



DAILY GRATITUDE  
MOVEMENT

# THE SIX HUMAN NEEDS

*What drives us. What fulfills us. How we love.*

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Inspired by the work of Tony Robbins

Presented By Garth Sandiford

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This assessment belongs to:

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Date: \_\_\_\_\_

## Welcome

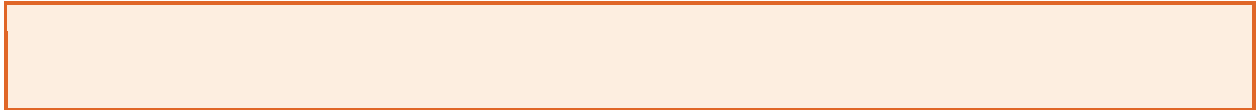
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Every single thing a human being does — every choice, every relationship, every habit, every reaction — is an attempt to meet one or more of six universal needs.

Over the next two hours, you will learn what those six needs are, discover which two are driving your life right now, and — just as importantly — learn how to identify the needs of the people you love most.

**When you understand the six human needs, three things happen:**

- You stop judging yourself and others for behavior that once seemed irrational.
- You see where your relationships are thriving — and where they are quietly starving.
- You gain the ability to change your life by changing how you meet your needs.



## Part 3 — Your Top Two Needs

### A short self-assessment

You've now met all six needs. The goal of this section is to figure out which two are actually driving your life right now — not which two sound nicest.

For each of the 18 statements on the next pages, rate how true it is for you on a scale of 1–5:

- 1 = Not at all true for me
- 2 = Rarely true
- 3 = Sometimes true
- 4 = Often true
- 5 = Completely true — this is absolutely me

### Important

*Answer based on how you actually live — not how you wish you lived. The point is accuracy, not flattery. You're the only one grading this.*

### The 18 statements

#	Statement	Rating (1–5)
1	I feel anxious or uncomfortable when my routine is disrupted.	_____
2	I get bored easily and need something new to keep me engaged.	_____
3	It matters a lot to me that people recognize what I contribute or achieve.	_____
4	I'd rather be with people I love than succeed alone.	_____
5	If I'm not learning or developing in some area, I feel restless or empty.	_____
6	I feel most alive when I'm doing something that helps someone else.	_____
7	I prefer a plan over improvising; I want to know what's coming.	_____
8	I'm drawn to adventure, new places, new people, new projects.	_____
9	I hold high standards for myself and get frustrated when I fall short.	_____
10	I need regular closeness — touch, deep conversation, quality time — to feel okay.	_____
11	I actively seek feedback, even when it's uncomfortable, because I want to get better.	_____
12	I find real meaning in being of service — to family, community, or a cause.	_____
13	Stability — financial, emotional, physical — is one of the things I value most.	_____
14	I'd rather risk something going wrong than live a safe but predictable life.	_____
15	I want to build, achieve, or master something that makes my life count.	_____
16	I feel deeply lonely when the people closest to me are emotionally distant.	_____
17	I invest time, money, or effort into becoming a better version of myself.	_____
18	The happiest I've ever felt has been while giving to or supporting others.	_____

## Score Your Results

Add up your scores using the grid below. Each need has 3 statements — combine them to get your total for that need (out of 15).

NEED	Add these question numbers	Your total (of 15)
<b>Certainty</b>	#1 + #7 + #13 = ___ + ___ + ___	= _____
<b>Variety</b>	#2 + #8 + #14 = ___ + ___ + ___	= _____
<b>Significance</b>	#3 + #9 + #15 = ___ + ___ + ___	= _____
<b>Connection</b>	#4 + #10 + #16 = ___ + ___ + ___	= _____
<b>Growth</b>	#5 + #11 + #17 = ___ + ___ + ___	= _____
<b>Contribution</b>	#6 + #12 + #18 = ___ + ___ + ___	= _____

### Now identify your top two

Look at your scores. The two highest totals are your top two human needs right now. Write them here:

**My #1 driving need is:** \_\_\_\_\_

**My #2 driving need is:** \_\_\_\_\_

*Hold onto these two. Part 4 is going to show you why the order of these two — which one is first and which is second — changes almost everything about how you live.*

## Part 4 — Why the Order Changes Everything

Two people can have the exact same top two needs — and live completely different lives — because the order is reversed.

Your #1 need is the lens. It's the filter every decision passes through first. It's what you'll sacrifice almost anything else to protect. Your #2 need is the secondary driver — but it only gets attention once #1 is reasonably satisfied.

### Four combinations — four different lives

*These are just examples. There are many combinations. But these show how powerfully order matters.*

#### Certainty + Connection (in that order)

This person will stay in a relationship long past its expiration date. They prioritize safety and stability first, and closeness second — which usually means they'll tolerate a lot of disconnection as long as life stays predictable. They may confuse 'nothing is wrong' with 'this is working.' Strengths: loyal, dependable, present. Shadow: avoids hard conversations that could rock the boat.

