Greetings,

Here is a collection of what we are considering for some voluntary trainings and/or workshops. Self-study is also an option.

* Section A – Nonviolent Communication
	+ The Compassionate Communication Guidelines
* Section B - Compassionate Workplaces and Management Approaches: Articles and Videos
* Section C - Studies Show the Majority of Employees Have Experienced ACE
* Section D -Some Exercises for Calming the Mind and Body

Questions of Comments please feel free to contact me at: john.vanbladel@fmcc.edu or

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**Section A**

***Marshall Rosenberg’s Book: Nonviolent Communication: A Language of Life.***

Section A is a specific to Nonviolent Communication. There are three components to choose from. The first is his book. The next is a 9-session training and the third is a training he did in San Francisco. Feel free to pick one or all to get a sense of his approach.

His initial CD set had 4 discs. You can now access it online free but the sequence can be confusing so I provided you links in sequential order. He is not the most dynamic speaker in his book but stick with it. Take your time as this is a practice.

<https://www.youtube.com/channel/UChba0vNERFwUtoxlZ6AjrMw>

***Disc 1***

* 01 – Introduction (:37)

<https://www.youtube.com/watch?v=sIaPCR_lZiw&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV>

* 02 - The Origins of Nonviolent Communication (7:17)<https://www.youtube.com/watch?v=4IUxG5cMSU4&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=2>
* 03 - Living in Harmony with Our Own Values (8:15)<https://www.youtube.com/watch?v=PlCKYzqNvBI&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=3>
* 04 – Application of Nonviolent Communication (7:44)

<https://www.youtube.com/watch?v=FXEPaT6Cep0&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=4>

* 05 – Communication Without Judgment (8:39)

<https://www.youtube.com/watch?v=FXEPaT6Cep0&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=4>

* 06 – Life Alienating Communication (9:53)

<https://www.youtube.com/watch?v=cssyCaGb0dI&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=6>

* 07 – Observation Without Evaluation (13:37)

<https://www.youtube.com/watch?v=Ikb5FCZPhEU&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=7>

* 08 – Expressing Our Feelings (11:03)

<https://www.youtube.com/watch?v=kCNhhwnj4Dk&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=8>

* 09 – The Difference Between Feelings and Thoughts (12:09)

<https://www.youtube.com/watch?v=duAl3wmx4Do&list=PLTTgUW8_SSpehs6yj9gRUc9SJD8-zdfFw&index=9>

**Disc 2**

* 02 – Taking Responsibility for Our Feelings (10:41)

<https://www.youtube.com/watch?v=kQN4mfspm2w&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=2>

* 03 – Learning a Language of Needs (13:33)

<https://www.youtube.com/watch?v=VY-bv_13gXs&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=3>

* 04 – Relating to the Needs of Others (7:19)

<https://www.youtube.com/watch?v=ECJIJnMX2xo&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=4>

* 05- Needs Are Life in Action (5:43)

<https://www.youtube.com/watch?v=7lVU_aE-pU4&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=5>

* 06 – How Requests Can Be Gifts (6:56)

<https://www.youtube.com/watch?v=6VAh5KGdLws&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=6>

* 07 – Requesting Concrete Actions of Others (11:56)

<https://www.youtube.com/watch?v=Ov9Y26psHOg&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=7>

* 08 – Creating the Connection We Want (10:06)

<https://www.youtube.com/watch?v=mB7v9Jwc6Vk&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=8>

* 09 – The Difference Between Requests and Demands (11:54)

<https://www.youtube.com/watch?v=AD80i97oSOM&list=PLTTgUW8_SSpe4RiCfNB_o9ty7zby1diib&index=9>

***Disc 3***

* 02 - Connecting Empathically with Others (11:03)

<https://www.youtube.com/watch?v=UAX7Dp3rQJ4&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=2>

* 03 – Defusing Violence with Empathy (10:10)

<https://www.youtube.com/watch?v=NhLiI3rQNn8&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=3>

* 04 – Conversation and Silence (6:19)

<https://www.youtube.com/watch?v=EmmcIY9-KHk&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=4>

