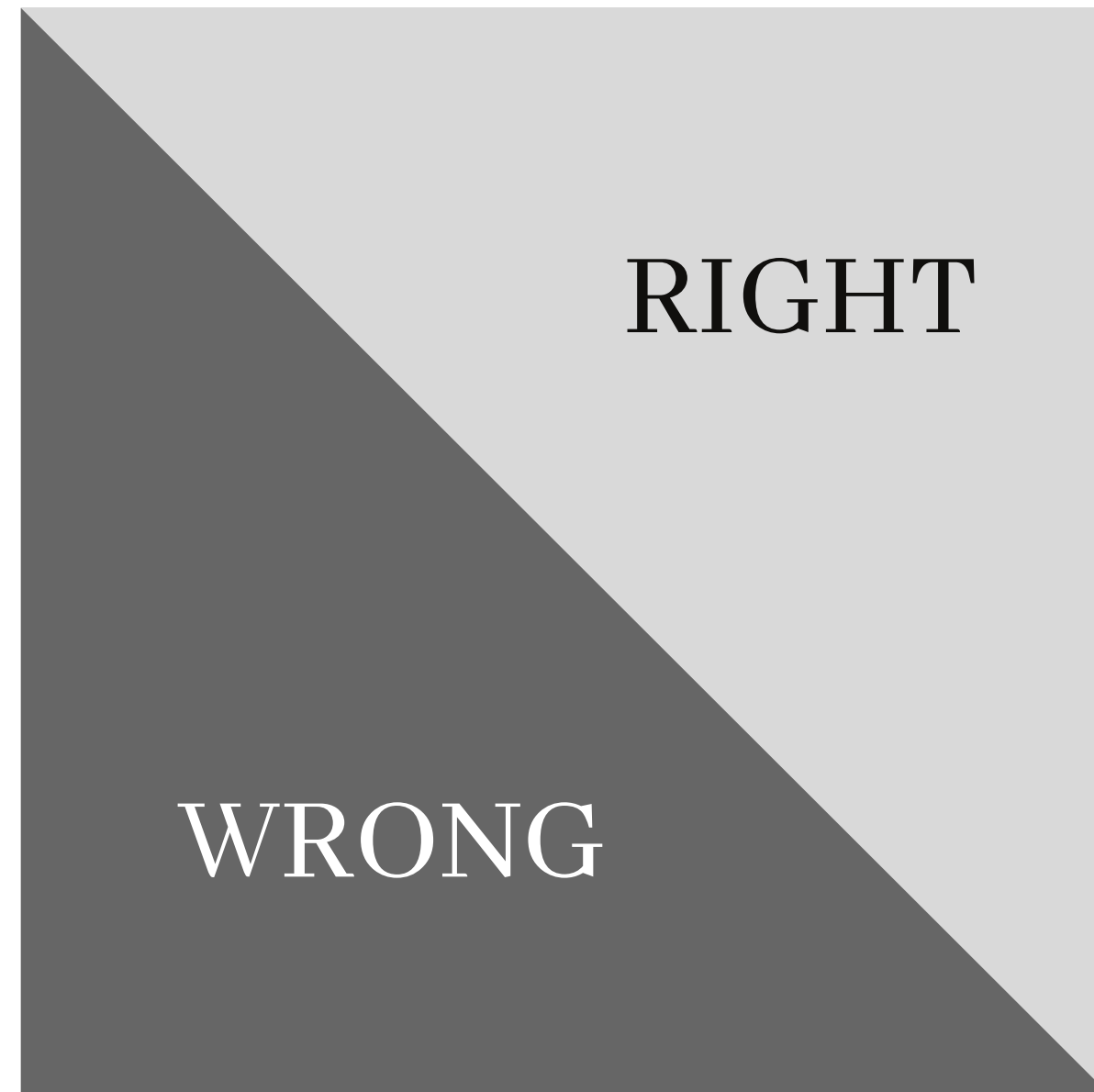


We all have
the same



**universal
human needs.**

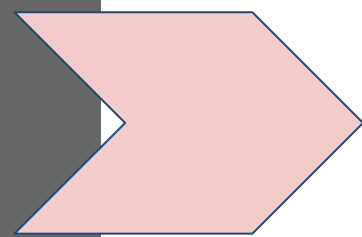
Everything we do,
we do to
meet needs





"How effective is this
in meeting needs?"

