



Isikhokelo sokuPhuhlisa ubudoda obuPositive for Boys and Men

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Intshayelelo

Wamkelekile kule ncwadi yokusebenza eyilelwe ukuxhobisa abafana namakhwenkwe ukuba bakhulise impilo, intlonipho, kunye nokubonakaliswa okwakhayo kobudoda . Kule ncwadi yomsebenzi, siza kuphonononga imixholo eyahlukeneyo kunye nemisebenzi eya kukunceda ukhulise ukuzazi, ukwakha ubudlelwane obunempilo, kwaye ujonge oko kulindelwe luluntu ngokuzithemba . Khumbula, ubudoda obulungileyo bumalunga nokuba nguwe wenene ngelixa ubandakanya uvelwano, ububele, kunye nentlonipho kubo bonke.

Olu xwebhu luphuhliswe yi-NICRO ngokwesicelo sabaxhamli bethu. Yenziwa ukuba ifumaneke kuluntu ngokubanzi njengenxalenye yenkonzo yethu yokuthintela ulwaphulo-mthetho nobundlobongela. Abantu kunye nemibutho banokulusebenzisa olu xwebhu ngeenjongo ezingenzi nzuzo nezemfundo.



Ukuphonononga Ubudoda



UKUQONDA UBUDODA

Kweli candelo, siza kungena kwingqikelelo yobudoda kwaye siphonononge imilinganiselo yayo eyahlukeneyo . Ngokuziqonda izinto eziphembelela ukuqonda kwethu ubudoda, sinokuphuhlisa imbono entsonkothileyo ngakumbi kwaye samkele ukubonakaliswa kwayo okulungileyo.

Ubudoda bubhekisela kwiimpawu, ukuziphatha, iindima, kunye nezinto ezilindelekileyo ngokwesithethe ezinxulumene nokuba yindoda kwinkcubeko okanye kuluntu oluthile . Iquka izithethe zezentlalo nezenkcubeko ezingqonge ubudoda kunye neendlela abantu abazibonakalisa ngayo kwaye benze ubuni babo njengamadoda.

Ubudoda bunokwahluka kwiinkcubeko kunye neemeko zembali, kwaye kubalulekile ukuqaphela ukuba akukho ngcamango enye, echazwe ngokubanzi malunga nobudoda . Uluntu olwahlukeneyo lunokuba nolindelo kunye nemibono eyahlukeneyo malunga nokuba kuthetha ukuthini ukuba yindoda.

Ezinye iimpawu eziqhelekileyo nolindelo olunxulunyaniswa nobudoda ziquka amandla omzimba, ukuzithemba, ukuzimela, ukukhuphisana, ukuzibamba ngokweemvakalelo, kunye neempawu zobunkokeli . Nangona kunjalo, kubalulekile ukuqonda ukuba ezi mpawu azibotshelwanga ekubeni yindoda, kwaye abantu baso nasiphi na isini banokubanazo okanye bazibonakalise.



Kwakhona kubalulekile ukwahlula phakathi kweenkalo ezintle nezimbi zobudoda . Ubudoda obufanelekileyo bukhuthaza iimpawu ezinjengovelwano, ubulumko ngokweemvakalelo, ukuhlonela abanye nokuziphatha kakuhle . Iimpembelelo ezimbi zobudoda zinokubandakanya ukuziphatha okuyityhefu, okunjengokundlongondlongo, ukongamela, nokucinezelwa kweemvakalelo, ezinokuba yingozi kumadoda nakwabanye abawangqongileyo.

Ukuqonda nokuphonononga ubudoda kubandakanya imibuzo kunye nokucela umngeni kwiindima zesini kunye nokulindelekileyo . Kubalulekile ukubethelela ukuqonda okuqakayo nokwahlukeneyo kobudoda okuvumela ukuba umntu ngamnye aveze ubuni babo ngokwenyani kwaye ngaphandle kwengcinga eyingozi.

UKUCHAZA UBUDODA

Camngca indlela owuqonda ngayo ngoku ubudoda . Ithetha ntoni kuwe ? Qwalasela iinkolelo zakho, iinqobo ezisemgangathweni, kunye nayo nayiphi na impembelelo yentlalo okanye yenkcubeko eye yabumba imbono yakho.

Bhala inkcazelo yakho yobudoda ehamba ngaphaya kweengcamango kunye nokulindelwe luluntu . Gxininisa kwiimpawu, iinqobo ezisemgangathweni, kunye nokuziphatha okholelwa ukuba kubandakanya ubudoda obufanelekileyo.

UBUDODA OBUNETYHEFU

Ubudoda obunetyhefu bubhekisela kulindelo oluyingozi noluthintelweyo lwentsingiselo yokuba yindoda, enokuba nefuthe elibi kumadoda namakhwenkwe ngeendlela ezahlukeneyo . Nazi iindlela ezinetyhefu yobudoda ebachaphazela ngayo:

1. **Ukuthotywa kweemvakalelo:** Ubudoda obuyityhefu bukhuthaza ingcamango yokuba amadoda afanele abe lukhuni, abe lukhuni yaye angabi nazimvakalelo . Oku kunokukhokelela ekuthotyweni kweemvakalelo kunye nenkolelo yokuba ukuvakalisa ukuba sesichengeni okanye ukufuna uncedo luphawu lobuthathaka . Inokuba yingozi



kwimpilo yengqondo yamadoda, njengoko benobunzima ekuqhubeni nasekuchazeni iimvakalelo zabo ngempumelelo.

2. **Uluhlu olunyiniweyo lokuvakalisa:** Ubudoda obuyityhefu ngokufuthi buba umda kwiimvakalelo neendlela zokuziphatha ezigqalwa zamkelekile kumadoda . Iwatyhafisa amadoda ekuzibandakanyeni kwimisebenzi okanye kwizinto anomdla kuzo ezithathwa njenge "zobufazi" okanye ezingezizo ezemveli kwisini sawo . Lo mda unokuthintela ukuzichaza, ukuyila, kunye nokukhula komntu.
3. **Uxinzelelo Lokuhambelana:** Ubudoda obuyityhefu bubeka ulindelo olungqongqo kunye nemilinganiselo emadodeni, iwanyanzelela ukuba ahambelane nomfanekiso othile wamandla, ukongamela, nogonyamelo . Olu xinzelelo lunokukhokelela kwiimvakalelo zokungafaneleki, ukuxhalaba, kunye nokungazithembi ukuba amadoda akafikeleli kule migangatho ingekho ngqiqweni.
4. **Amandla obudlelwane obunobungozi:** Ubudoda obunetyhefu bunokuba negalelo kubudlelwane obungenampilo . Inkolelo yokuba amadoda afanele ongamele yaye alawule isenokukhokelela ekubeni amabhinqa ajongelwe phantsi, angahlonelwa, aze akhuthaze ukungalingani kwamandla okuyingozi . Kwakhona kunokuthintela uphuhliso lonxibelelwano olunempilo, uvelwano, kunye nokulingana phakathi kobudlelwane.
5. **Ubundlobongela kunye noBundlobongela:** Ubudoda obuyityhefu buqhubela phambili ingcamango yokuba ugonyamelo nogonyamelo ziindlela ezamkelekileyo zokulawula nokucombulula iingxabano . Oku kunokukhokelela kumazinga aphezulu obundlobongela bomzimba, phakathi kobudlelwane phakathi kwabantu kunye noluntu ngokubanzi, okukhokelela kwimiphumo eyingozi kubantu kunye noluntu.
6. **Impilo yengqondo echaphazekileyo:** Uxinzelelo nolindelo olunxulunyaniswa nobudoda obuyityhefu lunokuba nefuthe elibi kwimpilo yengqondo yamadoda . Amadoda asenokungafane afune uncedo kwimiba yempilo yengqondo ngenxa yebala nokoyika ukugqalwa njengababuthathaka . Oku kunokukhokelela kumazinga aphezulu eemeko zempilo yengqondo ezinganyangwanga kunye nomngcipheko owongeziweyo wokuzenzakalisa okanye ukuzibulala.
7. **Ubudlelwane obunyiniweyo kunye noQhagamshelo:** Ubudoda obunetyhefu bunokuthintela ukukhula konxibelelwano olusondeleyo nolunentsingiselo nabanye . Ugxininiso lokuzimela kunye nokuzimela lunokwenza kube nzima kumadoda ukwenza ubudlelwane obusondeleyo kunye nokufikelela kuthungelwano lwenkxaso yeemvakalelo.

Kubalulekile ukujongana nobudoda obuyityhefu nokukhuthaza iindlela ezisempilweni zobudoda ezivumela amadoda namakhwenkwe ukuba aziveze ngokunyanisekileyo, amkele uluhlu olubanzi lweemvakalelo, aze akhuthaze ubudlelwane obuhle nobunentlonipho . Ukudala izithuba ezikhuthaza iingxoxo ezivulelekileyo, ukucela umngeni kwiingcamango eziyingozi, kunye nokukhuthaza ukulingana ngokwesini



kunokuncedisa ukunciphisa iimpembelelo ezingalunganga zobudoda obuyityhefu kunye nokukhuthaza iziphumo ezinempilo kumadoda namakhwenkwe.

