**Your Six Core Needs**

The new year is often a time we think about the year that has been – celebrate the achievements, acknowledge the highlights, learn from mistakes – and think about the year to come – make a personal wish list, set business goals, plan out professional development.

But in reality, this process of evaluation can happen any time of year. We all know it’s good practice to set aside time regularly to work on your business, so for your next 'business date', consider adding this exercise of assessing your six core needs to bring a fresh perspective to your work.

[Tony Robbins’ six core needs](https://www.tonyrobbins.com/mind-meaning/do-you-need-to-feel-significant/) is a useful and interesting framework to look at how you work and where to focus your energy. His approach grew out of psychologist [Maslow’s hierarchy of needs](https://en.wikipedia.org/wiki/Maslow%27s_hierarchy_of_needs), which has influenced many personally and professionally.

Tony Robbins lists the core needs that drive every decision you make, and it's interesting to ponder in light of your professional review of the year and to look ahead to planning for the next year.

Why do we do the things we do? What are our values and priorities? What are the primary motivations for keeping you engaged with your work?

The six core needs represent the invisible forces that motivate your behaviour, values, preferences, relationships, the work you do and the way you work.

Ideally, we have a balance of all six needs in our life, but we will have preferences for some over others. For example, we may have areas that are temporarily not being met or being met poorly and others that are taking up all the room, so to speak.

**The Six Core Human Needs**

1. Certainty
2. Variety
3. Significance
4. Connection and love
5. Growth
6. Contribution

There’s a lot of food for thought in looking at these six needs and how we meet them in our personal and professional life. We naturally rank these needs differently from each other, and we may be meeting some of these needs healthily and sustainably and others in an unhealthy way – or not at all.

If you know your main driving force (one of the core needs above), you can plan your work and how you work accordingly. You might discover, for example, that you thrive on variety, yet your workplace is steady and dependable, and you're bored and unmotivated. Once you know this about yourself, you can bring in elements of variety, change, and creativity to keep you enthusiastic and engaged in your work. You don't need to change your career – just the way you do what you do and the environment in which you do it.

Another example might be someone who thrives on connection and interactions with people. This person needs to work with others, collaborate on projects and attend networking events rather than spend too much time working alone.

**Refresh Your Work**

If you feel in need of a ‘work refresh’ – either as part of your new year planning or part of regular ‘work on work’, check out the six needs (take the quiz) and see if it inspires you to think differently about your driving forces and how you meet your core needs. What are your needs in your work, and are you meeting them with how you currently run your practice or business?

If you manage a team, understanding the core needs can give you insights into how to help staff feel satisfied and fulfilled at work.

Another application of this understanding is to consider the prime needs of your clients – you can probably already tell which clients relate to which needs! And you may well have been unconsciously meeting those needs – but with a little more understanding, you can meet their needs more easily – and discern who you can't help.

[Take the quiz](https://core.tonyrobbins.com/driving-force-6/?_ga=2.175678378.982829357.1670477262-1700038621.1667958863) for fun and discover your main motivating force – and spend some time over your break thinking about how you can do things more in alignment with your particular driving forces.