

O: OBSERVATION (Free of Inference)

What do you see, hear, notice? What is given as a fact in the situation?

F: FEELING (Free of Interpretation)

Basic Feelings

	Mind-Body Feelings / States	Simple Emotions	Emotions about External Factors	Emotions Related to Agency
Positive Feelings (Met Needs)	Clear-Headed Energized Peaceful/Open	Joy Desire Love	Gratitude Relief Hope	Pride Confidence
Negative Feelings (Unmet Needs)	Overloaded Tired Tense/Uptight	Grief Aversion Indifference	Anger Fear Despair	Guilt Frustration

N: NEED (Free of a Concrete, Specific Strategy)

Deep Rational Values*

<p>CLARITY Understanding Certainty Celebration Mourning</p> <p>“Crow” Space Organization Concretization Concentration</p>	<p>DIRECTION Closure Progress Meaning</p> <p>Quality Timeliness Creativity Ease Decisiveness</p>	<p>EFFICACY Growth Mastery Self-Acceptance</p> <p>Skill Commitment Resilience</p>	<p>HEALTH Movement Play</p> <p>Energy Nutrition Rest Relaxation</p>
<p>CONNECTION Visibility To Be Seen / Heard To See / Hear</p> <p>Empathy Mutuality: Respect, Fairness, Trust, Consideration</p>	<p>COMMUNICATION Self-Expression Intellectual Stimulation</p> <p>Emotional Presence Authenticity Transparency Openness</p>	<p>COOPERATION Trade Contribution Support Community</p> <p>Alignment Autonomy Freedom Responsibility</p>	<p>RATIONALITY Independence Integrity Honesty Justice</p> <p>Productiveness Pride</p>

R: REQUEST (Free of Demand)

What might be an easy step to take? You (or the other) always have a choice whether to take it.

A requested action should be clearcut, doable, and lead to the deep value.

A “connection request” consists of asking yourself (or the other person) to share your (his) thoughts, feelings, or values in response to the preceding Observation-Feeling-Need steps.

This OFNR sheet is my adaptation of Marshall Rosenberg’s OFNR method from “Non-Violent Communication.”