I-CASE STUDY: IMPEMBELELO YOBUDODA OBUYITYHEFU KWIMPILO YENGOQONDO kaTHABO

UThabo yindoda eneminyaka engama-30 ubudala ekhulele kwikhaya lemveli elalibambelele kwiindima ezingqongqo zesini kunye nolindelo . Wafundiswa ukuba lukhuni, angabi nazimvakalelo, kwaye abeke phambili amandla kunye nokulawula ngaphezu kokuba sesichengeni kunye nokubonakalisa iimvakalelo . Kubomi bakhe bonke, uThabo wazifaka ngaphakathi ezi nkolelo kwaye wazamana nefuthe lobudoda obuyityhefu kwimpilo-ntle yakhe.

Iziphumo zoBudoda obuyityhefu:

1. **Uxinzelelo lweemvakalelo:** Ngenxa yoxinzelelo loluntu, uThabo waziva enyanzelekile ukuba acinezele iimvakalelo zakhe . Wayekhohlelwa ukuba ukubonisa ukuba sesichengeni okanye ukufuna uncedo kuya kubonwa njengophawu lobuthathaka . Ngenxa yoko, wayetsala nzima ekuvakaliseni iimvakalelo zakhe yaye ngokufuthi wayezifaka ngaphakathi kwimigudu yakhe, nto leyo eyayikhokelela ekuxinezelekeni ngokweemvakalelo nokuzenza ikheswa.
2. **Ukuzibonakalisa okulinganiselweyo:** Ubudoda obuyityhefu bufundise uThabo ukuba imidla ethile kunye neendlela zokuziphatha zazibonwa "njengendoda." Waziva ethandabuza ukwenza izinto ezingaphandle kwezithethe zesithethe zobudoda, ezinjengobugcisa, umdaniso, okanye umsebenzi wokukhulisa, esoyika ukugwetywa nokugculelwa ngabanye . Oku kwanciphisa amandla akhe okuphonononga izinto azithandayo ngokupheleleyo kwaye azibonakalise ngokunyanisekileyo.
3. **Imingeni yobudlelwane:** Ubudoda obuyityhefu buphembelele imbono kaThabo ngobudlelwane . Wayekhohlelwa ukuba ufanele ahlale elawula, elawula, yaye akuphephe ukubonakalisa ukuba sesichengeni . Le ngcinga yayithintela amandla akhe okuseka unxibelelwano oluphilileyo nabanye, njengoko wayesokola ukuthetha ngokukhululekileyo, enovelwano, kwaye esenza amaqhina anzulu ngokweemvakalelo . Ngenxa yoko, ubudlelwane bakhe buhlala bungenabo ukusondelana kwaye bubandezeleka kukungalingani kwamandla.
4. **Uxinzelelo Lokuhambelana:** UThabo ufumene uxinzelelo olukhulu lokuba ahambelane nokulindelwe luluntu ngobudoda . Waziva enyanzelekile ukuba ahlale ebonakalisa amandla omzimba, ukuqina, kunye nokhuphiswano ukuze abonise ubudoda bakhe . Oku kukhokelele ekuzigxekeni rhoqo kunye nemvakalelo yokungaze ube "yindoda ngokwaneleyo," okukhokelela kuxinzelelo olungapheliyo kunye nexhala.





5. **Iingxaki zempilo yengqondo:**

Iimpembelelo zobudoda eziyityhefu zayichaphazela impilo yengqondo kaThabo . Ukungakwazi ukuveza iimvakalelo ngokukhululekileyo nokufuna inkxaso kuye kwafak' isandla ekubeni nesithukuthezi, ukudandatheka nokuxhalaba . Wafumana amanqanaba aphezulu oxinzelelo, njengoko wayesoloko esiva isidingo sokuphila ngokwezinto ebezilindelwe luluntu.

IIMPEMBELELO ZENKUCUBEKO NOLUNTU

Phanda ngeembono ezahlukeneyo zenkcubeko nezembali malunga nobudoda . Ubudoda buyohluka njani kwiindawo ezahlukeneyo kunye namaxesha ? Yintoni esinokuyifunda kwezi mbono zahlukeneyo?

Iinkcubeko ezahlukeneyo zineembono ezahlukeneyo ngobudoda, yaye ezi mbono zibumba indlela ubudoda obuqondwa ngayo nobubonakaliswa ngayo . Nantsi eminye imizekelo eyenziwe lula yendlela ubudoda obubonwa ngayo kwiinkcubeko ezahlukeneyo:

Ubudoda beSintu (umzekelo, iSparta yaMandulo):

Kwezinye iindawo, ubudoda bunxulunyaniswa namandla omzimba, inkalipho, neempawu ezifana nezomkhosi . Iinkcubeko yamandulo yaseSparta yayibuxabisile ubudoda obusekelwe kubuchule basemkhosini kunye nokunyamezela komzimba.

UBudoda obuhlangeneyo (umzekelo, eJapan):

Iinkcubeko ezithile zigxininisa ubuwena kunye nemvisiswano yeqela . EJapan, ingqikelelo yobudoda ihlala inxulunyaniswa neempawu ezinjengokunyaniseka, ukuzeyisa, kunye nokukwazi ukuzalisekisa iindima zoluntu kunye nezibophelelo.

Ukuvakaliswa ngokweemvakalelo (umzekelo, iiNkcubeko zeMveli):

Ezinye iinkcubeko zomthonyama zibhiyozela ubudoda obubandakanya ukuchazwa kweemvakalelo, uvelwano, kunye nonxibelelwano oluluqilima kwindalo . Umzekelo,



inkcubeko yaseMelika yaseLakota iyayibona isazisi soMoya oMbini, apho abantu baquka iimpawu zobudoda nezobufazi.

Machismo (umzekelo, iiNkcubeko zaseLatin America):

Kwiinkcubeko ezithile zaseLatin America, kukho uluvo lwe "machismo" enxulumene nobudoda . Idla ngokugxininisa iindima zesini eziqhelekileyo, ukongamela, nokuba ngqongqo . Nangona kunjalo, kubalulekile ukuqaphela ukuba ayizizo zonke iinkcubeko zaseLatin America ezibambeleva ngokungqongqo kule ngcamango.

Ulungelelwano kunye nemvisiswano (umzekelo, iiNkcubeko zeSiqithi seMveli zePasifiki):

Iinkcubeko zomthonyama kwiZiqithi zePasifiki zihlala zigxininisa ukulungelelana kunye nemvisiswano phakathi kwamandla obudoda nawasetyhini . Ubudoda bujongwa njengokuphelelisa ubufazi, obuneempawu ezifana namandla, intlonipho, nobunkokeli obusebenza ngemvisiswano nokukhuliswa nokukhathalela.

Kwiinkcubeko yaseNtshona nakwiinkcubeko yamaAfrika, ubudoda bunokuqondwa ngeendlela ezahlukeneyo . Nazi izishwankathelo ezenziwe lula zendlela ubudoda obubonwa ngayo kwezi nkcubeko, kunye neminye imizekelo:

Iinkcubeko zaseNtshona

Umntu ngamnye kunye neMpumelelo:

Kwiinkcubeko zaseNtshona, ubudoda budla ngokunxulunyaniswa nokuba ngumntu ngamnye, ukuzimela geqe, nempumelelo yobuqu . Amadoda akhuthazwa ukuba azabalazele impumelelo kwimfundo, kwimisebenzi, nakwezinye izinto zobuqu . Imizekelo ibandakanya ukuxabisa ukuzithemba nokhuphiswano.

Ukuzibamba ngokweemvakalelo:

Iinkcubeko zaseNtshona zidla ngokulindela ukuba amadoda abonise ukuzibamba ngokweemvakalelo aze aphephe ukuba sesichengeni . Ukuvakalisa iimvakalelo ngokuphandle maxa wambi kusenokugqalwa njengophawu lobuthathaka . Imizekelo ibandakanya uxinzelelo "lokuqinisa" okanye ukuphepha ukubonisa usizi okanye uloyiko.

Ukulingana kunye neendima zesini:

Uluntu lwaseNtshona luye lwagxininisa ngakumbi ukulingana ngokwesini, lucela umngeni kwiindima zesini eziqhelekileyo kunye neengcamango . Amadoda akhuthazwa ukuba abe ngamaqabane axhasayo kunye nootata, abelane ngeembopheleleko zekhaya



. Imizekelo ibandakanya ootata abathatha inxaxheba ngokukhuthuleyo ekukhathaleni



abantwana kunye namadoda athethelela amalungelo abasetyhini.

linkcubeko zaseAfrika

Isazisi sasekuhlaleni:

linkcubeko ezininzi zama-Afrika ziyakuxabisa ukuzazi komntu kwaye zigxininisa ukubaluleka kwentlalo-ntle ehlangeneyo . Ubudoda budla ngokubonwa ngokuzalisekisa iimbopheleleko zezentlalo nezentsapho . Imizekelo ibandakanya ukubeka phambili iimfuno zoluntu kuneminqweno yomntu.

