



Needs in Collaboration: NVC Scenarios

**PRINT AND PLAY EDITION
VERSION 1.0**

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Needs in Collaboration: NVC Scenarios

United Creatives is a team activity designed to foster empathic communication among Art & Design students in collaborative practices through an interactive learning method. The activity supports students to build essential skills for collaborative leadership by applying an approach inspired by the nonviolent communication method.

By transforming communication into a practice of empathy, United Creatives aims to equip students with skills to navigate conflict with positive intention, giving constructive feedback, making connections and fostering an inclusive collaborative team.

This tool was developed by Gerarda Tolino, supervised by Dr Malé Luján Escalante and Dr Rachel Clark from UAL:LCC Design School. In Partnership with lectures and students from BA Design for Art Direction and in collaboration with Ceri Buckmaster an expert NVC mediator and facilitator.





Instructions

This activity in teams 4-6 people (per set). Print A4 (reccomended) or A3.

Aim: To analyse and identify needs around conflict resolution in team collaboration through a series of Non-Violent Communication inspired scenario cards.

How to use the cards:

- 1 Players decide who go first with the role of the Storyteller.
- 2 **W** Storyteller picks a scenario card and reads the card. Each player selects 1 need from the 'needs table', write on post it, and give it to the Storyteller.
- 3 The Storyteller chooses which needs or multiple needs card(s) most resonate with the scenario card.
- 4 All players together formulate a request by answering the below questions and discuss:

“What can the character in the scenario do within themselves to meet this need?”

“What can the team in the scenario do together as a whole to meet this need?”
- 5 Final discussion and reflection. Use the 4 steps of NVC guide to reflect on the scenario and formulate a request.
- 6 For the next round, the Storyteller role will move clockwise and it will take another scenario card.

Yuchen has been struggling with feeling unheard in recent meetings, and it's starting to wear on him. He feels grumpy and irritated, especially when others dismiss his ideas. Now he's finding it hard to engage in discussions with the same enthusiasm he once had, as he feels his input isn't valued.

ual: LCC
Design School

Mario finds himself going through the motions with the current project, feeling little passion or engagement. The work feels repetitive, and he struggles to see how his role makes an impact. He doesn't want to let the team down, but he can't help feeling disconnected from the purpose.

ual: LCC
Design School

Sophie has been working long hours to support a big project, and now she's exhausted. She wants to keep up with her responsibilities but feels her energy slipping. She's worried about asking for help, thinking she might seem less capable, so she just pushes through and hopes no one notices.

ual: LCC
Design School

Raj has been taking on extra tasks to help the team meet deadlines, but he's starting to feel overlooked and unappreciated. He notices that others aren't putting in as much effort, and he feels frustrated and resentful, wondering if his hard work even matters to the team.

ual: LCC
Design School

Asa often has ideas but feels hesitant to share. They worry that their thoughts might not be as insightful as others' contributions. The more they hesitates, the more they feel left out of decisions, and they wonders if their voice even belongs in the team.

ual: LCC
Design School

During a recent team brainstorming session, Sam noticed that there were disagreements brewing. Some team members started to raise their voices, and now he feels tense every time they have a group discussion. He's on edge, worried that conflict might flare up again, and it's affecting his focus.

ual: LCC
Design School

The project deadline is just a few days away, and Marcus is feeling overwhelmed by the amount of work still to be done. Every time he looks at the timeline, he feels a sense of panic rising. He's not sure if he can get through it, and he doesn't want to let the team down.

ual: LCC
Design School

Ella just joined the team and is feeling anxious about speaking up in meetings. She has some ideas but worries they're not good enough. The more she listens to others, the more nervous she becomes about sharing her thoughts, fearing they won't be taken seriously.

ual: LCC
Design School

Jia has been struggling to understand a difficult concept, despite studying hard. She's asked her tutor for feedback, but nothing seems to help. She feels helpless, wondering if she'll ever be able to grasp the material and catch up with her classmates.

ual: LCC
Design School

After a heated conflict between two teammates, Leo feels distressed. The argument was unexpected and has left the whole team feeling tense. Leo wants to help mediate, but he's unsure how to address the tension without causing further issues, leaving him anxious about the team's future.

ual: LCC
Design School

After receiving critical feedback in a recent meeting, Alex feels withdrawn from his team. He's avoiding group discussions and barely contributes, unsure how to engage after the negative feedback. Though he wants to be part of the team, he's struggling to reconnect.

ual: LCC
Design School

After several project setbacks, Fiona feels hopeless. Every time they make progress, another roadblock seems to pop up, undoing the team's hard work. She's starting to think that no matter what they do, they won't meet their goals, and she's losing faith in the team's ability to succeed.

ual: LCC
Design School

Lily is self-conscious about their quiet nature and often worries their team thinks they aren't contributing enough. During group discussions, they hold back, fearing their ideas might seem unimportant or that they won't explain them well. They'd love to engage more but feels too nervous.

ual: LCC
Design School

Fern has noticed that their teammate, Aisha, often receives praise from their tutor, while their own efforts seem overlooked. They feel a twinge of jealousy and wonders if their work isn't as good. This feeling is affecting their motivation, even though they want to support their team.

ual: LCC
Design School

Carlos has been feeling unhappy with how decisions are made in his team. He feels like certain voices dominate, and his contributions are often sidelined. Though he values his teammates, he's struggling with the constant feeling that his perspectives aren't respected.

ual: LCC
Design School

Tell your own collaboration scenario

ual: LCC
Design School

Integrity	Justice	Emotional Safety	Interdependence	Harmony	Aliveness	Integration
Food	Balance	Understanding	Appreciation	Laughter	Transparency	To Be Heard
To Make a Contribution	Shared Reality	Acknowledgment	Kindness	Support	Respect	Tenderness
Sharing	Adventure	Clarity	Rest	Freedom	Gratitude	Communication
Stability	Honestly	Vitality	Authenticity	Growth	Effectiveness	Consideration
Inspiration	Compassion	Empathy	Celebration	Inclusion	Discovery	Choice
Simplicity	Information	Movement	Companionship	Autonomy	Creativity	Structure
Humor	Presence	Trust	Solidarity	Acceptance	To Matter	Space

Four Steps of NVC

OBSERVATION

What happened?

Focus on facts
without judgment.

FEELINGS

How do I feel?

Focus on your
emotional response.

NEEDS

What need are we
both trying to meet
in this situation?

Focus on both
sides.

REQUEST

Make it clear and
doable.

Focus on inviting
collaboration rather
than control.

Your request should be clear, doable and open to dialogue.

*Would you be open to discussing the planning
process with me beforehand?*

*Would you be willing to set a reminder on your
phone to arrive on time for our meetings?*