* 05 – The Healing Power of Empathy (7:31)

<https://www.youtube.com/watch?v=237EWl7M4dU&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=5>

* 06 – From Self-Judgment to Self-Forgiveness (11:33)

<https://www.youtube.com/watch?v=loqU54Fv9hg&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=6>

* 07 – The Energy Behind Our Actions (12:36)

<https://www.youtube.com/watch?v=FARsQyRQ2GQ&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=7>

* 08 – The Protective Use of Force (7:39)

<https://www.youtube.com/watch?v=8XJYYvZUR_M&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=8>

* 09 – The limitations of Punishment and Reward (9:46)

<https://www.youtube.com/watch?v=oZY3tS4C1uw&list=PLTTgUW8_SSpeVhKCVfkPJG4HAvET422HV&index=9>

***Disc 4***

<https://www.youtube.com/watch?v=_DcSVt06kfo&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=2>

* 02 - Learning to Express Anger Fully (5:42)

<https://www.youtube.com/watch?v=_DcSVt06kfo&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=2>

* 03 – The Cause of  Anger  (7:01)

<https://www.youtube.com/watch?v=zBN3msWikgg&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=3>

* 04 – The Difference Between Cause and Stimulus (7:44)

<https://www.youtube.com/watch?v=A89CwAVl3h8&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=4>

* 05- The Techniques for Fully Expressing Anger (13:36)

<https://www.youtube.com/watch?v=rFMWWUj34Ac&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=5>

* 06 - Learning to Express Our Needs (6:48)

<https://www.youtube.com/watch?v=9r9x2WL1xuI&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=6>

* 07 – Nonviolent Communication and Psychotherapy (9:59)

<https://www.youtube.com/watch?v=riKlCqqT_Cc&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=7>

* 08 - Celebrating Life Through Gratitude (7:07)

[https://www.youtube.com/watch?v=r1U9v\_ z8Ok&list=PLTTgUW8\_SSpc9EJ\_7t54ckArzgNGB2Ojj&index=8](https://www.youtube.com/watch?v=r1U9v_%20z8Ok&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=8)

* 09 – Receiving Gratitude (16:14)

<https://www.youtube.com/watch?v=-AjQ_MfuCn0&list=PLTTgUW8_SSpc9EJ_7t54ckArzgNGB2Ojj&index=9>

***Marshall Rosenberg - 9 Sessions Training*** (approximately 1 hour each)

<https://www.youtube.com/watch?v=GZnXBnz2kwk&list=PLPNVcESwoWu4lI9C3bhkYIWB8-dphbzJ3>

***Marshall Rosenberg –*** San Francisco Workshop (3 hours) He is dynamic and funny in this one.

[*https://www.youtube.com/watch?v=nWb2B2uPfMo*](https://www.youtube.com/watch?v=nWb2B2uPfMo)

**Section B**

**Compassionate Workplaces and Management Approaches: Articles and Videos**

\*\*\* Excellent, \*\* Very Good,  \* Worth a Look

*Articles on Workplace Culture*

* *\*\*The Rise of Compassionate Management:* [*https://hbr.org/2013/09/the-rise-of-compassionate-management-finally*](https://hbr.org/2013/09/the-rise-of-compassionate-management-finally)
* *\*\*What Does a Compassionate Workplace Look Like?*

[*https://greatergood.berkeley.edu/article/item/what\_does\_compassionate\_workplace\_look\_like*](https://greatergood.berkeley.edu/article/item/what_does_compassionate_workplace_look_like)

* *\*\*How to Be More Compassionate at Work.*

[*https://www.mindful.org/how-to-be-more-compassionate-at-work/*](https://www.mindful.org/how-to-be-more-compassionate-at-work/)

* *\*\*The Role of Compassion in the Workplace.*

[*https://www.cipd.co.uk/news-views/changing-work-views/future-work/thought-pieces/compassion-workplace*](https://www.cipd.co.uk/news-views/changing-work-views/future-work/thought-pieces/compassion-workplace)