BLAME



Curiosity



Sociocracy For All



what needs of *theirs*
led them to act
the way they did?

*empathy for
the other*

what need of *mine*
might be up
at the moment?

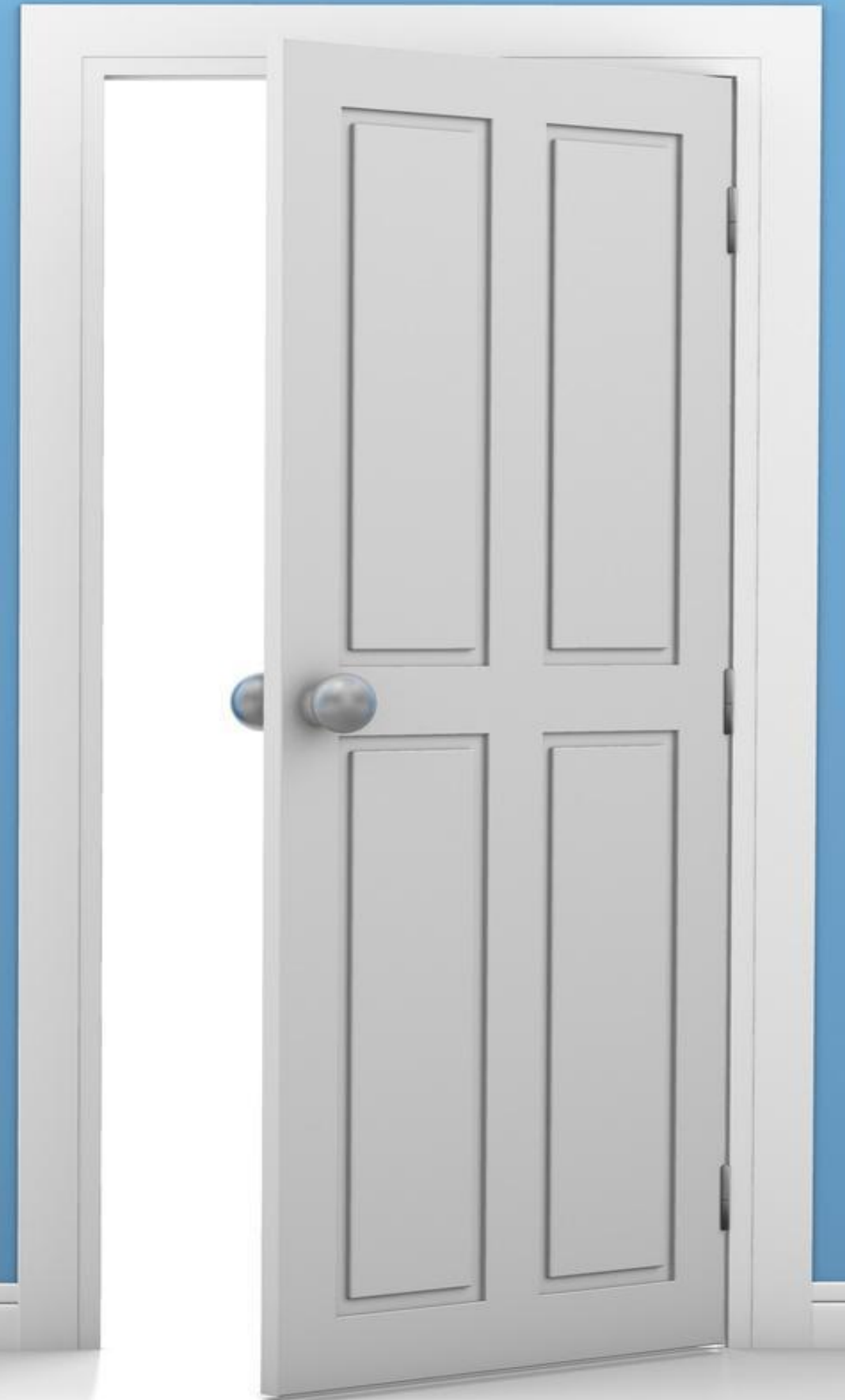
*empathy for
myself*

“

**Out beyond rightdoing and
wrongdoing, there is a field.
I'll meet you there.**

-Rumi

”



Sociocracy For All

It's Not About The Nail Script

It's just, there's all this pressure, you know, and sometimes it feels like it's right up on me. And I can just feel it, like literally feel it in my head and it's relentless and I don't know if it's gonna stop. I mean that's the thing that scares me the most is that I don't know if it's ever going to stop.