Ukuhlonela Abadala:

Ukuhlonelwa kwabantu abadala nabasemagunyeni yeyona nto ibalulekileyo kwiinkcubeko zaseAfrika . Amadoda alindeleke ukuba abonise intlonelo aze abambebele kwizithethe, ezifak' isandla kwimbono yawo ngobudoda . Imizekelo ibandakanya imbeko kunye nokufuna isikhokelo kumalungu osapho amadala okanye iinkokeli zoluntu.

Umkhuseli kunye noMboneleli:

Kwinkcubeko yama-Afrika, ubudoda budla ngokubandakanya ukuba ngumkhuseli nomboneleli kusapho lukabani noluntu . Amadoda alindeleke ukuba aqinisekise ukhuseleko kunye nokuphila kakuhle kwabo babathandayo . Imizekelo ibandakanya ukuthatha indima yomondli ophambili kunye nokuqinisekisa ukhuseleko lwekhaya.



Kubalulekile ukukhumbula ukuba le mizekelo yenziwe lula kwaye isenokungabambi ukuntsonkotha ngokupheleleyo kwembono yenkcubeko nganye ngobudoda . Ukongeza, ezi mbono zinokuvela ngokuhamba kwexesha njengoko uluntu lutshintsha kwaye lwamkele ukuqonda okubandakanya ngakumbi kwesini.

AMADODA KWI FILIMU NAKWI MEDIA

Kwiifilimu, ubudoda budla ngokuboniswa ngeendlela ezahlukeneyo, ngemizekelo emihle nemibi . Nalu uhlalutyo olwenziwe lula:

Imizekelo Emihle

Ubugorha kunye nobuGorha:

lililimu ezininzi zemiboniso bhanyabhanya zibonisa abalinganiswa abangamadoda ababonisa ubukrothi nobugorha, bekhusele abanye yaye bemela oko kulungileyo . Aba balinganiswa bakhuthaza abaphulaphuli ngokungazingci kunye nokuzimisela ukujongana nemingeni.

Ukuba sesichengeni ngokweemvakalelo:

Eminye imiboniso bhanyabhanya icela umngeni kwiingcamango eziqhelekileyo ngokubonisa abalinganiswa abangamadoda abasengozini ngokweemvakalelo . Aba balinganiswa bavakalisa iimvakalelo zabo kwaye bazibandakanye kunxibelelwano oluphilileyo, bekhuthaza ingcamango yokuba ukuvuleka ngokweemvakalelo kuyinkalo elungileyo yobudoda.

Imizekelo Emibi

Ubudoda obunetyhefu:

Eminye imiboniso bhanyabhanya ikhuthaza imiba eyingozi yobudoda, ikhuthaza isimilo esindlongondlongo, ukongamela, nokungathandwa kwamabhinqa . Le mizobo yomeleza iingcamango ezigwenxa kwaye inokuba negalelo kwinkcubeko yobundlobongela nokungahloniphi.

Uxinzelelo lweemvakalelo:

Kweminye imiboniso bhanyabhanya, abalinganiswa abangamadoda baboniswa njengabavalelekileyo ngokweemvakalelo, bephepha ukuba sesichengeni kunye nokucinezela iimvakalelo zabo. Oku kunokuyibethelela ingcamango yokuba ukuvakalisa iimvakalelo kuluphawu lobuthathaka, kuthintela ukukhula komlinganiswa nokuqhubela phambili iingcamango eziyingozi.



ImiGangatho yoMzimba engenakufikelelwa:

lifilimu zidla ngokubonisa abalinganiswa abangamadoda benomzimba ofanelekileyo, begxininisa ukubaluleka kokuqina komzimba kunye nenkangeleko . Oku kunokudala ulindelo olungekho ngqiqweni lwamadoda, olukhokelela kwimiba yembonakalo yomzimba kunye neengxaki zokuzithemba.

Kubalulekile ukuqonda ukuba le yimizekelo eyenziwe lula, kwaye ayizizo zonke iifilimu ezingena ngokucocekileyo kwezi ndidi . Ukuboniswa kobudoda kwifilim kuntsonkothile, kwaye kukho iinzame ezikhulayo zokucela umngeni kwiibali zemveli nokukhuthaza ukubonakaliswa okungafaniyo nokulungileyo kobudoda.

Imizekelo Emihle kwiNtengiso:

Ubukrelekrele boMvakalelo:

Ezinye iintengiso zibonisa amadoda akrelekrele ngokweemvakalelo novelwano . Ngokomzekelo, intengiso isenokubonisa utata othuthuzela umntwana wakhe okanye umhlobo oyindoda oxhasayo ngexesha lobunzima . Le mizobo igxininisa imiba emihle yobudoda, igxininisa ukubaluleka konxibelelwano lweemvakalelo kunye nokuqonda.

Ukondla kunye nokuKhathalela:

Ezinye izibhengezo zicela umngeni kwiindima zesini ngokubonisa amadoda esenza imisebenzi yokunyamekela . Ngokomzekelo, isibhengezo sisenokubonisa utata enyamekela abantwana okanye indoda ilungiselela intsapho yayo ukutya . Le mizobo ikhuthaza uluvo lokuba ubudoda bubandakanya iimpawu zokukhulisa nokwabelana ngoxanduva ekhaya.

Imizekelo Emibi kwiNtengiso:

Hypermasculinity:

Ezinye izibhengezo zentengiso zikhuthaza abantu abasoloko becinga ngendlela engaqhelekanga, bebonisa amadoda njengabo ndlongondlongo, abongameleyo, okanye abathanda isini ngokugqithiseleyo . Le mizobo yomeleza iingcamango eziyingozi zobudoda, igxininisa ukomelela, ukoyisa, nokungathandwa kwamabhinqa . Umzekelo, intengiso isenokubonisa indoda isebenzisa amandla ayo ukuze ibambe igunya okanye ijonge amabhinqa ukuze afumane inzuzo yobuqu.

Ubudoda obunetyhefu:

Izibhengezo ezithile zentengiso zikhuthaza ubudoda obuyityhefu ngokubonisa indlela yokuziphatha enegalelo kutshintsho oluyingozi lwesini . Umzekelo, intengiso



isenokubonisa indoda iziphatha ngendlela ebonisa ukungabi nantlonipho okanye inyanzelo kumabhinqa okanye ixhasa iinkolelo ezingoongozi ezithintela imbonakalo yeemvakalelo . Le mizobo yomeleza imiba engalunganga neyingozi yobudoda.

Kubalulekile ukukhumbula ukuba le mizekelo yenziwe lula kwaye ayibandakanyi uluhlu olupheleleyo lwemifanekiso kwiintengiso . Ukongezelela, le mizobo isenokutolikwa ngokweembono namava abo . Ishishini leentengiso ngokuthe ngcembe libona ukubaluleka kokukhuthaza ukubonakaliswa okungafaniyo kunye nokulungileyo kobudoda.

INGQIKELELO KUNYE NOKULINDELWEYO:

Ngelixa kubalulekile ukuqaphela ukuba iinkolelo-mbono zinokwahluka kwiinkcubeko kunye neemeko, nantsi ezinye iingcamango eziqhelekileyo malunga nobudoda kunye nemizekelo eneenkcukacha:

Ubungqongqo kunye noBundlavini:

I-Stereotype: Amadoda alindeleke ukuba omelele ngokwasemzimbeni, aqine, kwaye alungele ukubandakanyeka kungquzulwano ngokwasemzimbeni.

Umzekelo: Imiboniso bhanyabhanya enentshukumo idla ngokuba nabalinganiswa abangamadoda abacombulula iingxaki ngobundlobongela obusemzimbeni, bebethelela uluvo lokuba amandla nobundlongondlongo yinxalenye yobudoda.

I-Emotional Stoicism:

Istereotype: Amadoda kufuneka acinezele iimvakalelo zawo kwaye ayeke ukubonisa ukuba sesichengeni okanye uvakalelo.

Umzekelo: Indoda eyifihlayo indlela evakalelwa ngayo kwaye ikuphepha ukukhala okanye ukuvakalisa usizi kuba isoyika ukuba kunokubonwa njengophawu lobuthathaka.

Isonka kunye noMboneleli:

I-stereotype: Amadoda alindeleke ukuba abe ngawona basebenzi baphambili kwiintsapho zabo, banoxanduva lokuxhasa ngemali.

Umzekelo: Umyeni oziva ecinezelekile ukuba ibe nguye yedwa onyamekela usapho lwakhe, ukanti umsebenzi weqabane lakhe nomsebenzi wakhe wemali ungaxatyiswanga.

Ulawulo kunye nobuNkokheli:



I-stereotype: Amadoda kufuneka athathe izikhundla zamandla kunye negunya, egxininisa ukulawula abanye.

Umzekelo: Abalinganiswa abangamadoda basoloko beboniswa njengeenkokeli eziphambili kwimiboniso bhanyabhanya, kwizicwangciso zeshishini, okanye kwiindima zezopolitiko, bebethelela inkolelo yokuba ubunkokeli luphawu lobudoda.

Ukuphepha Ubufazi:

I-Stereotype: Amadoda afanele azikhwebule kuyo nantoni na egqalwa njengobufazi, njengokukhulisa, ubuntununtu, okanye uxanduva lwasekhaya.

