



## Nonviolent Communication and Handouts

Nonviolent Communication (NVC) is a process developed by [Marshall Rosenberg](#). It is a way to communicate with greater compassion and clarity. It focuses on two things: *honest self-expression*—exposing what matters to oneself in a way that's likely to inspire compassion in others, and *empathy*—listening with deep compassion.

One central tenet of nonviolent communication (also called "compassionate communication") is that everything a human being does (whether benign or hurtful) is an attempt to meet their human needs. NVC postulates that conflict between individuals or groups is a result of miscommunication about these needs, often because of coercive language or manipulative language (e.g., inducing, fear, guilt, shame, praise, blame, duty, obligation, punishment, or reward).

One aim of NVC is to create a situation in which everyone's needs are met. The reasoning is that from a state of mutual understanding and compassion, new strategies will be generated that meet at least some needs of everyone.

NVC advocates that in order to understand each other, the parties express themselves in objective and neutral terms (talking about their factual observations, feelings and needs) rather than in judgmental terms (such as good versus bad, right versus wrong, or fair versus unfair). Practicing NVC means that one listens carefully and patiently to others, even when speaker and listener are in conflict. The following practical handouts help groups begin to explore the ideas of NVC and then to develop these tools of awareness when sharing their ideas and opinions during discussions.

### NVC Handouts for Gathering Groups

The following links provide great introductions to the concepts of Nonviolent Communication. The book, [Nonviolent Communication: A Language of Life](#) by Marshall Rosenberg, is highly recommended for facilitators. (There is also a [NVC Workbook](#) available).

- [Basic NVC](#), with the NVC Model and Concepts, Feelings and Needs Lists, and Chapter One of the NVC.
- [The NVC Model](#)
- [NVC Concepts](#)
- [Chapter One](#) of the book [Nonviolent Communication: A Language of Life](#)
- [Spiritual Basis of NVC](#). Marshall Rosenberg answers questions about the spirituality of NVC, available in English, Spanish and German.

- [10 Steps to Peace](#): 10 things we can do to contribute to internal, interpersonal, and organizational peace

There are more Nonviolent Communication materials to use for your group on the NVC website, but you must sign into the site (free) to access most of them. **Visit and support the [Center for Nonviolent Communication!](#)**

[The Inner World of Nonviolent Communication](#) - A Colorful Poster!

## **Art of Hosting Guidelines**

The Art of Hosting and Convening Conversations that matter is a powerful leadership practicum as well as a daily pattern and practice for many individuals, communities, families, businesses and organizations. It is a practice retreat for all who aspire to learn and find new ways of working with others to create innovative and comprehensive solutions. We are a growing community of practitioners, supporting each other to explore and accomplish what we most care about.

Visit The Art of Hosting: [www.artofhosting.org](http://www.artofhosting.org)

**What are some essentials that help us to have meaningful conversations about the things that we most care about?**

- \* live now the future you want to create
- \* be in the present
- \* do not host it alone – be a good team of hosts
- \* focus on questions that matter
- \* go into conversation about what really matters by listening deeply to each other – beyond the words
- \* allow all voices to be heard so the collective intelligence can surface
- \* co-host a good process that allows everyone to learn about themselves – each other and the purpose
- \* harvest good essences
- \* do not act before clarity and wisdom have come
- \* do not fear chaos – it is creative space where the new order can be born
- \* go through your fear however it manifests