Yeah. Well, You do have a nail in your head.

It is not about the nail.

Are you sure, because, I mean, I'll bet if we got that out of there ...

Stop trying to fix it!

No, I'm not trying to fix it. I'm just pointing out that maybe the nail is causing

You always do this, you always try to fix things when I really need is for you to just listen!

See I don't think that is what you need. I think what you need is to get the nail ...

See, you're not even listening now!

Okay, fine. I will listen, fine.

It's just, sometimes it's like there's this achy. I don't know what it is. And I'm not sleeping very well at all. And all my sweaters are snagged, I mean all of them.

That sounds really hard.

It is. Thank you. (go to kiss) Ow!

Oh come on, if you would just ...!

Don't!

What might have been her feelings and needs?

What might have been his feelings and needs?

If he were to authentically express his feelings and needs, what might he say?

And what might he request?

LEARNING OPPORTUNITIES

Beginners

Requirements: none

You get:

- overview of sociocracy
- some first-hand practice

Open live classes

Find upcoming classes to learn and practice with a trainer.



Video-led courses

Groups of 4-7 people.
Start any time!



Custom for your team

Your own class for your team, scheduled for your availability.



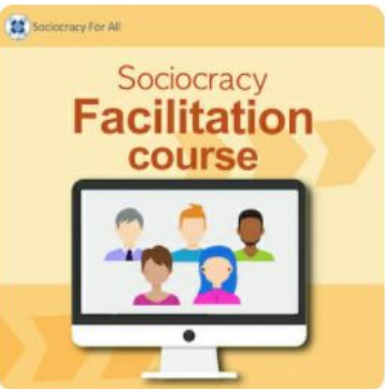
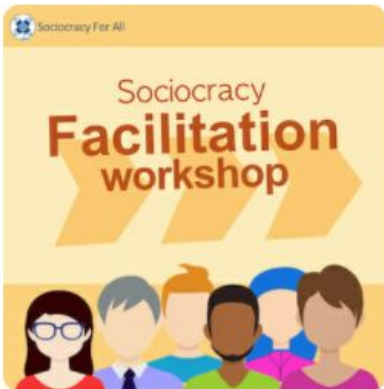
Facilitation

Requirements:

- familiar w/ sociocracy basics

You get:

- facilitation training & practice

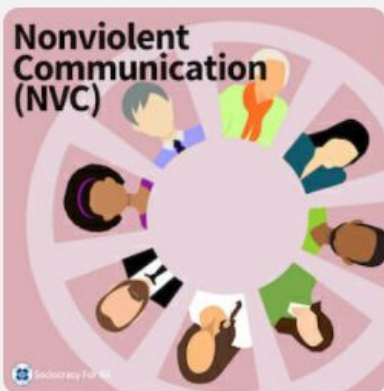


Nonviolent Communication

Requirements: none

You get:

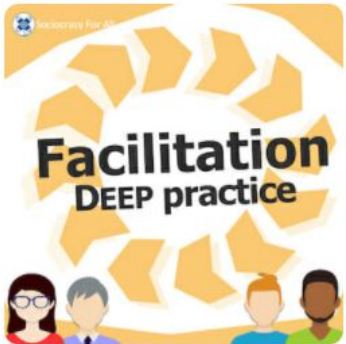
- more compassion
- more effective communication



(available in 2021)



Intermediate



Facilitation practice

5 weeks
offered 3x/year
\$140 (group discount 30%)



Sociocracy Leadership Training

10 weeks
offered 3x/year
\$440 (stipends available)

