



Human Needs and Work



Needs	Examples of how these can get triggered	What I know about how I react to this
 <p>Inclusivity & Belonging</p>	<ul style="list-style-type: none"> • Exclusion from meetings/groups we feel we should be in • Finding out decisions have been made without our input • Organizational materials or leaders that use excluding language consistently • Finding out others have gossiped about you, or that someone has shared something confidential with others <p>Other Examples:</p>	
 <p>Respect</p>	<ul style="list-style-type: none"> • Written communications (email/text) or verbal communications that are impolite, demanding or rude. • Differences in how we are addressed, relative to others (use of nicknames when not given permission; use of first name when others are called 'Dr.', etc.) <p>Other Examples:</p>	





Autonomy

- Authority is used to govern (demands; 'just because')
- Power differentials and hierarchies rule 'Chain of command' governs communications
- Inability to make day-to-day decisions- must run them up the flagpole
- Rigidity around rules for the sake of rules/standardization
- Schedule is very difficult or impossible to flex

Other Examples:



Fairness

- Favoritism of individuals, or particular groups of people
- Different rules for different people or groups of people
- Unequal distribution of disciplinary actions
- Organization gets more white, hetero, and male at higher status/pay

Other Examples:



Purpose

- Low value, bureaucratic tasks take too much time (EHR notes, mandated trainings, timesheets)
- High value work is compromised by time pressures

Other Examples:



Integrity

- Being asked to do something unethical
- Being told to do something that doesn't align with your values
- Seeing the organization or leaders act in a way that doesn't match what is professed

Other Examples:



Safety

- Pay is not a livable wage
- Benefits are not sufficient to meet basic needs
- Co-workers not adhering to COVID protocols; lack of consistency from managers on enforcing COVID protocols
- Lack of action on reported harassment
- Lack of action to protect employees from verbal abuse by patients
- Asking for flood lights in a parking lot or other safety measures and being ignored

Other Examples:



Self-esteem & Value

- Lack of recognition or acknowledgment for hard, high-quality work
- Contributions to discussions being ignored or dismissed
- Stymied in being able to move up in the organization

Other Examples:



Connection

- No time allotted or allowed for human-to human connection
- Non-work-related conversations are shut down higher ups
- Meals or breaks are taken solo
- Co-workers don't ask about each-others personal lives, or if someone is okay if they seem down or ill.
- Few or only selected celebrations of birthdays, baby showers; etc.

Other Examples: