



Making Clear Observations (Distinguishing from Thoughts)

NVC Chapter 3: Observing without Evaluating

Observable data is exactly what happened, as if it were video recorded.

- It is just facts you can prove or have seen.
- Can also be defined as what your senses tell you — what you see, hear, etc.
- An exact quote: I heard Shoko say, “(insert the exact quote as if it were recorded).”

Individually, listen to the story. Write your observations and thoughts/judgments about the story in the boxes below.

	Action
	Thoughts (or judgments)
Observations	

Adapted from *The Fifth Discipline Fieldbook*, by P.M. Senge, 1994, New York: Double Day and *Nonviolent Communication*, by M. Rosenberg, 2003, Encinitas, CA: PuddleDancer Press

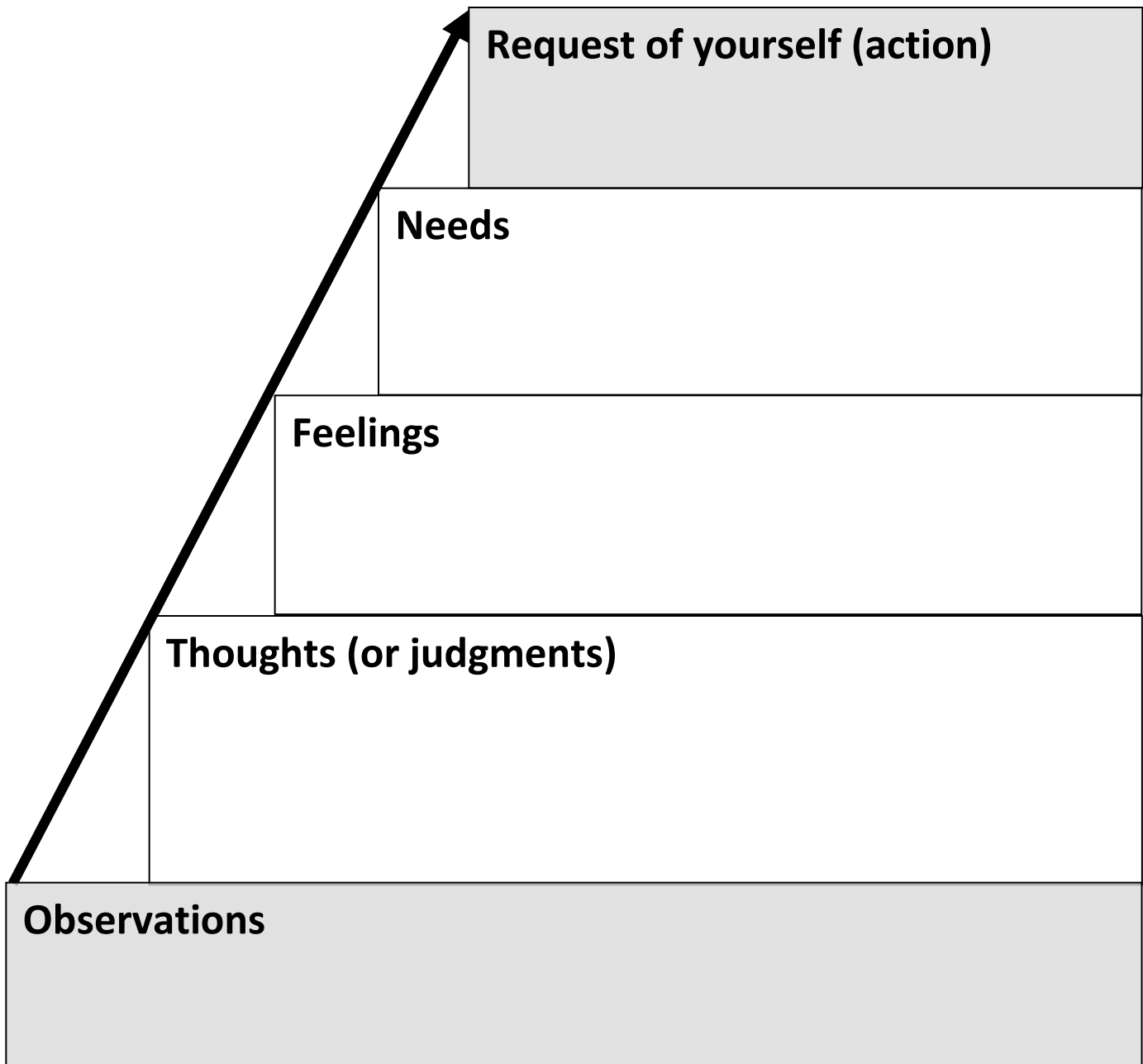


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You can use your own scenario.

- **Begin** on the bottom and **write the Observation** in the box below.
- **Share some thoughts** that come up for you.
- Your partner will **offer empathy by making feelings/needs guesses** around the thoughts.
- Once you have identified a need or two around the situation, do you have a request of yourself or others?



Needs are actionable — feelings are not. Once we have identified the needs that are up in the situation, we can use our power with (rather than over or against) one another to come up with strategies to meet them.