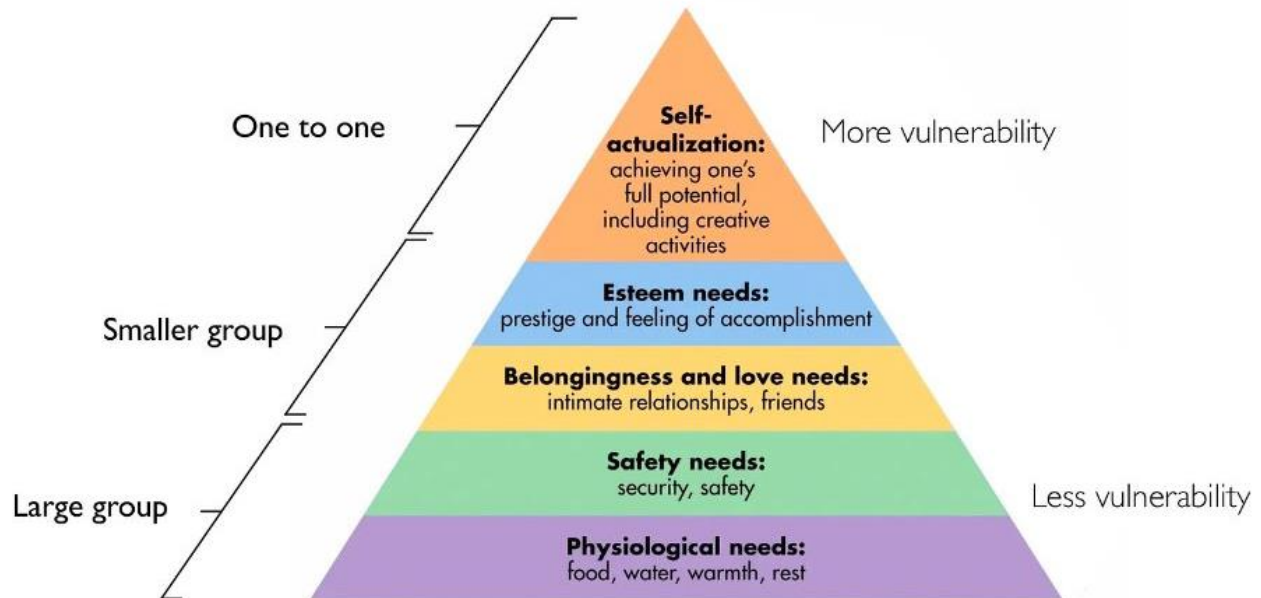


Maslow's theory outlines human needs, starting with the most basic physiological needs and moving up to self-actualization. For this meeting, instead of thinking of the theory as a hierarchy of needs, let's think of it as a hierarchy of conversation.



A few points to note:

- Conversations in a group of eight people or more will likely be about food, weather, sleep – basic physiological needs.
- Conversations within groups of three to five can allow everyone to slowly unmask. Conversations may allow you to reveal more about your likes and dislikes within your relationships/friendships and activities that fill you with a sense of pride. Smaller groups also have comfortable silences.
- Lastly, when you are alone with a close friend, this is usually when your insecurities come out. Your close friends may have seen you at a low point in your life, they laugh at the TikTok's you send that only you two would think are funny, they are the ones you share when you have a mortifying moment in your life, and they also are the ones you may discuss your hopes and dreams.
- It all boils down to being able to discuss these various aspects of our lives and having the ability to be vulnerable when needed. These aspects will help us create a sense of belonging in our community.

In your meeting this month, spend some time to work through this pyramid with your team. Start at the bottom with a few questions for the full group. Depending on the size of your team, divide up into groups of 3-5 for the “love and belonging” and “esteem” questions. And then divide up into pairs for the “self-actualization” questions. You may either ask everyone to answer the same question, or you can give them a few questions to choose from for the questions that require less vulnerability. We suggest that you offer a few

questions to choose from as you get to the questions that require more vulnerability so that each person can find something that they feel comfortable talking about.

Initial conversation starters related to Physiological Needs:

- What is your favorite food and why is it your favorite?
- If you could live anywhere in the world, where would you live?
- How many hours of sleep do you need a night? What happens when you don't get enough?
- Does your body feel hot or cold more often?
- Do you prefer fresh air at the beach or in the mountains?
- Have you ever broken a bone? Which bone did you break and how?

Safety Needs:

- What is something predictable in your life?
- When is a time you had to rely on a friend or family member?
- How many times have you moved in your life?

Love & Belonging Needs:

- Who is someone you trust? What makes them so trustworthy?
- Have you ever felt left out of a group?
- Do you have a best friend? Why are you so close?
- How do you know someone wants to be your friend?
- What is an activity you like doing with other people?
- What would you do to let your friends know you care about them?
- How many friends do you think most adults need in order to be happy?

Esteem Needs:

- What is something you are good at?
- What is something about your personality that you think is unique?
- What is something people go to you for advice on?

Self-Actualization Needs:

- Describe your perfect morning.
- How do you know the difference between right and wrong?
- What is a fact that you have had to accept, that you wish wasn't true?
- When is a time you were in a creative flow state? What did you do and what were the circumstances?
- Have you ever spoken up when you knew something wasn't right? What happened?
- What is something you've learned about yourself as you've gotten older?