Umzekelo: Indoda ekuphephayo ukubandakanyeka kwizinto ezinjengokupheka, ukucoca, okanye ukunyamekela abantwana, ikholelwa ukuba luxanduva lwabasetyhini kuphela.

Uloyiso ngokwesondo:

I-stereotype: Amadoda kufuneka aqhubeke elandela uloyiso lwezesondo kwaye abonise ubudoda bawo.

Umzekelo: Amaphulo eentengiso abonisa ukuba abasetyhini kunye namadoda aphumelele kwaye anqwenelekayo kuphela ngokusekelwe kumandla abo okutsala amaqabane amaninzi ngesondo.

I-Homophobia kunye nobudoda:

I-Stereotype: Ubudoda bufanele buchazwe ngokwesini esingafaniyo, kwaye nakuphi na ukutenxa kubonwa njengesoyikiso kubudoda.

Umzekelo: Amaxesha apho abantu bahlekisa okanye bajongela phantsi amadoda avakalisa iimvakalelo zawo, abonise ukuba sesichengeni, okanye abonise indlela yokuziphatha ebonwa njengengavumelaniyo.

Kubalulekile ukuqonda ukuba ezi ngcamango zicingelwayo zinciphisa ukutyeba kweyantlukwano yobudoda kwaye zinokuba neziphumo ezibi kumntu ngamnye ngokukhuthaza ulindelo oluyingozi kunye nokucinezela intetho eyiyo . Kubalulekile ukucela umngeni kunye nokuphelisa ezi nkolelo-mbono ukukhuthaza uluntu olubandakanyayo nolwamkelekileyo.



IMICELI MNGENI YEE-STEREOTYPES

Nantsi eminye imizekelo emihle yabantu abazichasayo iingcamango zesiNtu zobudoda.

UFred Rogers:

Yaziwa ngokuba: Umamkeli wenkqubo kamabonakude "Ubumelwane bukaMister Rogers."

Ukuchasa iingcamango zesithethe: UFred Rogers wacel' umngeni ubudoda ngokwesithethe ngokubonakalisa ububele, uvelwano, nokuba sesichengeni ngokweemvakalelo . Wakhuthaza ukubaluleka kokuziveza, ukunxibelelana ngokukhululekileyo, nokukhulisa ubudlelwane.



Grand Communications/The Fred Rogers Company

INKosana:

Yaziwa ngokuba: Yimvumi eyaziwayo kunye nomdlali weqonga.

Ukuchasana neengcinga zesiNtu: INkosana yacela umngeni kwizithethe zesini ngokukhetha kwakhe ifashoni eqaqambileyo, izimonyo, kunye nesimbo esinentlonipho . Wazamkela zombini iimpawu zobudoda nezobufazi, eqhawula iinkolelo zabantu kunye nokukhuthaza ubuntu.



Richard E. Aaron/Redferns



UDavid Beckham:

Eyaziwa ngokuba: owayesakuba ngumdlali webhola ekhatywayo.

Ukuchasa iimbono zesiNtu: UDavid Beckham uye wacela umngeni kwiingcamango ezicingelwayo ngokubonisa ngokuphandle uthando kubantwana bakhe, ukuxhasa umsebenzi ophumelelayo womfazi wakhe, kunye nokuzibandakanya kwifashoni kunye nobuhle.



@loyaltyzeus/Instagram

Wabuchaza ngokutsha ubudoda ngokugxininisa ukubaluleka kothando, usapho, nesimbo sobuqu.

Laverne Cox:

Yaziwa ngokuba: Umdlali weqonga, umthetheli, kunye nomlweli wamalungelo abantu abaguqile isini.

Ukuchasa iimbono zesiNtu: ULaverne Cox udelela iimbono zesiNtu zobudoda ngokwamkela ngokuphandle ubuni bakhe njengowasetyhini otshintshe isini. Ngokusebenza kwakhe ngamandla kunye nokubonakala, ucela umngeni kwizinto ezilindelwe luluntu kwaye akhuthaze ukubandakanywa kunye nokwamkelwa kweendlela ezahlukeneyo zesini.



Saul Loeb/AFP via Getty Images



UBarack Obama:

Yaziwa ngokuba: nguMongameli wama-44 waseUnited States.

Ukuchasa iimbono zesiNtu: U-Barack Obama ucele umngeni kwingcinga zesiNtu zobudoda ngokubonisa elubala uvelwano, ukuba sesichengeni, kunye nobukrelekrele beemvakalelo ngexesha lobumongameli bakhe . Ubonakalise amandla ngobunkokeli bakhe, ngelixa ekwaxabisa uvelwano, ubandakanyo, nokubaluleka kosapho.



Official portrait, 2012

Somizi Mhlongo:

Yaziwa ngokuba: Umntu wemidiya, umdidiyeli weendaba, kunye nomsasazi kamabonakude.

Ukuchasa iimbono zemveli: USomizi Mhlongo uchasene neengcamango zesini ngokusebenzisa isimbo sakhe esingaqhelekanga, ubuntu obudlamkileyo, kunye nokungafihli malunga nesini sakhe . Ukhuthaza ukuzamkela kwaye ukhuthaza abanye ukuba bamkele iimpawu zabo ezizodwa.

Aba bantu bangumzekelo wabantu abacela umngeni kwingcinga zemveli zobudoda, ukukhuthaza ubunyani, ukuqokana, kunye nokupheliswa kweembono ezicingelwayo.



UKUNQUMLA KWEENDLELA

Ukwahlula-hlula yingcamango evumayo indlela iinkalo ezahlukeneyo zobuntu bomntu, njengobuhlanga, ubuzwe, imeko yezentlalo noqoqosho, kunye nendlela azikhethela yona ngokwesini, ezinxibelelana ngayo zize zithubelelane,



zibumba amava nemingeni . Xa siqwalasela ukuhlangana kweendlela ngokunxulumene nobudoda, kuthetha ukuqonda ukuba ubudoda ayisiyonto ifanayo kwaye inokuphenjelelwa zezi zinto zingenelayo.

Ubuhlanga kunye nobudoda:

Amaqela eentlanga nezizwe ezahlukeneyo anokuba nezinto ezilindelekileyo kwinkcubeko eyodwa kunye neengcamango eziziinkolelo malunga nobudoda . Ngokomzekelo, ulindelo lobudoda phakathi kwabantu abaNtsundu, abaNhlophe, okanye baseAsia kunokwahluka . Oku kulindelekileyo kunokubumba indlela abantu ababonakalisa ngayo ubudoda babo kwaye babe namava oxinzelelo loluntu.

Ubume boQoqosho kunye nobudoda:

limeko zoqoqosho zinokuphambela indlela ubudoda obujongwa ngayo nobusenziwa ngayo . Amadoda asuka kwiimvelaphi ezahlukeneyo zentlalo noqoqosho anokujongana nemingeni eyahlukileyo ekubonakaliseni ubudoda bawo ngenxa yoxinzelelo lwemali, ukufikelela kwimithombo, okanye izinto ezilindelweyo ezinxulumene nomgangatho wawo wentlalo.

Ukuqhelaniswa neSondo kunye nobudoda:

Ukuziqhelanisa ngokwesondo kunokungqubana nobudoda, njengoko izimo zengqondo zoluntu kunye nolindelo malunga nobudoda zinokwahluka kumadoda athandana nesini esahlukileyo xa kuthelekiswa namadoda angamafanasini, athandana nesini esinye, okanye atshintshe isini . Abantu be-LGBTQ+ banokujonga amava awodwa kunye nemiceli mngeni ekuboniseni ubudoda babo kwindawo abahlala kuyo okanye kuluntu ngokubanzi.

Ubuhlanga kunye nobudoda eMzantsi Afrika:

Ngokwemeko yaseMzantsi Afrika, ulindelo lwenkcubeko malunga nobudoda lunokwahluka phakathi kwamaqela eentlanga neentlanga ezahlukeneyo . Umzekelo, iimbono zesiNtu ngobudoda kumaZulu zisenokugxininisa ukomelela, ubukrothi, nokubambelela kwizithethe zenkcubeko, lo gama kwiingingqi zesiBhulu, ubudoda bunokunxulunyaniswa nobustoiki kunye nokuzinza.



Amava amadoda aMnyama aseMzantsi Afrika asenokuthi adibane nobudoda kwimeko yokungalingani ngokwembali nokuqhubekayo kobuhlanga . Ilifa localucalulo kunye nobuhlanga obucwangcisiweyo bunokubumba iimbono zobudoda abaNtsundu, okukhokelela kwiingcamango okanye imingeni echaphazela indlela amadoda aMnyama abonakalisa ngayo ubudoda bawo kwaye ajonge oko kulindelwe luluntu.

Ubume boQoqosho kunye nobudoda eMzantsi Afrika:

Amadoda asuka kwimvelaphi ephantsi yezoqoqosho eMzantsi Afrika asenokujamelana nemingeni ekhethekileyo ekubonakaliseni ubudoda bawo ngenxa yokufikelela okulinganiselweyo kwimithombo namathuba . Ubunzima bezoqoqosho bunokuphembelela ukuzithemba kwabo, indima yabo njengababoneleli, kunye noxinzelelo lokuthobela oko kulindelwe luluntu koko kuthethwa kukuba yindoda ephumelelayo neyindoda.

