

Mourn Celebrate Learn (MCL)

Part I: Empathy with needs not met for you by what happened in a conversation or interaction with another

1. Observations

- a. What happened that did not meet your needs?
- b. Do you have any negative thoughts, judgments, or “stories” about this?

2. Feelings: Sensations and emotions in your body

3. Needs: Connect your observations, thoughts, and feelings to your needs

Cycling: Move through the 3 steps in whatever order works for you. Continue to cycle through the steps until you feel inner calm & is connected to your needs.

Part II: Empathy with needs met for you by what happened in the conversation or interaction.

1. Observations

- a. What happened that met your needs, including good things that might happen in the future from what occurred?

2. Feelings: Sensations and emotions in your body

3. Needs: Connect your observations, thoughts, and feelings to your needs

Cycling: As with Part I, you may cycle through the steps multiple times. Also, as you are in Part II, you may also notice more thoughts and feelings relating to unmet needs coming up. At any point you can cycle back to Part I, and back and forth between Parts I & II.

Part III: Emergence of New Possibilities

1. Learning from doing Parts 1 and 2. Any new ideas, insights, or possibilities you now see?

2. **Plan** of action (specific) for how you want to meet your needs now that you have connected with needs met and not met. See if you can form a specific, action-language, “doable” (what you do want) request of yourself. One way to get at this is to do a “post-hearsal” – imagine re-doing the conversation and what you might have said or done differently.

3. **Practice:** After forming an action request and a plan, you may want to practice whatever you came up with in order to make it into a new habit. One way to do this is to role-play a practice conversation with a practice partner or coach, or to do this in journaling.

Cycling: After reaching step 3, you may notice you have more learning and insights. If so, you can cycle back through the steps. You might also notice more coming up to empathize with about needs met and/or not met. If so, you can go back to Parts I & II.

MCL as a Learning Cycle

1. Small Cycle – When learning from a conflict conversation, shifting the focus to meeting needs changes how you are in the world. Most of us have been taught by our cultures how to think and evaluate in terms of blame and punishment. We then seek to avoid this, and by focusing only on avoiding what we don’t want, we end up not learning new, more adaptive behaviors, and instead perpetuate the old habits. MCL provides an alternative cycle. First we do something. Next we assess simply how needs were met or not met. Finally, we learn from this how to move toward what we want, how to better meet needs in the future. This positive feedback loop is actually more like an upward spiral.

2. Larger Cycle – The larger arc of this cycle is moving from preparing for a difficult conversation (for example with the Enemy Image Process), to having the conversation, and then afterward, with the MCL process, to learn from what happened and prepare again for the next conversation or the next action to take, or to practice a new habit pattern.



For more information, visit <http://www.MediateYourLife.com>