

THE BASIC NEEDS OF MEMBERS

The need for a sense of belonging

To feel that you are sincerely welcome and needed in the group

The need to share in planning group goals

To be able to express ideas and concerns and to help set the direction for the organization

The need to feel that goals are attainable

To understand and feel competent to work toward goals

The need to contribute to human welfare

To feel that what you're doing in the group is of value that extends beyond the group

The need to share in making rules for the group

To play a part in establishing standards, policies, and procedures that will help the group live and work together

The need to know what is expected of you

Expectations should be clearly stated, so you can work confidently

The need to be challenged

Responsibilities should build skills and help you reach personal goals

The need to see that progress is being-made

You want to feel a sense of achievement in reaching goals

The need to keep informed

You need to know what's going on around you--to be kept "up on things"

The need to have confidence in the leader

Confidence is based on assurance of consistent fair treatment, of recognition when it is due, and trust that loyalty will bring increased security

BASED ON L. E. Moody (1971). "Getting Things Done With People." American Humanities Foundation.