* *How to Foster Compassion at Work Through Compassionate Leadership*

*(has a good piece on “what is a compassionate leader”)*

[*https://positivepsychology.com/compassion-at-work-leadership/*](https://positivepsychology.com/compassion-at-work-leadership/)

*Videos on Workplace Culture*

* *\*\*Everyday Compassion at Google – Chade-Meng Tan:* [*https://www.youtube.com/watch?v=yTR4sAD\_4qM&t=6s*](https://www.youtube.com/watch?v=yTR4sAD_4qM&t=6s)
* *\*\*\*Three Ways to Create a Work Culture That Brings Out the Best and People – Chris White*

[*https://www.youtube.com/watch?v=2y8SA6cLUys*](https://www.youtube.com/watch?v=2y8SA6cLUys)

* *\*\*What Makes Employees Happy at Work*

(Brief but some good points)

[*https://www.ted.com/talks/michael\_c\_bush\_this\_is\_what\_makes\_employees\_happy\_at\_work*](https://www.ted.com/talks/michael_c_bush_this_is_what_makes_employees_happy_at_work)

*Communication and Understanding Each Other*

* *\*\*\*Empathy is Not Endorsement -  Dylan Marron*

[*https://www.ted.com/talks/dylan\_marron\_empathy\_is\_not\_endorsement*](https://www.ted.com/talks/dylan_marron_empathy_is_not_endorsement)

* *\*\*Raising Emotionally Intelligent Kids - This also applies to adults*

[*https://ideas.ted.com/how-to-raise-emotionally-intelligent-kids/?utm\_campaign=social&utm\_medium=social&utm\_source=facebook.com&utm\_content=2022-02-26&fbclid=IwAR0i9\_t7zkaXSjZIopaGLZvwA1JeqNGn-4yXJ4Oh2UrFr5u3DLJnoGlpS5I*](https://ideas.ted.com/how-to-raise-emotionally-intelligent-kids/?utm_campaign=social&utm_medium=social&utm_source=facebook.com&utm_content=2022-02-26&fbclid=IwAR0i9_t7zkaXSjZIopaGLZvwA1JeqNGn-4yXJ4Oh2UrFr5u3DLJnoGlpS5I)

**Section C**

**Studies Show the Majority of Employees Have Experienced ACE**

* *\*Adverse Childhood Experiences*

[*https://www.cdc.gov/vitalsigns/aces/index.html*](https://www.cdc.gov/vitalsigns/aces/index.html)

* *\*\*How Childhood Trauma Affects Health Across a Lifetime – Nadine Burke Harris*

[*https://www.youtube.com/watch?v=95ovIJ3dsNk*](https://www.youtube.com/watch?v=95ovIJ3dsNk)

* *\*\*The ACE Study: Managing a Kinder, Gentler Workplace*

[*https://www.feinet.com/ace-study-managing-kinder-gentler-workplace/*](https://www.feinet.com/ace-study-managing-kinder-gentler-workplace/)

* *Overcoming Workplace Challenges Using Nonviolent Communication - Dian Killian*

[*https://www.youtube.com/watch?v=bvHBoEFrL74*](https://www.youtube.com/watch?v=bvHBoEFrL74)

**Section D**

***Some Exercises for Calming the Mind and Body***

This can help you manage the thoughts and feelings that can arise during difficult conversations:

Kavita Maharaj is excellent.  She has quite a bit on YouTube but these are good to start with:

