**Essential Components of the Prepared Environment for Creating a**

**Peace Literate (PL) Culture of Respect and Belonging in a**

**Montessori Learning Community:**

**Helping Ourselves and Other Adults Identify and Respond to Emotions and Needs**

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| **When an adult in your learning community experiences any of these emotional tangles of trauma:** | **One of these nine non-physical needs may require attention:** | **Try these responses to help them meet the non-physical needs in healthful ways (these are just examples):** | **What are some healthful ways you can meet these needs in yourself?**  |
| Meaninglessness, nihilism | Purpose and Meaning | Assign a responsibility. |  |
| Mistrust | Nurturing Relationships | Express care and concern, give full attention, show compassion/empathy, connect and be present |  |
| Disillusionment, Ruthless Worldview | Explanations | Offer explanations (or help them find explanations themselves), seek explanations, always try to answer questions (model honesty and curiosity when you don't have the answer), invite and coach them to ask questions, respond compassionately to questions. |  |
| Rage |  Expression | Invite their perspectives, invite their opinions and insights; open door policy for grievances or suggestions; minimize mechanical distance in communications (e.g., less email, more face-to-face) |  |
| Numbness, Cynicism | Inspiration | Inspire, be enthusiastic, provide a vision, imagine together, set goals, give achievable targets, give pep talk, lead by example. |  |
| Alienation | Belonging | Help them connect with others, choose a friend to do an activity, restore or reconnect; introduce a ritual of greeting, ritual of welcome; encourage them to represent as members of a community; create special greeting. |  |
| Shame, Self-Loathing | Self-Worth | Offer positive affirmations/reminders; provide growth mindset activity, acknowledge learning pit, normalize mistake/ error, acknowledge strengths, express appreciation and gratitude, acknowledge positive behaviors and impact |  |
| Helplessness |  Challenge | Give achievable challenge, invite problem solving, invite creativity, invite friendly and productive competition |  |
| Addiction, addictive behavior | Transcendence(transcending our sense of time; being lost in the moment) | Be in the present moment; find ways to create a sense of wonder and awe; practice meditation/developing deep focus and concentration; model savoring of joyful moments. |  |