Ukudityaniswa kwewonga lentlalo-ntle kunye nobudoda kunokubonwa kwindlela amadoda aphuma kwimvelaphi eyongezelelekileyo eMzantsi Afrika aqhuba ngayo ebudodeni bawo . Uxinzelelo lokugcina isimo sentlalo kunye nokuhlangabezana nokulindela koluntu lwempumelelo kunokuchaphazela ukuziphatha kwabo kunye nokuqinisa amandla okutshintsha phakathi kobudlelwane kunye noluntu.

Ukuqhelaniswa neSondo kunye nobudoda eMzantsi Afrika:

Abantu be-LGBTIQA eMzantsi Afrika banokujongana namava awohlukeneyo kunye nemingeni ekubonakaliseni ubudoda babo kwiindawo abahlala kuzo okanye kuluntu ngokubanzi . Umzekelo, amadoda angama-gay kunye nesini esibini angajongana nebala kunye nocalucalulo ekuhlaleni, olunokuthi lube nefuthe ekuzamkeleni kwabo kunye nenkululeko yokuvakalisa ubudoda babo ngokunyanisekileyo.

Amadoda atshintshe isini eMzantsi Afrika anokuhamba ngeendlela ezintsonkothileyo zobudoda, ukuzazi ngokwesini, kunye nolindelo lwenkcubeko . Basenokujongana nemiceli mngeni yokulungelelanisa ubuni babo kunye nezinto ezilindelekileyo eluntwini kunye neengcinga ezisoloko zisetyenziswa ezinxulunyaniswa nobudoda, ngeli lixa bethethelela amalungelo abo kunye nokwamkelwa kuluntu ngokubanzi lweLGBTIQA.

Ukuqonda ukuhlangana kweendlela kusinceda siqonde ukuba ubudoda abuyongcamango inye kodwa bubunjwa zizinto ezahlukeneyo ezinxibeleleneyo . Iqaqambisa ukubaluleka kokuthathela ingqalelo amava ahlukeneyo kunye nemingeni abantu abanokuthi bajongane nayo ngokusekwe kwiimpawu zabo ezidibanayo . Ngokuvuma ukuhlangana kweendlela, sinokukhuthaza iingxoxo ezibandakanyayo nezingacacanga malunga nobudoda kwaye sisebenzele ukuncothula iinkolelo eziyingozi kunye nomkhethe.



IMISEBENZI ESEBENZAYO KUWE

- 1 **Ingxoxo** : Zibandakanye kwiingxoxo ezivulelekileyo noontanga okanye amalungu osapho asuka kwiimvelaphi ezahlukeneyo ukuze afumane ulwazi ngamava abo ngobudoda nokuba budibana njani nobuni babo.
- 2 **Ukujonga iReflective Journaling**: Bekela bucala ixesha elinikelwe kwijenali malunga nolwazi lwakho lobuqu ngobudoda . Cinga ngendlela okulindelwe luluntu kunye neempembelelo eziye zayitshintsha ngayo indlela ocinga ngayo . Bhala phantsi iingcinga zakho, iinkolelo, kunye nayo nayiphi na imiceli mngeni ojongene nayo ekwamkeleni ubudoda obufanelekileyo.
- 3 **Uhlalutyo lwemidiya**: Khetha imuvi, inkqubo kamabonwakude, okanye intengiso ebonisa ubudoda . Hlalutya ngokunzulu ukubonakaliswa kobudoda kuyo . Chonga naziphi na iingcamango ezisoloko zisetyenziswa ngabantu eziyingozi okanye izinto ezilindelekileyo ezingekho ngqiqweni . Qwalasela indlela le mifanekiso inokuyichaphazela ngayo indlela ababukeli ababuqonda ngayo ubudoda.
- 4 **Udliwano-ndlebe lomntu siqu**: Khetha ilungu losapho, umhlobo, okanye umcebisi omthandayo ngembonakalo entle yobudoda . Qhuba udliwano-ndlebe nabo ukuze uqonde imilinganiselo, iinkolelo namava abo . Babuze ngohambo lwabo ekwamkeleni ubudoda obukhuthazayo kunye nayo nayiphi na imiceli mngeni abajongene nayo.
- 5 **Uphando olungumzekelo**: Khetha umntu ongumzekelo oyindoda kwimbali, kuncwadi, okanye kuluntu lwanguku obonisa ubudoda obufanelekileyo . Phanda ngobomi, imilinganiselo kunye negalelo labo . Bhala ibali lobomi obufutshane uqaqambise iimpawu zabo ezintle kunye nefuthe abathe babe nalo kwabanye.
- 6 **Imiceli mngeni yeeNdlela eziBathekileyo**: Chonga kwaye ucele umngeni kwiingcamango ezikhohlakeleyo ezinciphisa ukuqonda kwakho ngobudoda, ukukhuthaza imbono ebanzi, ebandakanyayo.
- 7 **Iimvakalelo kunye nokuba sesichengeni**: Phonononga ukubaluleka kobukrelekrele beemvakalelo kwaye wamkele ukuba sesichengeni njengamandla, okuvumela ukubonakaliswa kweemvakalelo okunempilo.

Khumbula, ukuqonda ubudoda yinkqubo eqhubekayo yokuzihlaziya nokufunda . Ngokuzibandakanya kule misebenzi, uya kuphuhlisa imbono ephangaleleyo nebandakanyayo malunga nobudoda, ikwenza ukuba wamkele ukubonakaliswa kwayo okulungileyo.



Ukuphuhlisa Ukuzazi

Ukuzazi kukukwazi ukuqaphela nokuqonda iingcinga zethu, iimvakalelo, indlela yokuziphatha kunye neentshukumisa zethu . Kubandakanya ukuzazi ngokucacileyo ukuba singoobani, kuquka amandla ethu, ubuthathaka, imilinganiselo neenkolelo zethu.

Ukuzazi kubalulekile kuba kusinceda siziqonde ngcono nangezenzo zethu . Xa sizazi, sinokuzazi iimvakalelo zethu size siqonde isizathu sokuba sivakalelwe ngendlela ethile . Oku kusivumela ukuba silawule iimvakalelo zethu ngokufanelekileyo kwaye senze izigqibo ezizizo.

Kwakhona ukuzazi kusinceda sibone izinto esinamandla kuzo nobuthathaka bethu . Ngokuqonda iziphiwo zethu kunye nokusikelwa kwethu umda, sinokuzibekela usukelo olusengqiqweni kwaye sisebenzele ekukhuleni kwethu . Isenza sikwazi ukwenza ukhetho oluhambelana nemilinganiselo yethu kwaye senze ingqiqo yenjongo kunye nokwaneliseka ebomini bethu.

Kubudlelwane, ukuzazi kudlala indima ebalulekileyo . Xa sizazi iimvakalelo zethu kunye nokuziphatha kwethu, sinokunxibelelana ngempumelelo ngakumbi, sisombulule iingxabano ngendlela eyakhayo, kwaye sakhe unxibelelwano olomeleleyo nabanye . Kukwasivumela ukuba sibe novelwano ngakumbi kunye nokuqonda kwiimbono zabanye.

Lilonke, ukuzazi kubalulekile kuba kusixhobisa ukuba siphile ngokwenyani ngakumbi, senze izigqibo ezingcono, kwaye senze ubudlelwane obunempilo . Isinceda ukuba sihambe ebomini ngokucaca, ukuzamkela, kunye nokuqonda okunzulu ngathi kunye nabo basingqongileyo.

IMISEBENZI ESEBENZAYO EYA KUKUNCEDA WANDISE UKUZAZI KWAKHO

UKUZAZI NGOKWEEMVAKALELO

Cinga ngeemvakalelo zakho kunye nezinto ezikubangelayo kwiimeko ezinzima.

Izinto okanye iimeko ezibangela uvakalelo kum	Ngaba Yimvakalelo Elungileyo Okanye Embi?	Ndithini xa ndisiva Ezi Emotions?	Ngaba Yimpendulo Elungileyo Okanye Embi?	Ndingayilawula Ngcono Njani Le meko?



Izinto okanye iimeko ezibangela uvakalelo kum	Ngaba Yimvakalelo Elungileyo Okanye Embi?	Ndithini xa ndisiva Ezi Emotions?	Ngaba Yimpendulo Elungileyo Okanye Embi?	Ndingayilawula Ngcono Njani Le meko?

ULUHLU LOKUHLOLA LOKWANDISA UKUZIQONDA

Chitha ixesha kwaye usebenze ngoluhlu lokukhangela ukukunceda ukuba uziqonde ngcono.

1. Umboniso:

- Bekela bucala ixesha eliqhelekileyo lokuzihlaziya.
- Yenza indawo ezolileyo kunye nekhululekileyo ukuze uzihlole.
- Bhala iingcinga zakho, iimvakalelo kunye namava ukuze ufumane ulwazi.

2. Ukwazisa Ngeemvakalelo:

- Nika ingqalelo kwiimvakalelo zakho imini yonke.
- Chonga kwaye ubhale iimvakalelo zakho ngokuchanekileyo.
- Qaphela indlela iimvakalelo zakho ezichaphazela ngayo iingcinga kunye nokuziphatha kwakho.