#### Connection + Certainty (in that order)

Same two needs — reversed — and you get a very different person. This person will blow up their stability to chase closeness. They'll leave a 'fine' relationship for one that feels more alive. They will risk a lot for the sake of being truly loved. Strengths: intimate, emotionally present, deeply committed when the love is real. Shadow: can make big life decisions based on a single emotional moment.


#### Significance + Variety

The entrepreneur, the performer, the builder. Must matter — and must never be bored. They chase the next big thing, the next achievement, the next stage. Strengths: driven, magnetic, gets big things done. Shadow: can neglect relationships and health in the chase. Fulfillment tends to feel just around the next corner.

### Variety + Significance

Same two, reversed. This person needs the adventure first — the achievement is how they make the adventure count. They're the explorer, the creative, the serial reinventor.

Strengths: curious, alive, unpredictable in a good way. Shadow: may struggle to finish things; significance is won and then immediately discarded for the next chase.

 **REFLECT:** Write out your own top-two combination — in order. Then write a single paragraph about how that combination has shaped your last ten years: your career, your relationships, what you've chosen and what you've avoided.

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## Part 5 — The Personality Trap

### Why some people have everything and still feel empty

Look back at your top two. Chances are, both of them are in the first four needs — the needs of the personality: Certainty, Variety, Significance, Connection.

**This is normal. And it's also the trap.**

You can max out all four personality needs and still wake up at 3 a.m. wondering what it was all for. The first four needs are about what you get. The last two — Growth and Contribution — are about what you become and what you give. Only those two produce the thing most people actually want: fulfillment.

FIRST FOUR NEEDS	LAST TWO NEEDS
<p><i>Certainty, Variety, Significance, Connection</i></p> <p>Produce: comfort, excitement, status, belonging</p> <p><b>Don't produce: lasting peace.</b></p>	<p><i>Growth and Contribution</i></p> <p>Produce: meaning, purpose, deep fulfillment</p> <p><b>The catch: they require effort every day.</b></p>

**REFLECT:** *If Growth and Contribution are not currently in your top two, that's okay — it's normal. The question is simple: where could you add more Growth and more Contribution to your daily life this month, even in small ways? Write three specific things.*

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## Part 6 — Your Significant Other

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### The most important conversation you'll have today

Here is the quietest source of conflict in most relationships:

***You're doing your absolute best to meet your partner's needs — using the map of YOUR needs.***

A certainty-driven person expresses love by making things stable and predictable. A variety-driven person expresses love by planning surprises. Put them together and both feel unloved — because both are fluent in their own language and no one taught them the other.

The next few pages will help you identify what your significant other's top two needs actually are, how those needs are being met (or not) in your relationship right now, and what to do about it.

## How to tell what their top two needs actually are

Don't ask them to take the assessment (yet). First, become a better observer. Your partner will tell you their top needs constantly — not with words, but with behavior. Here's what to watch for:

### Clue 1 — What they complain about

People complain most loudly about the need that is not being met. Listen to their recurring complaint — the one you've heard a dozen times. It is almost always pointing directly at their #1 need.

- 'You never plan anything, things are always chaos' → likely Certainty
- 'Everything is so boring, we never do anything fun' → likely Variety
- 'You don't appreciate anything I do around here' → likely Significance
- 'You're always on your phone, we never really talk' → likely Connection
- 'I feel like I'm not going anywhere with my life' → likely Growth
- 'I don't feel like anything I do matters' → likely Contribution

### Clue 2 — What lights them up

The opposite is also true. Watch what makes them visibly, physically come alive. The thing they'll talk about for twenty minutes without noticing? That's a need being beautifully met.

### Clue 3 — What they spend their time and money on

Where someone invests their discretionary time and money is where their deepest needs live. Travel = variety. Savings and planning = certainty. Kids and service = contribution. Recognition and achievement = significance. Relationships and shared rituals = connection. Courses, books, therapy = growth.

### Clue 4 — How they behave when stressed

Under pressure, people revert to their top need. Watch what happens when they're overwhelmed:

- Retreats to routine and structure → Certainty
- Suddenly wants to go somewhere, do something new → Variety
- Gets critical, needs to be right, performs harder → Significance
- Wants to talk, needs reassurance, seeks closeness → Connection

## Mapping your significant other

Fill this out thoughtfully. Not in the moment of a fight. Based on who your partner actually is — not who you wish they were.

**My partner's name:**

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### 1. What does my partner complain about most often?

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*Based on the 'complaint clues' on the previous page, this points toward the need:*

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### 2. What visibly lights them up? What can they talk about forever?

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*This points toward the need:* \_\_\_\_\_

### 3. Where do they pour their discretionary time and money?

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*This points toward the need:* \_\_\_\_\_

**4. When they are stressed, which direction do they run?**

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*This points toward the need:* \_\_\_\_\_

## My best guess at their top two needs

Based on your observations on the previous page, write your best guess here. You won't know for sure until you have the conversation — but this is a solid starting point.

