



## UNDERLYING NEEDS QUIZ

**Instructions:** Match the conflict situation to the underlying need involved.

### Underlying Needs:

- A. Sustenance: food, air, water, shelter, physical health
- B. Safety: physical or emotional safety, trust
- C. Love: affection, support, appreciation
- D. Understanding: empathy, learning, respect
- E. Creativity: self-expression, work, contribution
- F. Community: belonging, connection, acceptance
- G. Rest/recreation/play: sleep, joy, renewal
- H. Autonomy: self-governance, choice, freedom
- I. Meaning: purpose, beliefs, faith, hope

### Conflict Situations:

1. Jake arrived at school early for two weeks to help prepare the stage scenery and lights for the annual school musical. He worked late in the evenings after the cast went home and he helped at all of the shows. On the final night of the show the cast gave out flowers and made special thanks announcements to those who worked hard to make the show possible, but since most people never witnessed Jake at work, he wasn't thanked publicly. When the drama teacher asked Jake if he would help again next year, Jake said 'no' before refusing to help disassemble the set.

Underlying Need: \_\_\_\_\_

2. Miya and Joel were working together on a science project. They agreed to split up the work equally. When they met to combine their parts of the project, Miya was angered to find that Joel's half didn't include any of the scientific fact information their teacher required. She thought it looked more like an art project than a science project. Joel, on the other hand, was angered to find that Miya only included text of scientific facts and made no effort to add artistry or color to the project. Both have refused to continue working together to complete the project.

Underlying Need: \_\_\_\_\_

3. Cleo was about to sit down with friends at a school potluck. She had just filled her plate with food and was eager to eat when her teacher, Mr. Thompson, stopped by the table to visit. As he began to leave, Mr. Thompson took a cookie from Cleo's plate without her permission and ate it. Cleo was so angry that she verbally abused Mr. Thompson in front of everyone at the picnic.

Underlying Need: \_\_\_\_\_



4. Hannah and Lauren have been dating for three months, but lately they've had an ongoing conflict regarding Hannah's family. Whenever Hannah visited Lauren, they both went inside Lauren's home and interacted with her family. When the girls went to Hannah's house, she would make excuses to prevent Lauren from entering the home, or she would only allow Lauren inside when her parents weren't around. Hannah's parents are friendly and supportive of gay couples, but religiously they oppose equal rights in marriage for gay couples. Lauren feels that was a sign that Hannah's parents are disapproving of their relationship, while Hannah feels that her parents are supportive of the relationship, just not the eventual idea of marriage. Lauren refuses to go over to Hannah's house until she feels confident that Hannah's parents are equally as supportive of their relationship as Lauren's parents are.

Underlying Need: \_\_\_\_\_

5. Jose wanted to watch his boyfriend, Thomas, play in the football game, but his sister's volleyball game was the same night. Jose's family pressured him to put family first and go to the volleyball game instead of the football game. Thomas wanted Jose to come to the football game since Jose was unable to attend the last one. Afraid that both options might hurt somebody's feelings, Jose decided to stay home and did not attend either game. Jose's decision left both his sister and boyfriend upset with him and neither will respond to his messages.

Underlying Need: \_\_\_\_\_

6. Peter moved to the United States from Brazil when he was in 6th grade. He's still in the process of learning English, and usually won't talk to anyone at school because he doesn't want to embarrass himself. However, Peter is very good at Chess and plays constantly with the Chess club members. After tournaments, the club members would go out for burgers together, but Peter was never invited. One day Peter tried to confront the members about their decision not to invite him, but when one of the members teased Peter's broken English, Peter got so embarrassed and mad that he punched the member.

Underlying Need: \_\_\_\_\_

7. Deena and Charlie are best friends who carpool to and from school. On Fridays, the two always spend the afternoon together once school gets out. Lately, Deena has requested that they go out to parties, shows, or other social activities. Charlie, however, has been more exhausted than usual by the end of the week, and requests that they stay indoors and rent a movie or order pizza. Unable to compromise, Deena drives home without Charlie one Friday, leaving him stranded at school, when he refuses to go with Deena to a party that night.

Underlying Need: \_\_\_\_\_



8. Martin has trouble being in crowded places. They make him feel claustrophobic, nervous, and anxious, so he tends to avoid them. At school, Martin waits until the halls are clear after passing period before walking to his next class. His friends used to wait with him and walk together, as an added support, but recently his friends received so many tardy slips for arriving late to class that they're no longer willing to wait with Martin. His friends' decision made Martin feel angry and abandoned, so he stopped coming to school altogether.

Underlying Need: \_\_\_\_\_

9. Nathan's friends were aggravated when he repeatedly turned down their offers to hang out, choosing instead to take on extra shifts at his job. His friends confronted Nathan and accused him of being boring and selfish, since Nathan's family is wealthy and his friends didn't think he needed more money. Nathan explained that he actually finds his job enjoyable, and it makes him feel useful, not boring. Nathan's friends, and sometimes even his parents, urged him to spend more time away from his job, but the more they pressured Nathan, the more hours he scheduled at work, until his friends disrupt him so much at work that his boss fires him.

Underlying Need: \_\_\_\_\_