3. Izinto ezibangelayo kunye neepateni:

- Chonga iimeko okanye abantu abavusa iimvakalelo ezinamandla.
- Qaphela iipateni eziphindaphindiweyo kwiingcamango zakho, iimvakalelo kunye nokuziphatha.



- c. Phonononga oonobangela abasemva kwezi ziphembeleli kunye neepateni.

4. Ukuqaphela:

- a. Ziqhelise ubuchule bokucinga, njengokucamngca okanye ukuphefumla ngokunzulu.
- b. Jonga iingcamango zakho kunye neemvakalelo zakho ngaphandle kokugweba okanye ukudibanisa.
- c. Qaphela imizwa emzimbeni wakho ukuze ilungele imeko yakho yeemvakalelo.

5. Impendulo:

- a. Funa impendulo kubahlobo abathembekileyo, usapho, okanye osebenza nabo.
- b. Cela izimvo ezinyanisekileyo malunga namandla akho kunye neendawo zokuphucula.
- c. Mamela ngenyameko kwaye uqwalasele impendulo ngaphandle kokuzikhusela.

6. Iinqobo kunye neenkolelo:

- a. Camngca kwiimfundiso zakho ezisisiseko kunye neenkolelo.
- b. Chonga eyona nto ibalulekileyo kuwe kwiinkalo ezahlukeneyo zobomi.
- c. Vavanya ukuba imilinganiselo yakho kunye neenkolelo zakho zibumba njani ukhetho kunye nezenzo zakho.

7. Amandla kunye nobuthathaka:

- a. Chonga amandla akho obuqu kwaye uwavume.
- b. Cinga ngeendawo apho unokuba nobuthathaka okanye iindawo zokukhula.
- c. Jonga iindlela zokusebenzisa amandla akho kwaye usebenze ekuphuculeni ubuthathaka obu-3.

8. UkuZithetha:

- a. Nika ingqalelo kwingxoxo yakho yangaphakathi kunye nokuzithetha.
- b. Phawula ukuba utyekele ekuzigxekeni okanye ngokugqithisileyo.
- c. Ziqhelanise nokuthatha indawo yokuthetha kakubi uze ube neengcinga ezakhayo nezixhasayo.

9. Ukuqaphela umzimba: 3



- a. Lawula imvakalelo emzimbeni wakho, njengokuxinezeleka, ukuphumla, okanye ukungonwabi.
- b. Qaphela indlela umzimba wakho osabela ngayo kwiimeko ezahlukeneyo kunye neemvakalelo.
- c. Qhagamshela iimvakalelo zakho zomzimba kunye namava akho eemvakalelo.

10. Iinjongo zoBomi kunye noLungelelwaniso:

- a. Cinga ngeenjongo zakho zexesha elide kunye neminqweno.
- b. Vavanya ukuba izenzo zakho zangoku kunye nokukhetha kwakho kuhambelana neenjongo zakho.
- c. Yenza uhlehlengiso kwaye usete iinjongo zokulungelelanisa ubomi bakho kunye neenqobo kunye neminqweno yakho.

11. Funa Uncedo lobuNgcali:

- a. Cinga ngokusebenza nomcebisi okanye umcebisi ngenkxaso eyongezelelweyo.
- b. Ingcali inokubonelela ngesikhokelo kunye nobuchule obulungiselelwe iimfuno zakho.
- c. Banokunceda ukuba uhambe ngemingeni kwaye uququzelele ukuzazi kwakho.

UKUBHALWA KWEEMVAKALELO

1. Bekela bucala ixesha elikhethekileyo suku ngalunye lokucinga ngeemvakalelo zakho . Fumana indawo ezolileyo kunye nekhululekile apho unokugxila khona ngaphandle kokuphazamiseka.
2. Thatha ukuphefumula okumbalwa ukuze uzolise ingqondo yakho kwaye uzise ingqalelo yakho kulo mzuzu wangoku.
3. Vula ijenali yakho okanye uxwebhu olungenanto kwikhompyuter yakho kwaye uqalise ukubhala ngeemvakalelo zakho . Chaza indlela oziva ngayo, kuquka ubunzulu kunye naziphi na iimvakalelo zomzimba ezinxulumene novakalelo ngalunye.
4. Camngca ngeziganeko okanye iimeko eziphembelele ezi mvakalelo . Cinga ngesizathu sokuba wenze ngendlela owenze ngayo kwaye zeziphi iinkolelo okanye iinqobo ezisemgangathweni ezinokuthi zibe negalelo kwiimpindulo zakho zeemvakalelo.



5. Njengoko ubhala, ungagwebi kwaye unyaniseke kuwe . Kuphephe ukuzigxeka okanye ukucinezela naziphi na iimvakalelo ezivelayo . Injongo kukuqwalasela nokuqonda iimvakalelo zakho ngaphandle kokugweba.
6. Vavanya amangeno ejenali yakho ngamaxesha athile ukuchonga iipateni, izinto ezibangelayo, okanye imixholo ephindaphindayo kumava akho ovakalelo . Oku kunokukunceda ukuba ufumane ingqiqo enzulu kwiipateni zakho zeemvakalelo kwaye uphuhlise ukuzazi.

IMIBUZO ECAMNGCAYO

1. Bekela bucala ixesha elizolileyo nelingenasiphazamiso lokuzihlaziya.
2. Qala ngokuzibuza imibuzo evulelekileyo ekhuthaza ukuzihlolisisa . Umzekelo:
 - a. Ndiziva njani ngoku?
 - b. Ngawaphi amandla am kunye nobuthathaka bam?
 - c. Ziziphi izinto okanye iimeko ezindivuyisayo okanye ezindenza ndizive ndaneliseke?
 - d. Imilinganiselo yam yokuziphatha ihambelana njani nezenzo zam?
 - e. Luluphi usukelo endisebenzela kulo ngoku, kwaye kutheni lubalulekile kum?
3. Bhala phantsi iimpendulo zakho okanye uzithethele phezulu. Thatha ixesha lokuphonononga iingcinga zakho kunye neemvakalelo ezinxulumene nombuzo ngamnye.
4. Njengoko ucamngca, zama ukugrumba nzulu kwaye utyhile iimpembelelo ezisisiseko, iminqweno kunye neenkolelo. Nyaniseka kuwe kwaye uvumele ukufumanisa ngokwakho.
5. Emva kokuphendula imibuzo, jonga kwakhona iimpendulo zakho kwaye ujonge imixholo eqhelekileyo okanye iipateni . Oku kunokukunceda ukuba ufumane ukuqonda kumaxabiso akho, izinto eziphambili, kunye neendawo zokukhula kwakho.

FUNA IMPENDULO KUBANTU OBATHEMBILEYO

1. Chonga abantu abambalwa ebomini bakho abanezimvo kunye nokuqonda okuxabisileyo . Aba basenokuba ngabahlobo abasenyongweni, amalungu entsapho okanye abacebisi.
2. Yiya kubo kwaye ubuze ngobubele ukuba bangakulungela na ukukunika ingxelo ngamandla akho kunye neendawo onokuziphucula kuzo . Yenza kucace ukuba ufuna ingxelo eyakhayo yokwandisa ukuzazi kwakho kunye nokukhula kwakho.



3. Dala indawo ekhuselekileyo nengenakugweba ukuba babelane ngeengcinga zabo ngokuphandle . Phulaphula ngenyameko, ngaphandle kokuphazamisa okanye ukuzithethelela.
4. Thatha amanqaku ngexesha leseshoni yengxelo ukukunceda ukhumbule iingongoma eziphambili.
5. Emva koko, ziphe ixesha lokucingisisa ngengxelo oyifumeneyo . Cinga ngendlela iimbono zabo ezinxibelelana ngayo nendlela ozijonga ngayo kunye noko unokukufunda kwiimbono zabo.
6. Khumbula, ukwandisa ukuzazi yinkqubo eqhubekayo efuna umonde nokuziqhelanisa . Sebenzisa olu luhlu lokukhangela njengesiqalo kwaye ulungelelanise iimfuno zakho kunye nezinto ozikhethayo . Ukuzihlolisisa rhoqo kunye nokuzihlola kuya kukunceda wenze nzulu ukuzazi kwakho kwaye uphucule impilo yakho yonke.

AMANDLA KUNYE NEMINQWENO

Chonga amandla akho akhethekileyo kunye nezinto ozithandayo, kwaye ufunde indlela yokuzisa ngokufanelekileyo kwiindawo ezahlukeneyo zobomi bakho.

Amandla am kunye neminqweno yam	Iindlela endinokuthi ndizikhuphele ezi kuBomi bam bemihla ngemihla

ULUHLU LOKUHLOLA LWEINKQUBO YOKUZIKHATHALELA

Sebenzisa olu luhlu lokuhlola ukwenza inkqubo yokuzinyamekela ekhuthaza impilo-ntle yakho kwaye ikuvumela ukuba ubeke phambili ukuzinyamekela kubomi bakho bemihla ngemihla . Yenze ngokwezifiso ukuze ihambelane nezinto ozikhethayo kunye neemfuno.