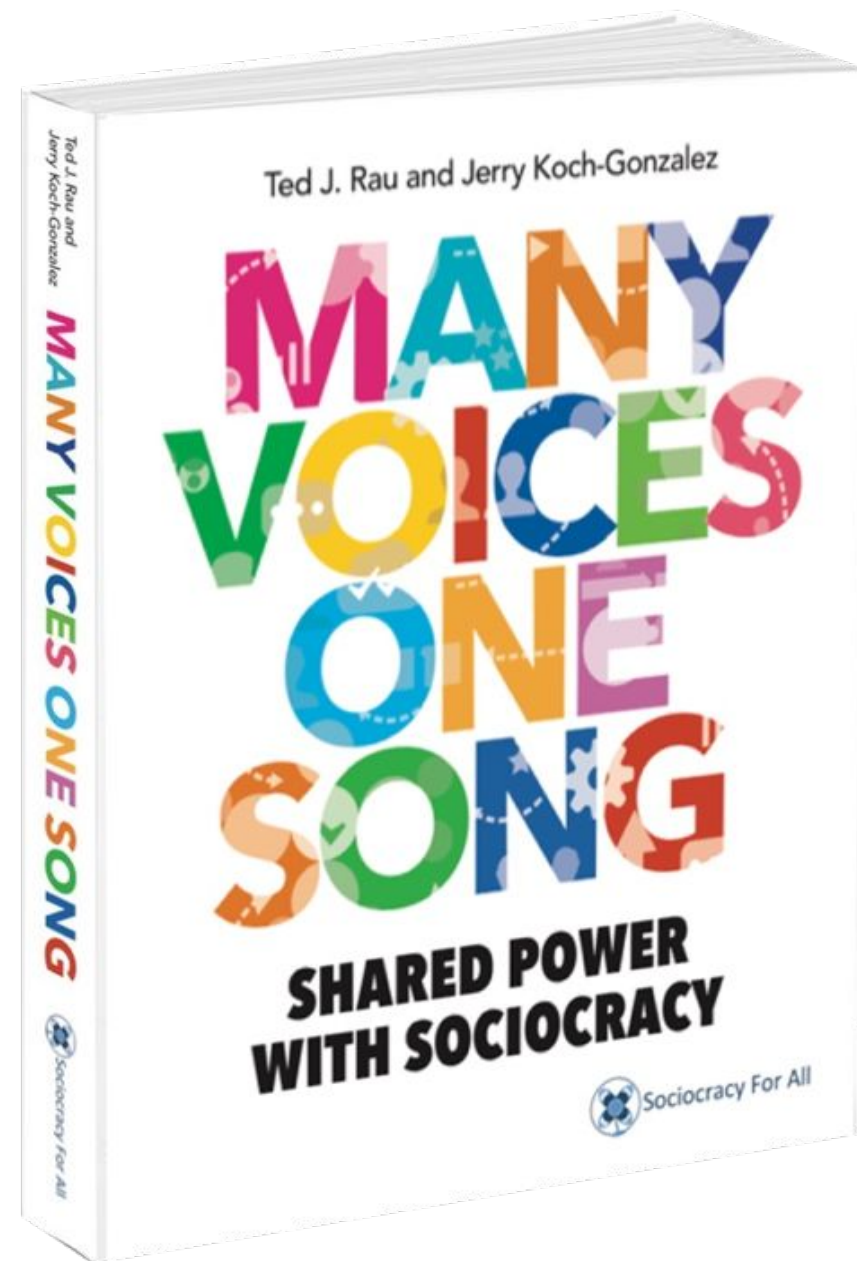
Advanced



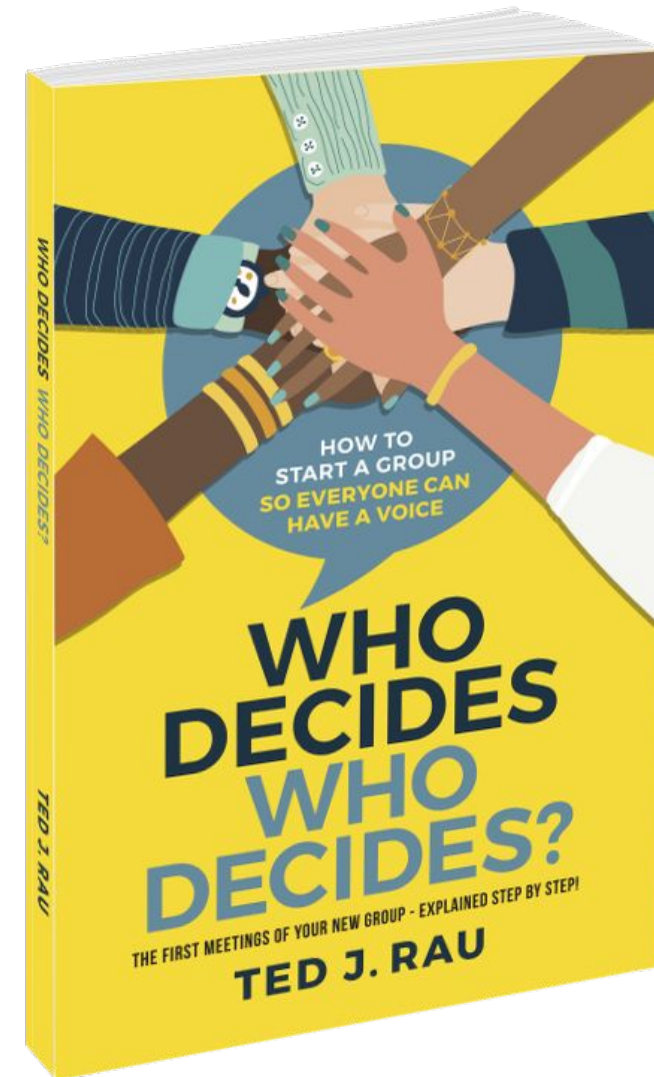
Sociocracy Academy

12 months, starting February
\$500-2000 (sliding scale)

