

QUICK GUIDE

Understanding the PICTuRe Model of Human Needs



NEED	MEANS	THREATENED FROM
POWER	We need to understand clearly where and how the power and status are distributed around us. This is NOT the need to simply have more power. This is also the need for quality in work, for achievement, and high standards.	<ul style="list-style-type: none"> Unclear authority or decision-making processes Vacant leadership positions Shoddy work Low standards in work processes
INFORMATION	We need to know what there is to know. Our brains are pattern-seeking mechanisms, always looking for ways to fill in information gaps. In the absence of data, we often make assumptions, frequently flawed.	<ul style="list-style-type: none"> Blocks to information or access to it Interactions with others who withhold it Lack of directness in communication Contradictory or confusing messages
CONTROL	We need to make our own choices and exercise freedom over what we do and how we do it. A change in our perception of control can change our satisfaction and happiness, even when our actual amount of control has not changed.	<ul style="list-style-type: none"> Micromanaging Perceiving that freedoms are being lost Low confidence Weak relationship with supervisor/peers
TETHEREDNESS	We need to feel tied or connected to some other --at a personal, work unit, or organizational level. Some feel the strongest sense of tetheredness with a very broad-reaching mission which may be at a societal level.	<ul style="list-style-type: none"> Moving physical work spaces, locations Conflict, perceived betrayal Misaligned values Lack of recognition
RIGHTNESS	We need for things to be done right, justly, fairly. This can be an underlying issue beneath hesitancy around change. This can also be a primary work value and either strong motivator or demotivator.	<ul style="list-style-type: none"> Decisions perceived to be unfair Secretive decision-making Unclear processes Unwillingness to have open dialogue about beliefs, values, meaning Few or no avenues for employee input

Please contact us for further information about workshops,
ordering assessments, or the development of the PICTuRe assessment.

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