

RESOURCE · REFERENCE CARD

The 22 relational *nutrients*

Four quadrants of what people need from each other to grow. Notice which you give easily, and which you need today.



QUADRANT 1

Be present

Be there and "for," fewer words.

Acceptance

Connect without judgment.

Attunement

Be aware of what another is experiencing, and respond to it.

Validation

Convey that a person's experience is significant and not to be dismissed.

Identification

Share your similar story.

Containment

Allow the other to vent while staying warm without reacting.

Comfort

Provide support for someone's loss.



QUADRANT 2

Convey the good

Give words that dispense grace.

Affirmation

Draw attention to the good.

Encouragement

Convey that you believe in someone's ability to do the difficult.

Respect

Assign value.

Hope

Provide reality-based confidence in the future.

Forgiveness

Cancel a debt.

Celebration

Acknowledge a win, both cognitively and emotionally.



QUADRANT 3

Provide reality

Give helpful information.

Clarification

Bring order to confusion.

Perspective

Offer a different viewpoint.

Insight

Convey a deeper understanding.

Feedback

Give a personal response.

Confrontation

Face someone with an appeal to change.



QUADRANT 4

Call to action

Push to a practical step.

Advice

Recommend an action step.

Structure

Provide a framework.

Challenge

Strongly recommend a difficult action.

Development

Create a growth environment.

Service

Guide engagement to giving back.