

## *The Four Ds of Disconnection*

Inspired by the work of Marshall Rosenberg and Lucy Leu

*Each of the 4 Ds is a tragic expression of an unmet need.*

<u>Category</u>	<u>Meaning</u>	<u>Behavior/Example</u>	<u>Form</u>
<b>DIAGNOSIS</b> <i>Who is what?</i>	Judging, labeling criticizing	"You are lazy and only care about yourself!"	You are _____.
<b>DENIAL OF RESPONSIBILITY</b> <i>Who is to blame?</i>	Denial of choice blaming	"I have to do what the boss says!"	You have to _____.
<b>DEMAND</b> <i>Who has power?</i>	Implies threat of punishment	"Get that proposal out by 5 pm! (or else you will be suspended)"	Do _____ or else!
<b>DESERVE</b> <i>Who deserves what?</i>	Links behavior with punishment and/or reward	"If you don't get that project done, don't bother coming in tomorrow!"	If _____, then _____.

### Exercise:

1. Write down at least one example of each of the 4 Ds of Disconnection that you have heard recently.
2. Write down how you feel right now in response to each example. Link your feeling to your need.
3. Write down an empathic guess of what the person might have been feeling and needing when they said what you heard.

### *Example:*

1. *You are lazy and only care about yourself!*
2. *I feel sad and frustrated because I have a need to be seen as a caring person.*
3. *Are you feeling frustrated because you value cooperation?*