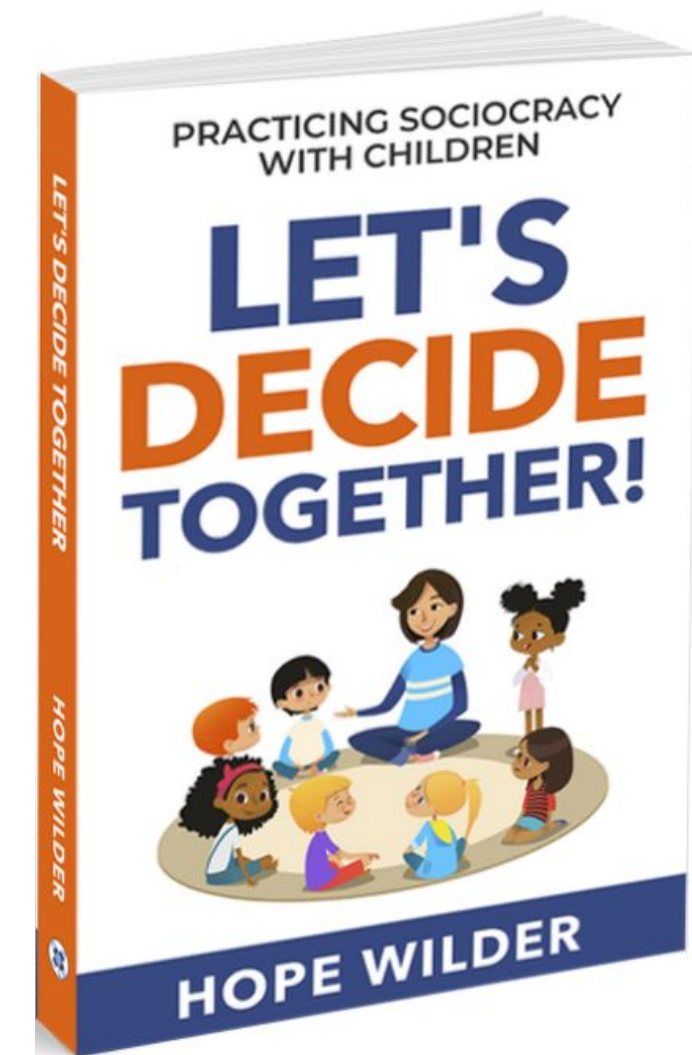
LEARNING OPPORTUNITIES



sociocracyforall.org/mvos



sociocracyforall.org/who-decides



sociocracyforall.org/lets-decide-together