

# 6 Core Needs



The American coach Tony Robbins introduced the **6 core needs** every person has. These needs are always present in our personalities, the things we do and the decisions we make. They can explain both career choices, relationships and other day to day patterns and habits we have (both resourceful and un-resourceful ones).

Some needs will be more important (your individual drivers) and some will come in as lower priorities. You will however have all of these 6 needs represented in your life, which is something to be aware of both at work and in your personal life. Here we'll introduce you to the 6 core needs and at the very end you get to play around with what these mean for you in your life!

## 1. Certainty/safety/comfort

This is one of the most common drivers for many people. The most resourceful way of meeting this need is through backing yourself and having certainty in self regardless of what happens, even if you don't have all the answers. Allowing yourself to be who you are and who you need to become to handle problems that unavoidably come up in life. This is a sustainable and highly evolved way of filling the need for certainty. The resourceful certainty **stands up, backs oneself fully and meets whatever comes their way.**

Unfortunately the need for certainty often plays out in quite a few un-resourceful ways as well. You might have seen around you or maybe even done them yourself at times? Examples of this would be: **controlling other people or food, routine** (ex. watching lots of TV), **procrastination** or extreme **perfectionism**. Pretty much anything that gives a feeling of certainty (or control) and comfort in the face of uncertainty (even if the person often subconsciously knows that it's not sustainable). Other examples are control of others by for throwing **anger tantrums**, which only gives temporary control of the situation. Anger is an unconscious choice to gain control of your state, but is not sustainable. There is a limit to how many times this can be used and still be effective to control something/someone.

A clarification might be needed here on **routines** before we move on. Routines can also be resourceful, if they help move you forward to a resourceful and sustainable life. The best way to ask yourself if you find yourself doing much of a specific thing is *'Is this moving me forward to who I need to be to handle life's challenges/problems?'* Meditation, exercise, reading, watching resourceful TV and movies and sleep can be very resourceful routines as long as you can answer the previous question with a yes.

## 2. Uncertainty/variety/adventure

The most resourceful way of meeting this need is through **playfulness** and **taking yourself lightly**. Having fun, seeing the obstacle as a game, having a laugh! Get over yourself and just play sometimes! As adults we often forget we're still allowed to play! Resourceful variety is also to embrace adventure, reframing events in our lives, having different types of hobbies and embracing new challenges. There are many resourceful ways of connecting with your own creativity. On the un-resourceful side of things, this need can also be met through **overwhelm**, drug taking, intoxication, constant restlessness, **self sabotage** and sometimes through creating **drama** and problems just so that we have something to do.

It's important to note that need 1 and 2 are in paradox with each other and may appear to be opposites. They are not opposites however, but rather complementing each other. If you find that your emotional needs scales are way off (the tipping point is of course different for every human being) you will feel unhappy. It might then be good to know that the antidote to unhappiness is to meet the need at the other end of the paradox to balance your emotions. For example – if you are really bored, make sure to get some resourceful variety. Maybe go away for the weekend, try a new hobby, restaurant or whatever you find new and exciting (small or large) to 'balance your scales'.

## 3. Significance

A very important core need that sometimes is forgotten in the buzz of day to day life. This need is about **feeling/being important, validated and that we matter**. Everyone has this present in every relationship they have, whether they're aware of it or not. When we don't **feel acknowledged** (by partner/at work/with friends/by parents) this need is not being met.

It's very important to teach others that you care about their accomplishments and that they matter to you. Whether you are running a team or looking for a better relationship at home, **it's important to show others how significant they are**. It's key for staff to feel significant, so it's very important as a manager that you ensure that this and all other needs are being met as resourcefully as possible. Fulfilling this need in others will make them want to work with or be around you. Remember to celebrate with others when they share important things with you. Practise this in an empowering/resourceful/sustainable way and you'll notice the difference around you.

The most resourceful way of fulfilling the need for significance is to be a **giver of significance**. This means to be a champion and inspiration to others. **Being a leader of self and others in speaking up, reaching our goals and getting good at our craft**. By having continuous awareness and working on being the best version of you that you can be in the situations you meet in life. As with the other core needs, this need can also be met un-resourcefully by being a **getter of significance**. This can be done through **putting others down**, engaging in **gossip**, playing the **victim/martyr**, through promiscuity or possibly **rebellion**. A very extreme case of meeting this need is unfortunately suicide, which indicates absolute starvation of significance.

## 4. Love & connection

This need is very connected to the need for significance and means that your driver is to connect through/with others rather than being driven by getting significance for yourself. While most of us crave love as a primary thing, in the absence of love we'll settle for connection. Connection is in some ways 'safer' than love, as it does not mean we let people quite as close to our heart.

Even though this need is about connecting with others, it starts with how we connect with ourselves. The most resourceful way of fulfilling the need for love and connection is through **sharing**, supporting, **connecting with self** and being loyal to self. **Being clear on your truth** and being/living heart to heart with both yourself and others. Relationships are a magnifier of all emotions.

As with the other core needs, this need can also be met un-resourcefully by **being needy**, doing **self harm**, immersing in **unhealthy relationships**, connecting through drugs, drama or other **external factors**. These un-resourceful patterns tend to find **connection through problems** of various kinds **rather than through people**.

## 5. Growth

While the first 4 needs are more focussed on our personality traits, need 5 and 6 are more focussed on **needs of the spirit**. These simply can't be done in a "good" or "bad" (resourceful vs. un-resourceful) way, they are simply very present/important to us or not that present/important.

The need for growth is focussed on **learning more, evolving**, wanting to gradually gather **more resources and experiences**. If this is you, you'd be driven by the fact that "*We're either green and growing or ripe and rotting*". People driven by growth seek education in most areas of life with the purpose of implementing this in their life and sharing their new skills with others around them whenever possible.

## 6. Contribution

People driven by the need for contribution see themselves very much as a part of a bigger system. Examples of how this need shows up would be different forms of volunteer work or other ways of giving to others and working for the greater good.

Contribution means giving time and resources to improve life for others or the bigger picture, without asking the immediate question of "*What will this give me?*". A contribution driver person will instead ask the key question - "*How can I serve this person/situation?*"

# What to do now?

Understanding the core needs and what really drives you is a big insight in what you're currently doing and how you can choose to live more resourcefully, whilst still getting your core needs met.

Spend some time now to reflect on your key drivers in terms of core needs. Remember that you can find more than one need important, but one or two will usually be the ones to drive your decisions in life.

## Key questions to ask:

- Do I base my decisions on certainty or variety?
- Is it more important to connect with others or to get recognised individually for what I do?
- What truly gives me energy? Adventure/not knowing or being clear on what is going to happen and delivering on that?

When you have gone through this for yourself, then do the same for your partner, friend or family member. Do your core needs drivers complement or compete with these people? How can you use this knowledge to connect more with the people you work closely with or care about?

Email us at [hello@thebridgecoaching.com.au](mailto:hello@thebridgecoaching.com.au) to share your results, ask any questions and get really clear on how you can manage these needs going forward to get more of what you want in life!

