

FREE WORKSHEET • BEFORE A HARD CONVERSATION

OFNR Conversation Prep

Observation, Feeling, Need, Request — the four steps of a complete NVC expression. Fill this out before a difficult conversation so you can stay authentic without judging, blaming, or condemning anyone.

1 • OBSERVATION — What happened, exactly?

What a video camera would show. No “always”, “never”, or character judgments. “When I saw...” / “When I heard you say...”

2 • FEELING — What is alive in me?

A real feeling (hurt, scared, frustrated, lonely) — not a faux feeling (ignored, disrespected, manipulated).

3 • NEED — What do I need that I'm not getting?

A universal need (respect, ease, partnership, to be heard) — not a demand that one specific person do one specific thing.

4 • REQUEST — What am I asking for, concretely?

Positive, doable, right now. “Would you be willing to...?” A request the other person can say no to — otherwise it's a demand.

Put it together

“When I ____, I feel ____, because I need ____ . Would you be willing to ____ ?”

Write your full sentence, then say it out loud twice:

If it sounds like an accusation when spoken, revisit step 1 — an evaluation usually snuck in.