Ukuzinyamekela ngokwaseMzimbeni	
Lala ngokwaneleyo (iiyure ezingama-79) busuku ngabunye	
Yenza umthambo rhoqo okanye wenze umthambo	
Yitya ukutya okunesondlo nokunesondlo	
Hlala umanzi ngokusela amanzi aneleyo imini yonke	
Ziqhelise ukucoceka	



Thatha ikhefu kwaye uzolule rhoqo, ngakumbi ukuba uphila ubomi obungahlali phantsi	
Cwangcisa uhlolo lwempilo rhoqo kunye nokuqeshwa	
UkuZikhathalela ngokweemvakalelo nangengqondo	
Zibandakanye kwizinto ezikuzisela ulonwabo kunye nokuphumla (umzekelo, izinto ozithandayo, ukufunda, ukumamela umculo)	
Ziqhelise ukucinga okanye ukucamngca ukuzola ingqondo yakho kunye nokunciphisa uxinzelelo	
Veza iimvakalelo zakho ngokubhala okanye ukuthetha nomhlobo omthembileyo okanye umnyangi	
Misela imida enempi kubudlelwane bakho kwaye ubeke phambili impilo-ntle yakho yeemvakalelo	
Zibandakanye ekuthetheni kakuhle kwaye uziqhelanise novelwano	
Nciphisa ukuba sesichengeni kwiindaba ezimbi okanye izinto ezichaphazela impilo yakho yengqondo	
Zibandakanye kwimisebenzi evuselela ubuchule bakho kunye nokucinga	
Social Self Care	
Khulisa ubudlelwane nabahlobo, usapho kunye nabantu obathandayo	
Cwangcisa kwaye ubandakanyeke kwizinto zentlalo ezizisa uvuyo kunye noqhagamshelwano	
Funa inkxaso kwaye ufikelele kwabanye xa uyidinga	
Ziqhelise ukumamela ngenkuthalo kunye nonxibelelwano olunentsingiselo nabanye	
Zingqonge ngabantu abakhuthazayo nabakunika ithemba	
Zibandakanye kwizenzo zobubele kwaye ube negalelo kuluntu lwakho	
Ukuzinyamekela Kokomoya	
Zibandakanye kwimisebenzi ehambelana neenqobo kunye neenkolelo zakho	
Chitha ixesha kwindalo kwaye uxabise ubuhle bayo	
Ziqhelise ukucamngca, umthandazo, okanye ukucamngca ukuze uqhagamshelane nomntu wakho wangaphakathi	
Funa impembelelo kwiincwadi, iipodcasts, okanye iimfundiso zomoya	
Zibandakanye kwimisebenzi ekhuthaza umbulelo kunye nenjongo	
Jonga ubumoya bakho kwaye uzibandakanye kwizithethe okanye izenzo ezizisa uxolo	
Ukutolika kunye nokuPhumla	
Thatha iibhafu ezifudumeleyo okanye iishawa ngeemveliso ezipholileyo	
Zifake kusuku lwe-spa okanye uzithobe ngonyango lokuzikhathalela	
Bekela bucala ixesha lezinto zokuphumla ezinjengokufunda, ukuhambahamba, okanye ukumamela umculo ozolileyo	
Ziphathe nge-massage okanye omnye umsebenzi womzimba wonyango	
Zibandakanye kwizinto ozithandayo okanye kwimisebenzi ekuncedayo ukuba uphumle kwaye uhlaziye kwakhona	
Yenza indawo epholileyo kwaye imema ekhaya apho unokuphumla khona	



ULUHLU LOKUTSHEKISHA: UKUVAVANYA IMIKHWA EMPILO KUNYE NEYEMPILO

Kumkhwa ngamnye odweliswe ngezantsi, phawula ukuba awukho mpilweni okanye awunampilo kuwe . Nyaniseka kuwe kwaye ucinge ngempembelelo yomkhwa ngamnye kwimpilo yakho yonke.

Impilo yoMzimba:	Ndenza Oku	Andiyenzi Le nto
- Ukuzilolonga rhoqo		
-Ulala ngokwaneleyo (iiyure ezingama-7-9 ngobusuku)		
- Ukutya okunesondlo kunye okunesondlo		
- Ukusela amanzi aneleyo		
- Ukuphepha ukusela utywala ngokugqithisileyo		
- Ukuphepha ukutshaya okanye ukusebenzisa icuba		
- Ukuhlolwa rhoqo ngugqirha		
Impilo yengqondo nengokweemvakalelo:	Ndenza Oku	Andiyenzi Le nto
-Ukuthatha inxaxheba kwimisebenzi yokunciphisa uxinzelelo (umzekelo, ukuba nengqiqo, ukucamngca, izinto ozithandayo)		
- Ukufuna inkxaso kubahlobo, usapho, okanye iingcali xa kufuneka		
- Ukumisela kunye nokubeka phambili iinjongo ezibambekayo		
- Ukugcina isimo sengqondo esihle		
- Ukuziqhelanisa nokuzikhathalela kunye novelwano		
- Ukulawula ixesha ngokufanelekileyo		
- Ukuziqhelanisa neendlela zokuphumla		
Impilo yeNtlalo:	Ndenza Oku	Andiyenzi Le nto
- Ukugcina inkxaso kunye nobudlelwane obuhle		
- Ukubandakanyeka kwimisebenzi yentlalo kunye nokunxibelelana nabanye		
- Ukunxibelelana ngokufanelekileyo nangokuzithemba		
- Ukuhlonipha imida yobuqu kunye nemida yabanye		
- Ukulinganisa ixesha elichithwe wedwa kunye nexesha elichithwe nabanye		
- Ukuthatha inxaxheba kwimisebenzi yoluntu okanye yamavolontiya		
Imveliso kunye noLawulo lweXesha:	Ndenza Oku	Andiyenzi Le nto
- Ukubeka phambili imisebenzi kunye nokubeka iinjongo ezicacileyo		
- Ukuphepha ukuzibekela amangomso izinto		
- Ukulawula kunye nokunciphisa iziphazamiso		
- Ukumisela imida yobomi bomsebenzi obunempilo		
- Thatha ikhefu kwaye uziqhelanise nokuzinyamekela ngexesha lomsebenzi / leeseshoni zokufunda		
- Ukufuna uncedo okanye ukwaba imisebenzi xa kuyimfuneko		



Ixesha lesikrini kunye neMikhwa yeDijithali:	Ndenza Oku	Andiyenzi Le nto
-Ukunciphisa ixesha elininzi lesikrini		
-Ukuziqhelanisa nemida esempilweni ye-intanethi		
-Ukunqanda ukusebenzisa kakhulu imidiya yoluntu okanye ukuzithelekisa nabanye		
-Ukulinganisa ixesha lesikrini kunye nemisebenzi engaxhunyiwe kwi-intanethi kunye nokunxibelelana ubuso ngobuso		
- Ukusebenzisa itekhnoloji ngeenjongo zokuvelisa kunye nokukhula komntu		
Ucoceko lobuqu:	Ndenza Oku	Andiyenzi Le nto
- Ukugcina ucoceko lomntu rhoqo (umzekelo, ukuhlamba, ukuxukuxa amazinyo)		
- Ukuhlamba izandla rhoqo		
- Ukunyamekela iinwele, iinzipho kunye nolusu		
- Ukunxiba iimpahla ezicocekileyo nezifanelekileyo		
Imikhwa yemali:	Ndenza Oku	Andiyenzi Le nto
- Uhlahlo lwabiwo-mali kunye nokulawula imali ngokufanelekileyo		
- Ukugcina imali rhoqo		
- Ukunqanda inkcitho egqithileyo nengxamisekileyo		
- Ukuhlawula amatyala ngexesha		
- Ukucwangcisa nokumisela iinjongo zemali		

Emva kokuvavanya umkhwa ngamnye, cingisisa ngoluhlu lwakho kwaye uchonge iindawo onokuthi uphucule kuzo imikhwa yakho ukuze ube nempilo engcono kunye nokuphila kakuhle . Sebenzisa olu vavanyo lokuzihlola njengesiqalo sokwenza utshintsho oluhle kwindlela ophila ngayo kwaye wenze imikhwa enempilo exhasa impilo-ntle yakho.

INETHIWEKHI YEŦKXASO YEŦTLALO

Ukwakha kunye nokukhulisa inethiwekhi yenkxaso yoluntu kubalulekile ekulawuleni uxinzelelo . Camngca ngale mibuzo ilandelayo kwaye usebenzise isithuba esinikiweyo ukuvavanya umgangatho wonxibelelwano lwakho lwentlalo kwaye ucwangcise izicwangciso zokuqinisa inethiwekhi yakho yenkxaso.

1. Ngoobani abantu ebomini bakho ababonelela ngenkxaso kunye nokuqonda ngexesha loxinzelelo?
2. Udibana kangaphi naba bantu?
3. Ngaba kukho nabuphi na ubudlelwane obufuna ukomelezwa okanye ukukhuliswa?



4. Ngawaphi amanyathelo athile onokuwathatha ukuphucula inethiwekhi yakho yenkxaso yoluntu ? (umzekelo, ukucwangcisa ukubanjwa rhoqo , ukufuna inkxaso yobungcali)
5. Ungabuyisela njani kwaye uxhase abanye kwinethiwekhi yakho?
6. Ziziphi iingxaki okanye imiqobo onokujamelana nayo, yaye unokuyoyisa njani?

