

The Happy Scientist Podcast

Why You Need to Meet Your Human Needs, Part 1

The human animal has its needs. While we are all different as individuals, we necessarily all have the same basic mix of needs that must be satisfied if we are going to sustain any effort, and ultimately feel fulfilled and happy in our career. In this episode we will identify these uniquely human requirements and how to implement their achievement in our day to day life and work.



Outline -

Why aren't you happy in the lab?

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[Back to Bitesize Bio](#)



episode we will identify these uniquely human requirements and how to implement their achievement in our day to day life and work.

How things could be for you

You get to feel good in and about your job and your career. Feeling good will energize your work, your productivity and your creativity. There will be measurable benefits from taking these “touchy-feeling” subjects into account and treating them as real.

The Real Problem

Your life in the lab isn't the life you imagined at university.

Your life in the lab has aspects that are good, even great, but it has downsides you didn't see coming.

You are worried about the sustainability of your work (and even your career) if some of these downsides are not managed, minimized or removed.

You want to love your job, not just endure it.

You want your productivity and creativity to be unhindered by removable barriers.

You want to take control of your own work and your own career while understanding that larger forces are at work that must also be satisfied.

We are going to talk about facts but also feelings. After all, it is undeniable that how you feel impacts your work.

Suppression is not the answer; management is.

[Back to Bitesize Bio](#)



All humans have the same basic sets of needs. There are six broad categories for these needs, grouped into three sets of two. The three sets are about context; within each context is a need focused inward and a need focused outward.

Personal Context

Inward Focus

Certainty - the need for reliability, safety and comfort

Outward Focus

Variety - the need for physical, mental and emotional stimulation

Group Context

Inward Focus

Significance - the need to feel special, important, and attention worthy

Outward Focus

Love & Connection - the need for the love of family and friends, and to be connected to people, events and things

Universal Context

Inward Focus

Growth - the need to learn, develop and expand

Outward Focus

Contribution - the need to contribute beyond oneself

[Back to Bitesize Bio](#)



When your needs are *not* being met

Certainty

Unhappiness

Chaos

Discomfort

Fatigue/depletion/pain/sickness

Variety

Monotony

Restriction (enforced externally)

When your needs *are* being met

Certainty

Happiness

Calm

Comfort

Health

Variety

Fun

[Back to Bitesize Bio](#)



Freedom

[Back to Bitesize Bio](#)

