

Eight-step process

As currently designed, the process follows eight steps toward improving each other's lives.



Step 1: Alert

The process begins by sending a message to the impactor on the impactee's behalf.



Step 2: Follow-up

Then follows up on expressing that need. And introduces this need-response process.



Step 3: Good faith

Next, it cultivates mutual trust. Each side assess and improves responsiveness as needed.



Step 4: Options

Lists the usual avoidance and adversarial options impactees must take without this.



Step 5: Law-fit

Link applicable laws to the needs it is to serve. Prioritize inflexible needs over flexible laws.



Step 6: Exaction Invoice

Make visible your many hidden opportunity costs. Shows us how there is no free lunch.



Step 7: Mutuality

Negotiate a Memorandum of Understanding to honor each other's affected needs.



Step 8: Liberty

Pledge to properly resolve needs. To improve societal wellness together.

We balance power relations

Need-response evens out power relations. This 8-step process can make it easier for each side to address the needs impacted by the other.

When the power relation limits the impactee's ability to resolve a power-impacted need, like

transparent billing

nondiscriminatory treatment

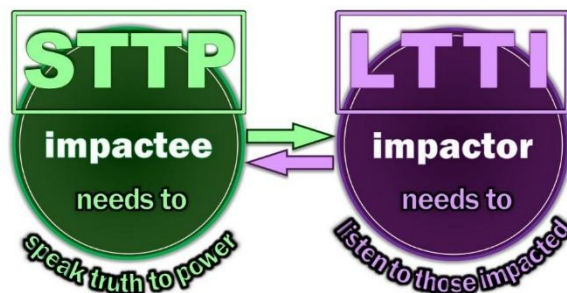
cultural competence

understanding boss

responsive bureaucracy

social justice

they can now utilize **need-response** to link the impactor's trustworthiness (i.e., legitimacy) to how responsiveness they are to such needs. It's a better option than suing or sparking a viral denunciation on social media.



For wellness, the impactee must *speak truth to power*.

For legitimacy, the impactor must *listen to those impacted*.

If you seek improvement that gets to the source, which is each other's affected needs, then consider what need-response can do for you.

To learn more, go to

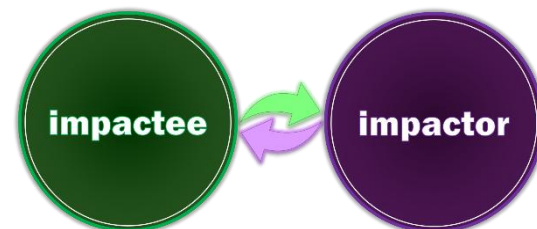
<https://www.anankelogyfoundation.org/post/follow-up>.

Need-response

solving problems by resolving needs

Need-Response is a new profession focused on identifying and addressing underserved needs.

Specifically, it addresses needs shaped by **power differentials**, where one side impacts the other side more than being impacted by it.

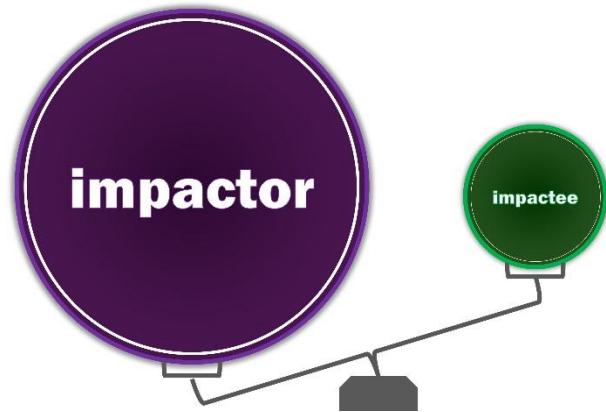


To impactor impacts the relation more than impacted by it.

To impactee is impacted the relation more than impacts it.

Need-response brings both sides together. The more you can help others to meet their needs, the more they help you meet yours.

Impact Imbalance



Something isn't working

Power differentials can prevent impactees from fully expressing their needs, which tends to compromise impactor legitimacy.

With most power differentials,

- Information gets squeezed,
- outcomes turn surprisingly bad, and then
- impactor's legitimacy gets questioned.

Need-response brings the impactor and impactee together to solve problems together.

Only **need-response** replaces legalistic adversarialism with love-nurturing mutuality.

Only **need-response** builds a bridge of *impact parity*, to incentivize each side to honor the affected need of the other.

Only **need-response** nurtures mutual understanding instead of provoking mutual defensiveness.

We need impact parity



We need each other

The impactee needs to resolve a need to restore **wellness**.

&

The impactor needs to grow trustworthiness to sustain **legitimacy**.

With need-response,

- Information flows amicably,
- good outcomes get incentivized, and
- impactor legitimacy gets strengthened.

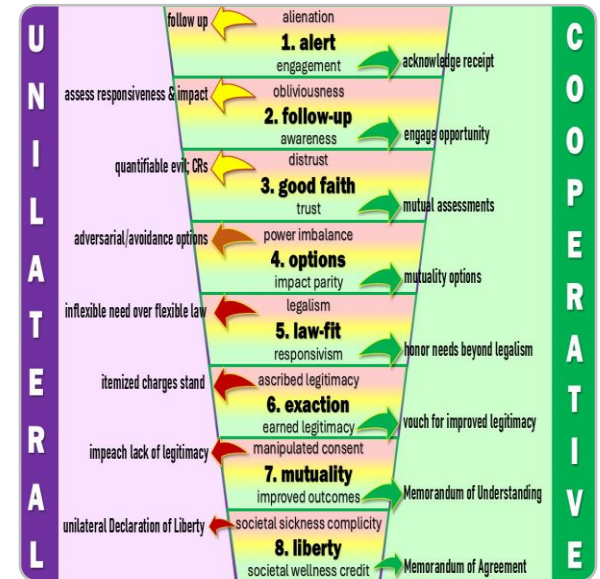
You can think of need-response as a new kind of **alternative dispute resolution** option. It's the only option that gets to the core by relating to each other's needs.

Only **need-response** recognizes needs as objective fact. Requirements for life exist independent of subjective experiences.

Only **need-response** doesn't waste time or energy trying to persuade others to suit their needs. Which predictably provokes defensiveness and often fails.

Only **need-response** seeks to turn such conflicts into an opportunity for both to create value for the other, in 8 steps.

Eight step process



Solving problems by resolving needs

Need-response does not hope that better policies will produce better results. Instead, it guides both sides through this eight-step process to shift from what does not work to what promises to create better results.

The **need-response process** shifts both

- 1) from *alienation* to *engagement*,
- 2) from *obliviousness* to *awareness*,
- 3) from *distrust* to *trust*,
- 4) from *power imbalance* to *impact parity*,
- 5) from *legalism* to *responsiveness*,
- 6) from *ascribed* to *earned legitimacy*,
- 7) from *manipulated consent* to *improved outcomes*, and
- 8) from *societal sickness complicity* to *societal wellness credit*.