



W · I · S · E

Workforce Integration Support and Education

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MANAGING UP | LIST OF NEEDS

General Human Needs

Connection

- Acceptance
- Appreciation
- Belonging
- Cooperation
- Communication
- Community
- Consistency
- Empathy
- Inclusion
- Mutuality
- Recognition
- Respect
- Security
- Stability
- Support
- Understanding
- Trust

Meaning

- Challenge
- Clarity
- Competence
- Contribution

- Creativity
- Discovery
- Effectiveness
- Efficiency
- Growth
- Hope
- Learning
- Passion
- Purpose
- Self-expression
- Stimulation
- To matter
- Understanding

Physical Wellbeing

- Air
- Comfort
- Food/water
- Health
- Light
- Movement
- Quiet
- Rest
- Safety/shelter

Peace

- Communion
- Ease
- Equality
- Fairness
- Harmony
- Inspiration
- Order
- Predictability

Autonomy

- Choice
- Freedom
- Independence

Play

- Celebration
- Joy
- Humor
- Mourning

Honesty

- Authenticity
- Integrity
- Sincerity

Workplace-Specific Needs

- A level of enjoyment while working
- A sense of belonging and community
- Appreciation
- Being able to discuss the loss of workers
- Being able to modify your work environment to optimize your productivity
- Being recognized and celebrated for success and effort at work
- Ensuring that your roles and activities at work do not violate your personal integrity
- Fairness and equity in decision-making
- Having a level of choosing how you will do your job (not necessarily what or when)
- Physically safe and healthy work environment
- Psychologically safe and healthy work environment
- Respect
- Support

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MANAGING UP | LIST OF FEELINGS

When needs are met:

- absorbed
- adventurous
- affectionate
- alert
- alive
- amazed
- amused
- animated
- appreciative
- ardent
- aroused
- astonished
- blissful
- breathless
- buoyant
- calm
- carefree
- cheerful
- comfortable
- complacent
- composed
- concerned
- confident
- contented
- cool
- curious
- dazzled
- delighted
- eager
- ebullient
- ecstatic
- effervescent
- elated
- enchanted
- encouraged
- energetic
- engrossed
- enlivened
- enthusiastic
- excited
- exhilarated
- expansive
- expectant
- exultant
- fascinated
- free
- friendly
- fulfilled
- glad
- gleeful
- glorious
- glowing
- good-humored
- grateful
- gratified
- happy
- helpful
- hopeful
- inquisitive
- inspired
- intense
- interested
- intrigued
- invigorated
- involved
- joyous/joyful
- jubilant
- keyed-up
- loving
- mellow
- merry
- mirthful
- moved
- optimistic
- overjoyed
- overwhelmed
- peaceful
- perky
- pleasant
- pleased
- proud
- quiet
- radiant
- rapturous
- refreshed
- relaxed
- relieved
- satisfied
- secure
- sensitive
- serene
- spellbound
- splendid
- stimulated
- surprised
- tender
- thankful
- thrilled
- touched
- tranquil
- trusting
- upbeat
- warm
- wide-awake
- wonderful
- zestful



When needs are unmet:

- afraid
- aggravated
- agitated
- alarmed
- aloof
- angry
- anguished
- annoyed
- anxious
- apathetic
- apprehensive
- aroused
- ashamed
- beat
- bewildered
- bitter
- blah
- blue
- bored
- brokenhearted
- cold
- concerned
- confused
- cool
- cross
- dejected
- depressed
- despairing
- despondent
- detached
- disappointed
- discouraged
- disenchanting
- disgruntled
- disgusted
- disheartened
- dismayed
- displeased
- distressed
- disturbed
- downhearted
- dull
- edgy
- embarrassed
- exasperated
- exhausted
- fatigued
- fearful
- fidgety
- frightened
- frustrated
- furious
- gloomy
- guilty
- harried
- heavy
- helpless
- hesitant
- horrible
- horrified
- hostile
- hurt
- impatient
- indifferent
- intense
- irate
- irked
- irritated
- jealous
- jittery
- lazy
- leery
- lethargic
- listless
- lonely
- mad
- mean
- miserable
- mopey
- morose
- mournful
- nervous
- nettled
- numb
- overwhelmed
- panicky
- passive
- perplexed
- pessimistic
- puzzled
- rancorous
- reluctant
- repelled
- resentful
- restless
- sad
- scared
- sensitive
- shaky
- shocked
- skeptical
- sleepy
- sorrowful
- sorry
- spiritless
- startled
- surprised
- suspicious
- tepid
- terrified
- tired
- troubled
- uncomfortable
- unconcerned
- uneasy
- unglued
- unhappy
- unnerved
- unsteady
- upset
- uptight
- vexed
- weary
- wistful
- withdrawn
- woeful
- worried
- wretched