

There are six human needs that all people have. These six human needs are what internally motivate us into action, reaction or inaction. Take an assessment of yourself as you read and then do the exercise on the last page.

The first four are somewhat basic and the last two are more spiritual in nature.

Usually we have one need that is more important than the other so it will rise to the top of the list and another one becomes secondary. These top two that we strive for most become our two primary drivers. These can definitely change with a shift in your focus. Let's get started.

The six human needs are:

- Certainty
- Uncertainty (variety)
- Significance
- Love / Connection
- Personal Growth
- Contribution

The first is the need for **certainty**. We all need to know that we are loved and that we have basics like food, clothing, shelter, etc. But some of us like certainty in all areas of our life so much that we have a difficult time with change. We want a routine and may insist on it. We want safety in knowing the outcome of our day or in our relationship. People who strive for **certainty** do not like surprises at all so they often work hard at controlling people, schedules and circumstances in life. People who strive for **certainty** all the time are often disappointed and it takes a lot of energy if their day does not go as planned. If they lose a job, their whole life may feel very chaotic and unsafe.

If **certainty** is your primary driver you may be too invested in "playing it safe" and do whatever you can to live in a calm, status quo kind of life. If your life is unmanageable, then you may indulge in things like over-eating or drinking too much because when you do it because at least those activities provide some **certainty**. You are *certain* in how it makes you feel. We tend to use crutches when we have a high need for **certainty** yet feel we don't have control of what's happening in our life.

The next human need on the list is **uncertainty** or **variety**. Paradoxically, even if we have lots of certainty in our life, we also want to experience **variety** which is why we don't watch the same movie over and over and we eat a variety of foods. People who love **uncertainty** are not quick to settle down in life. We may date a variety of people or switch jobs often to get that needed spice in life.

One of the ways people with a higher need **variety** meet this need is to go to a different place on vacation each year. They love to travel to see *new* sites and take in *new* smells. They usually love meeting new people and hearing their stories. There are many ways to get the need for **variety** met positively and you should be aware of the negative ways as well. Some people are driven to thrill sports and adventures to get their needs met because they *want* to be surprised and get into that state of adrenaline rush. A negative way to get your need met might be taking risks that are inappropriate, like speeding, stealing or cheating on your spouse to feel more alive. It's just as easy to get your need met with a variety of foods, activities and projects if you are aware.

Next we have the need for **significance**. We all need to feel that our accomplishments matter and that we are important. If this need is at the top of your list you may be labeled as an over-achiever. People get this need met in a variety of ways. For example, writing a book, gaining and/or losing 100 lbs or being a leader or a parent can give you **significance**. There are many ways to gain **significance** through achievements and becoming an expert at something.

On the negative side someone who has a high need for **significance**, yet feels insignificant, may get their need met by holding a gun to a victim's head. Can you see how significant this could make them feel? I've read this is why some kids will join a gang – for **significance**. We all need to feel significant to some degree, the only question is how much do you need? How high is this need on your list? Can you give **significance** to yourself or are you looking to others to validate you? It's also valuable to understand your partner's need for **significance** and how easily it may be for you to give them some. You can simply validate him or her and acknowledge their contribution to the family. The more you give, the more you get.

Then of course we all have the need for **love and connection**. All humans need at least a few very special people in their life to have a meaningful experience on this planet. Even babies who are not handled or loved as infants will fail to physically grow. They call this "failure to thrive syndrome." So we all need **love and connection** although some of us deny it and others crave it. How fulfilled are you on this one?

Do you have friends who love you? Do you have a partner who loves you? How about parents and/or children? It's important to build these relationships to give and receive **love**. Animals/pets sometimes play a big part in the lives of people because they seem to give unconditional **love** which is what we are all ultimately looking for.

Some of us who don't have important **love** connections will give themselves **love** by eating. Food can be a poor substitute and there are other addictions that can be substitutes as well. Often our elderly crave **love and connection** if they have little to do and are lonely for company. Connecting with someone who needs **love and connection** can feel really good to our own psyche because we are being **significant** and making a **contribution** so we are fulfilling 3 human needs by **loving** and connecting with others in need.

