

4. Pause and ask your practice partner to dial the difficulty up or down.
5. Rewind and do over what you want to practice.

### After the Role-Play (Debriefing and Feedback)

1. Each person provides “bio-feedback,” meaning each tells the other person how he or she felt at particular moments. Make this as specific as possible, i.e., “When you reflected my needs after I said . . ., I felt relief.”
2. Ask if any other kind of feedback is welcome before providing it.
3. After feedback, switch so the second person can work on one of their scenarios.

## Appendix: Faux Feelings

| FAUX FEELING              | FEELING(S)                                                           | NEED(S)                                                                                                             |
|---------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Abandoned                 | Terrified, hurt, bewildered, sad, frightened, lonely                 | Nurturing, connection, belonging, support, caring                                                                   |
| Abused                    | Angry, frustrated, frightened                                        | Caring, nurturing, support, emotional or physical well-being, consideration, need for all living things to flourish |
| (Not) accepted            | Upset, scared, lonely                                                | Inclusion, connection, community, belonging, contribution, peer respect                                             |
| Attacked                  | Scared, angry                                                        | Safety                                                                                                              |
| Belittled                 | Angry, frustrated, tense, distressed                                 | Respect, autonomy, to be seen, acknowledgment, appreciation                                                         |
| Betrayed                  | Angry, hurt, disappointed, enraged                                   | Trust, dependability, honesty, honor, commitment, clarity                                                           |
| Blamed                    | Angry, scared, confused, antagonistic, hostile, bewildered, hurt     | Accountability, causality, fairness, justice                                                                        |
| Bullied                   | Angry, scared, pressured                                             | Autonomy, choice, safety, consideration                                                                             |
| Caged/boxed in            | Angry, thwarted, scared, anxious                                     | Autonomy, choice, freedom                                                                                           |
| Cheated                   | Resentful, hurt, angry                                               | Honesty, fairness, justice, trust, reliability                                                                      |
| Coerced                   | Angry, frustrated, frightened, thwarted, scared                      | Choice, autonomy, freedom, act freely, choose freely                                                                |
| Cornered                  | Angry, scared, anxious, thwarted                                     | Autonomy, freedom                                                                                                   |
| Criticized                | In pain, scared, anxious, frustrated, humiliated, angry, embarrassed | Understanding, acknowledgment, recognition, accountability, nonjudgmental communication                             |
| Discounted/<br>Diminished | Hurt, angry, embarrassed, frustrated                                 | Need to matter, acknowledgment, inclusions, recognition, respect                                                    |
| Disliked                  | Sad, lonely, hurt                                                    | Connection, appreciation, understanding, acknowledgment, friendship, inclusion                                      |
| Distrusted                | Sad, frustrated                                                      | Trust, honesty                                                                                                      |
| Dumped on                 | Angry, overwhelmed                                                   | Respect, consideration                                                                                              |

| FAUX FEELING  | FEELING(S)                                     | NEED(S)                                                                               |
|---------------|------------------------------------------------|---------------------------------------------------------------------------------------|
| Harassed      | Angry, frustrated, pressured, frightened       | Respect, space, consideration, peace                                                  |
| Hassled       | Irritated, distressed, angry, frustrated       | Serenity, autonomy, do things at my own pace and in my own way, calm, space           |
| Ignored       | Lonely, scared, hurt, sad, embarrassed         | Connection, belonging, inclusion, community, participation                            |
| Insulted      | Angry, embarrassed                             | Respect, consideration, acknowledgment, recognition                                   |
| Interrupted   | Angry, frustrated, resentful, hurt             | Respect, to be heard, consideration                                                   |
| Intimidated   | Scared, anxiety                                | Safety, equality, empowerment                                                         |
| Invalidated   | Angry, hurt, resentful                         | Appreciation, respect, acknowledgment, recognition                                    |
| Invisible     | Sad, angry, lonely, scared                     | To be seen and heard, inclusion, belonging, community                                 |
| Isolated      | Lonely, afraid, scared                         | Community, inclusion, belonging, contribution                                         |
| Left out      | Sad, lonely, anxious                           | Inclusion, belonging, community, connection                                           |
| Let down      | Sad, disappointed, frightened                  | Consistency, trust, dependability, consistency                                        |
| Manipulated   | Angry, scared, powerless, thwarted, frustrated | Autonomy, empowerment, trust, equality, freedom, free choice, connection, genuineness |
| Mistrusted    | Sad, angry                                     | Trust                                                                                 |
| Misunderstood | Upset, angry, frustrated                       | To be heard, understanding, clarity                                                   |
| Neglected     | Lonely, scared                                 | Connection, inclusion, participation, community, care, mattering, consideration       |
| Overpowered   | Angry, impotent, helpless, confused            | Equality, justice, autonomy, freedom                                                  |
| Overworked    | Angry, tired, frustrated                       | Respect, consideration, rest, caring                                                  |
| Patronized    | Angry, frustrated, resentful                   | Recognition, equality, respect, mutuality                                             |
| Pressured     | Anxious, resentful, overwhelmed                | Relaxation, clarity, space, consideration                                             |

| FAUX FEELING         | FEELING(S)                                          | NEED(S)                                                                                          |
|----------------------|-----------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Provoked             | Angry, frustrated, hostile, antagonistic, resentful | Respect, consideration                                                                           |
| Put down             | Angry, sad, embarrassed                             | Respect, acknowledgment, understanding                                                           |
| Rejected             | Hurt, scared, angry, defiant                        | Belonging, inclusion, closeness, to be seen, acknowledgment, connection                          |
| Ripped off/screwed   | Anger, resentment, disappointment                   | Consideration, justice, fairness, justice, acknowledgment, trust                                 |
| Smothered/suffocated | Frustration, fear, desperation                      | Space, freedom, autonomy, authenticity, self-expression                                          |
| Taken for granted    | Sad, angry, hurt, disappointment                    | Appreciation, acknowledgment, recognition, consideration                                         |
| Threatened           | Scared, frightened, alarmed, agitated, defiant      | Safety, autonomy                                                                                 |
| Trampled             | Angry, frustrated, overwhelmed                      | Empowerment, connection, community, being seen, consideration, equality, respect, acknowledgment |
| Tricked              | Embarrassed, angry, resentful                       | Integrity, trust, honesty                                                                        |
| Unappreciated        | Sad, angry, hurt, frustrated                        | Appreciation, respect, acknowledgment, consideration                                             |
| Unheard              | Sad, hostile, frustrated                            | Understanding, consideration, empathy                                                            |
| Unloved              | Sad, bewildered, frustrated                         | Love, appreciation, empathy, connection, community                                               |
| Unseen               | Sad, anxious, frustrated                            | Acknowledgment, appreciation, be heard                                                           |
| Unsupported          | Sad, hurt, resentful                                | Support, understanding                                                                           |
| Unwanted             | Sad, anxious, frustrated                            | Belonging, inclusion, caring                                                                     |
| Used                 | Sad, angry, resentful                               | Autonomy, equality, consideration, mutuality                                                     |
| Victimized           | Frightened, helpless                                | Empowerment, mutuality, safety, justice                                                          |
| Violated             | Sad, agitated, anxiety                              | Privacy, safety, trust, space, respect                                                           |
| Wronged              | Angry, hurt, resentful, irritated                   | Respect, justice, trust, safety, fairness                                                        |

\* These are selections from a list developed in April 2000 for the *Wisconsin International Intensive Training*, an MVC workshop, edited by Susan Skye.