

Basic Needs of People in Groups

Leader! If you want my loyalty, interest, and best efforts as a group member, you must remember that . . .

1. I need a sense of belonging.
In order to feel like I belong, I need to know that no one objects to my presence and that I am sincerely welcome. I also need to know that I am honestly needed for my total self and not just for my hands, my money, etc.
2. I need to have a share in planning the group goal.
My need will be satisfied only when I feel that my ideas have had a fair hearing. My involvement leads to an investment of interest, time and responsibility on my part. I can become a resource to others by sharing my ideas and vice versa.
3. I need to feel that the goals are within reach and that they make sense to me.
4. I need to feel that what I am doing contributes to human welfare – that its value extends beyond the group itself; that I am doing something for others.
5. I need to share in making the rules of the group – the rules by which together we shall live and work toward our goals.
6. I need to know in some clear detail just what is expected of me so that I can work confidently.
7. I need to have responsibilities that challenge, that are within range of my abilities, and that contribute toward reaching our goals.
8. I need to see that progress is being made toward the goal we have set.
9. I need to be informed.
10. I need to have confidence in our leader – confidence based upon assurance of consistent fair treatment, recognition when it is due, and trust that loyalty will bring increased security.
11. I need to be able to use acquired skills.
12. I need to gain recognition and status.
13. I need to feel valued and respected.
14. I need to gain visibility and skills that will help to advance me in my career
15. I need to use work and leisure time effectively.
16. I need a “communicative” environment. This environment includes trusting, caring, and listening for understanding.