Finally the last two are the spiritual needs of **personal growth** and **contribution**. In regards to **personal growth**, Tony Robbins says “if we are not growing we're dying.” **Personal growth** can provide fulfillment in the other 4 human needs. For those of you committed to your own **personal growth** you can be **certain** that life will get better. The need for **uncertainty** is always there because things will definitely change if you are growing. I believe that with **personal growth** you can feel that you are significantly **contributing** to your spiritual life, your family life, your work life and even the world at large depending on how open you are with your growth, gifts and talents. And when you work on yourself, it absolutely makes your life better and you will attract more **love and connection** without a doubt.

With growth comes pain at times. Sometimes it is painful to make a mistake. It can also be difficult to look at your fears or say what you really feel but the rewards usually far outweigh any pain you may feel (and it's only temporary).

Finally we get to **contribution** and service work. At a certain point in life (hopefully earlier rather than later) you will learn the joy of giving. Anyone who spends time volunteering or working for charity can tell you why they do it. It feels really good. It gets you into a state of gratitude and when you are in this level of vibration it feels healthy, joyous and satisfying. There are thousands of valid charity organizations that help men, women, children, veterans, animals, the poor, the sick and infirmed, the environment and many others.

If it wasn't for people running those organizations there would be many more suffering people in the world. And if it wasn't for the volunteers and the donations (every little bit helps), there wouldn't even be an organization.

There are many, many ways to make a **contribution** and give back to humanity. Find something you believe in and contribute. Feel good! There may also be times when you are the taker/receiver of support and you can feel good taking the help knowing that it makes the people who are helping you feel great too.

If you want to know more about these 6 human needs and how they drive you, feel free to contact me for a one-on-one 90 minute breakthrough session. If you are in a transition phase or have a change you are struggling to make in your life, I can help you get focused and clearly aligned to what action is needed to make a positive and lasting change.

Take the assessment on the next page and share this with your partner. The more you learn about your own needs and how to meet the needs of your partner, the deeper your love and connection will become.

Keep on growing!

Love, Maureen

Personal Human Needs Assessment

Rank the 6 Human Needs from the perspective of what you <i>were</i> striving for the most important (1) to the least important (6) in the “ <i>past</i> ” (before you knew about this information).	Now Rank the 6 Human Needs from a present or “ <i>future</i> ” perspective. Now that you have read this paper and have this knowledge, how will you shift your priorities if at all?
<ul style="list-style-type: none"> — Certainty — Uncertainty (variety) — Significance — Love / Connection — Personal Growth — Contribution 	<ul style="list-style-type: none"> — Certainty — Uncertainty (variety) — Significance — Love / Connection — Personal Growth — Contribution

Is there a big difference in your # 1 and #2 priorities?

How will your life change on a daily basis because of your shift in focus?

Take the time to review this with your partner and discuss with him or her how you can help each other to get your needs met.

Remember there should be no judgments so use your best listening skills while the other is speaking. Whatever they feel they need more of, ask how you can help fulfill that need. How hard would it be for you to do or be more of what they need? Usually it doesn't take much and when the other delights in your new focus on meeting their needs, you are much more likely to get reciprocation from your partner. Then both of your lives get better, easier and your relationship will go much deeper. There are no limits except for what you decide.



Maureen Ross Gemme, MS Ed., CEO, Leadership Trainer, Coach, Speaker, Author

Before launching her successful business as a dynamic speaker, educator and leadership mentor, Maureen Ross Gemme, enjoyed a 27 year career at a Fortune 200 company. After experiencing a major life transformation in her 20's, Maureen learned early on what it takes to advance and grow in a highly matrixed business organization.

During her corporate years she was recognized for her expertise in process management, leadership, training and communications. Maureen has a breadth of experience including leading remote training teams, rolling out multi-million dollar technology systems training across the enterprise, improving processes and documentation in all 13 departments she worked in and managing large scale leadership events.

Maureen began her entrepreneurial journey in 2013 when she launched her venture to train and develop leaders who want to make an impact. Maureen is passionate about helping her clients overcome their fears, develop confidence to present their ideas solidly and lead others so they can live up to their full potential and move their business and life forward.

Maureen recently published her VIP coaching program in a book called **Emerge: 7 Steps to Transformation (No Matter What Life Throws At You!)**. She will inspire you to make the changes you know you need to make so you can make a bigger impact in the world.

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