* Introduction to Meditation:[*https://www.youtube.com/watch?v=ZxhGmzAX-nA*](https://www.youtube.com/watch?v=ZxhGmzAX-nA)
* Simple Meditation: [*https://www.youtube.com/watch?v=scIvvDZDQzI*](https://www.youtube.com/watch?v=scIvvDZDQzI)
* Metta Meditation: [*https://www.youtube.com/watch?v=Rg5fSjehETk*](https://www.youtube.com/watch?v=Rg5fSjehETk)
* Karen Zelin is certified in Mindfulness-Based Stress Reduction.  She’s excellent.  Her Body Scans are very helpful in reducing physical and mental tension.
* Karen has several options on YouTube.  Here are a couple I use:
* Body Scan: [*https://www.youtube.com/watch?v=6d0cq7YQmMY*](https://www.youtube.com/watch?v=6d0cq7YQmMY)
* U-Mass has pioneered this approach and is world renowned for their work and training: [*https://www.ummhealth.org/center-mindfulness*](https://www.ummhealth.org/center-mindfulness)
* Sitting Meditation:[*https://www.youtube.com/watch?v=AEW\_U\_PimTU&t=438s*](https://www.youtube.com/watch?v=AEW_U_PimTU&t=438s)
* A lot of people have trouble sitting still so Yoga, Walking Meditation, and many forms of exercise can be done mindfully.  The elliptical trainer and bicycling work very well for me.  You just keep your focus on what you are doing, be aware of your surrounding and the thoughts which come and go.  There is not much out there on Walking Meditation so here is brief video from Thich Nhat Hanh that explains it: [*https://www.youtube.com/watch?v=QdO1vZJgUu0*](https://www.youtube.com/watch?v=QdO1vZJgUu0)

Here are the Learning Community Guidelines I use in several of my classes. I use the Civility Guidelines in Survey courses. They are similar but a bit more basic. I can provide you with them if you are interested.

**The Building Peace Initiative**

***We will raise awareness about the concept of peace and support the study, practice, and education about the discipline of peace as the preferred option for co-existing peacefully and sustainably. We will provide forums, including formal education, so people can have a free and considerate exchange of ideas as we seek a more peaceful world. We will support equal human rights and equal opportunity for all people, assisting them in realizing their full potential.***

**The Compassionate Communication Guidelines**

1. ***Do No Harm –*** We are committed to preserving all life through practicing

nonviolence, understanding, and compassion while promoting peaceful methods of resolving conflicts.

1. ***Compassion as the Basis for Our Actions -*** We will seek to reduce the suffering of others whenever possible.
2. ***Listen Deeply*** - Listen with the express intent of understanding other’s perspectives.
3. ***Listen Without Judgment -*** There are many diverse perspectives in this world. We will be open to other’s perspectives and seek to understand rather than argue.
4. ***Speak Kindly and Respectfully in a Manner That Fosters Respectful Dialogue*** - Being aware of the power of words we will communicate honestly in a manner that fosters understanding and compromise.
5. ***Be Inclusive -*** Excluding people based on race, gender, socioeconomic status or ideology causes a great deal of misunderstanding and suffering. We will seek to engage others whenever possible.
6. ***Appreciate Others -*** Focus on the positive and let people know you appreciate their efforts even if your perceptions differ.
7. ***Dialogue Instead of Gossip -*** Make a genuine attempt to communicate and resolve conflicts directly with each other.
8. ***Apologize Sincerely*** - Set an example, repair injured feelings, and get the conversation moving forward again.
9. ***Practice Appropriate Assertion -*** Develop a well-informed voice and understand your

 right to be heard.

***11.*** ***Be Proactive Instead of Reactive*** – Set the tone for our interactions with others.

***12.*** ***Support Each Other in Reaching Our Full Potential***

*“Do your best to practice compassionate listening. Do not listen for the sole purpose of judging, criticizing, or analyzing. Listen only to help the other person express himself and find some relief from his suffering.”*

*- Thich Nhat Hanh*

***Creating a more peaceful self and world is not a destination but a***

***journey. Self-compassion is an important component of this journey. Be gentle and patient with yourself. If we continue to learn, practice, and support each other changes will come individually, in the people close to you, your community, and the world. Some days will be better than others, but remember to work for progress, not perfection.***

***Visit us on Facebook at: “FMCC’s Think Peace Group”***

***or***

***Contact: john.vanbladel@fmcc.edu***

Our effort was developed with help from the Oshkosh Civility Project (Wisconsin) and a network of affiliated campus-and community-based efforts.  Our principles were derived from the "Speak Your Peace" model originally developed in the community of Duluth-Superior based on *Choosing Civility* by Dr. P.M. Forni, Carl Rogers, Marshall Rosenberg, William Miller, Stephen Rollnick, and “The Fourteen Mindfulness Trainings”.