**My partner's #1 need is most likely:** \_\_\_\_\_

**My partner's #2 need is most likely:** \_\_\_\_\_

**REFLECT:** *How well is your partner's #1 need being met in your relationship right now? Be honest. Rate it 1–10 and explain.*

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**REFLECT:** *How well is your partner's #2 need being met? Rate it 1–10 and explain.*

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## Where conflict comes from

Most 'personality clashes' in couples are actually clashes between different top needs. Once you see the pattern, you stop taking the clash personally — and start solving it.

### Common friction patterns

Partner A's top need	Partner B's top need	What tends to happen
Certainty	Variety	B feels stifled, A feels unsafe. A wants to settle down, B wants to shake things up.
Significance	Connection	A feels unappreciated, B feels used. A chases achievement, B chases closeness — they pass each other at the door.
Certainty	Significance	A doesn't give enough praise/recognition. B makes big moves that feel risky. Both feel unseen.
Connection	Variety	B keeps creating change that makes A feel emotionally unsafe. A clings, B pulls away further.
Significance	Significance	Two people competing instead of partnering. Every conversation becomes a subtle scorecard.
Connection	Connection	Beautiful — until stress hits. Then both need the other to pour in, and neither has the reserves.

**REFLECT:** Do you recognize your relationship in any of those patterns? Which one? Write about the specific recurring fight or tension that it explains.

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## How to actually meet your partner's top need

Once you know your partner's #1 need, you can stop guessing and start giving them what actually lands. Here's a quick translation guide:

### If their #1 is CERTAINTY

- Keep your word — every time. Small promises matter as much as big ones.
- Create predictable rituals (Friday night dinners, Sunday walks, bedtime check-ins).
- Give them clear information before changes. No surprises about money, schedule, or plans.
- When they're stressed, provide steadiness — not solutions, not excitement.

### If their #1 is VARIETY

- Plan surprises — new restaurants, weekend trips, unexpected gestures.
- Don't let the relationship get predictable; they experience boredom as a red flag.
- Bring them new ideas, experiences, conversations.
- Let them initiate change sometimes without you resisting it.

**If their #1 is SIGNIFICANCE**

- Notice things out loud. Appreciate specifically — not 'you're great' but 'the way you handled X was remarkable.'
- Take their work, goals, and opinions seriously.
- Never, ever diminish them in front of others.
- Ask for their advice — and then actually use it.

**If their #1 is CONNECTION**

- Put your phone down. Full presence beats long hours.
- Physical affection matters — daily, not just when romantic.
- Ask real questions and listen without fixing.
- Repair fast after conflict. For a connection-driven person, distance is agony.

**If their #1 is GROWTH**

- Support their courses, books, workouts, therapy — even when it's inconvenient.
- Have real conversations about ideas, not just logistics.
- Encourage the stretch — don't be the voice pulling them back.
- Grow alongside them. Stagnation in you will eventually cost you them.

**If their #1 is CONTRIBUTION**

- Honor what they give to others — don't frame it as 'time away from me.'
- Give to them — their love language is likely acts of service.
- Contribute together. Volunteer, help a friend, take on a family project.
- Let them serve you. Receive it gracefully; don't deflect.

## The conversation to have this week

Everything you've learned in the last hour becomes real only if you have one honest conversation. Here is a simple structure:

### A 20-minute conversation with your partner

Pick a calm time — not after a fight, not mid-chaos. Try this:

1. Share what you learned today about the six human needs. Keep it brief — two minutes.
2. Tell them your top two needs — and give them an example of how it shows up.
3. Ask what they think their top two might be. Listen — don't correct.
4. Ask this question: 'Where in our relationship do you feel your #1 need is not being met?' Then be quiet.
5. Ask: 'What is one specific thing I could do this week that would make you feel it was being met?'
6. Do that thing. This week. Without making a big deal of it.

### Ground rules

- This is not a diagnosis. You are not telling your partner who they are.
- This is not a demand. You are not requiring them to meet your needs on your schedule.
- This is not a performance. You are not showing off what you learned.
- This is an invitation to understand each other better. That's all — and that's everything.

## Part 7 — Your Next 30 Days

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Everything you've written in this workbook is wasted unless something changes in your actual life. Here's your commitment page.

### For yourself

One change I will make to meet my #1 need in a healthier way:

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One way I will deliberately meet my GROWTH need this month:

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One way I will deliberately meet my CONTRIBUTION need this month:

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### For your significant other

The one specific action I will take this week to meet their #1 need:

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The conversation I will have — and when:

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**Check-in date**

Come back to this workbook on: \_\_\_\_\_ (30 days from today).

*Ask yourself: What changed? What didn't? What do I need to adjust?*

*"The quality of your life is the quality of your relationships."*

— Tony Robbins

*Thank you for your two hours, your honesty, and your willingness to look closely at your own life. The six human needs are a map — but only you can walk the territory.*