Uvavanyo lweNethiwekhi yeNkxaso yeNtlalo



Ukuphuhlisa ukulawulwa kweemvakalelo zakho

Ukulawulwa ngokweemvakalelo kubhekisela ekukwazini ukuqonda, ukulawula nokuvakalisa iimvakalelo zikabani ngendlela ephilileyo neyakhayo . Kubandakanya ukuqaphela kunye nokuvuma iimvakalelo, ukulawula iimvakalelo ezinzulu ngokufanelekileyo, kunye nokulungelelanisa iimpendulo zeemvakalelo kwiimeko ezahlukeneyo.

Ukulawulwa ngokweemvakalelo kubalulekile ngenxa yezizathu ezininzi:

- Ukuphila ngokwasemoyeni:** Ngokuphuhlisa izakhono zokulawula iimvakalelo, abantu ngabanye banokufumana impilo-ntle yeemvakalelo . Bakuxhobeke ngakumbi ukutyhubela amahla-ndinyuka obomi, bagcine imo yeemvakalelo elungeleleneyo, nokumelana noxinezeleko, imiqobo nemingeni ngempumelelo.
- Ukuzibamba:** Ukulawulwa ngokweemvakalelo kunceda abantu bazilawule iimvakalelo zabo kunye nokuziphatha . Ibavumela ukuba baphendule ngokucingayo kunokuba basabele ngokungxama kwiimeko ezicinezelayo okanye ezixhokoxayo . Oku kunceda abantu ukuba benze izigqibo ezisengqiqweni ngakumbi, bacombulule iingxabano ngoxolo, kwaye bagcine ubudlelwane obuhle.
- Impilo Yengqondo:** Ukulawulwa ngokweemvakalelo kudlala indima ebalulekileyo ekukhuthazeni impilo entle yengqondo . Inceda abantu ukuba balawule iimvakalelo ezingalunganga ezinjengomsindo, ixhala, kunye nonxunguphalo, ibathintele ekunyukeni baye kwimiba eqatha yempilo yengqondo efana noxinzelelo olungapheliyo, ukudakumba, okanye ukuphazamiseka koxinzelelo . Ngokulawula iimvakalelo, abantu ngabanye banokuphucula impilo yabo yonke yengqondo.
- Ubudlelwane phakathi kwabantu:** Ukulawulwa ngokweemvakalelo okusebenzayo kunegalelo kubudlelwane obuphilileyo nobanelisayo . Ivumela abantu ukuba bachaze iimvakalelo zabo ngokuzolileyo nangentlonelo, baphulaphule abanye ngovelwano, baze bacombulule iingxabano ngaphandle kokubhenela kugonyamelo okanye ukurhoxa . Oku kukhuthaza ukuqonda, ukuthembana, kunye nonxibelelwano olunamandla nabanye.
- Ukwenza isigqibo:** Ulawulo lweemvakalelo luxhasa ukwenziwa kwezigqibo ezingcono . Xa abantu bekwazi ukulawula iimvakalelo zabo, banokucinga ngokucacileyo, bacinge ngeembono ezahlukeneyo, baze benze ukhetho olusekelwe kwingqiqo kunokuba bonganyelwe ziimvakalelo ezinzulu . Oku kukhokelela ekubeni kwenziwe izigqibo ezinolwazi nezinengqiqo kwiinkalo ezahlukeneyo zobomi.
- Ulawulo loxinzelelo:** Ukuzilawula ngokweemvakalelo kunceda ukulawula uxinzelelo ngokufanelekileyo . Ivumela abantu ukuba bachonge izinto ezibangela uxinezeleko,



basebenzise izicwangciso zokumelana, kwaye bazibandakanye neendlela zokuzinyamekela ezikhuthaza ukuphumla nokuphila kakuhle . Ngokulawula iimvakalelo, abantu ngabanye banokunciphisa impembelelo engalunganga yoxinzelelo kwimpilo yabo yomzimba nengqondo.

YENZA ULUHLU LWEENDLELA ZOKUHLANGABEZANA NEZEMPILU



Yenza uluhlu lwemisebenzi enempilo okanye izicwangciso onokujika kuzo xa ujongene noxinzelelo okanye iminqweno.

Oku kunokuquka umthambo, ukwenza izinto owuthandayo, ukuziqhelisa ukuba nengqiqo, okanye ukufuna inkxaso kumhlobo omthembileyo okanye umcebisi . Zibandakanye kwimisebenzi ekhuthaza ukuzichaza nokuzifumanisa . Funa uncedo lwengcali ukuba luyafuneka kwaye uhlale uzibophelele kuhambo lwakho.

Imizekelo yamaqhinga okumelana

1. **Thatha ukuphefumla okunzulu:** Kancinci ukuphefumla kwaye ukhuphe umoya ukunceda ukuzola ingqondo nomzimba wakho.
2. **Ziqhelanise neendlela zokuphumla:** Zama imisebenzi efana nokucamngca, ukuphumla kwemisipha okuqhubekayo, okanye ukumamela umculo ozolileyo ukunciphisa uxinzelelo.



3. **Yenza umthambo:** Umthambo ukhupha i-endorphins, enokukomeleza umoya wakho kwaye ikuncede ukwazi ukulawula uxinzelelo . Thatha uhambo, udanise, okanye uzibandakanye kuwo nawuphi na umsebenzi owuthandayo.
4. **Thetha nomntu:** Yabelana ngeemvakalelo zakho kunye nezinto ezikuxhalabisayo kunye nomhlobo omthembileyo, ilungu losapho, okanye umnyangi onokunika inkxaso kunye nembono.
5. **Bhala kwijenali:** Ukuvakalisa iingcinga zakho kunye neemvakalelo zakho ephepheni kunokuba yicathatic kwaye kukuncede ufumane ukucaca.
6. **Ziqhelise ukuzinyamekela:** Zibandakanye kwizinto ezikuzisela uvuyo nokuphumla, njengokuhlamba ngokufudumeleyo, ukufunda incwadi, okanye ukuzitotosa.
7. **Yenza i-routine:** Ukuseka inkqubo yemihla ngemihla ehleliweyo kunokubonelela ngokuzinza kunye nokulawula, kunceda ukunciphisa uxhalaba.
8. **Cela umngeni kwiingcinga ezingakhiyo:** Chonga kwaye ucele umngeni kwiingcinga ezingakhiyo okanye ezingekho ngqiqweni ngokususa ezo zilungileyo nezinenyani.
9. **Funa iziphazamiso:** Zibandakanye kwizinto ezithandwayo, bukela imuvi, funda incwadi, okanye wenze into oyithandayo ukuze utshintshe ingqwalasela yakho kude neemeko ezicinezelayo.
10. **Thatha ikhefu:** Zivumele ikhefu rhoqo ngexesha lemisebenzi efuna ukuphumla, ukuhlaziya, kunye nokuthintela ukongamela.
11. **Zibekele imida:** Funda ukuthi hayi xa uziva uxinezelekile uze ubeke imida yokukhusela impilo-ntle yakho yengqondo nengokweemvakalelo.
12. **Ziqhelise ukuqaphela:** Hlala ukhona okwangoku kwaye ugxininise kwiimvakalelo kunye namava akujikelezile ukunciphisa uxinzelelo kunye noxinzelelo.
13. **Funa amaqela enkxaso:** Ukujoyina iqela lenkxaso okanye ukufuna uluntu kunokunika ukuqonda, uvelwano, kunye nokuziva uyinxalenye.
14. **Zibandakanye kwiindawo zokuyila:** Phonononga imisebenzi efana nokupeyinta, ukubhala, okanye ukudlala isixhobo njengendlela yokuzibonakalisa kunye nokunciphisa uxinzelelo.
15. **Ziqhelanise nombulelo:** Yazazi rhoqo kwaye uyixabise imiba emihle yobomi bakho ukuze uhlakulele umbono onethemba ngakumbi.

Khumbula, iindlela zokuhlangabezana nazo zinokwahluka kumntu nomntu, ngoko ke kubalulekile ukufumana oko kusebenza kakuhle kuwe . Ukuziqhelanisa rhoqo nale misebenzi kunokukunceda uphuhlise izakhono zokulawula iimvakalelo, kukuvumela



ukuba ujikeleze kwaye ulawule iimvakalelo zakho ngokufanelekileyo . Khumbula ukuba nomonde kuwe kwaye wenze le mithambo ngovelwano kunye nokungazigwebi.

I-CASE STUDY: IZAKHONO ZOKULAWULA UVAKALELO OLUNGENTLE

UTom yindoda eneminyaka engama-35 ubudala eye yajamelana noce lomngeni lokulawula iimvakalelo ubomi bayo bonke . Ekukhuleni kwakhe, wayedla ngokudimazeka ekuvakaliseni iimvakalelo zakhe yaye wafundiswa ukuba ukubonisa ukuba sesichengeni kubonisa ukuba buthathaka . La mava angaphambili, kunye nolindelo loluntu olujikeleze ubudoda, lube negalelo kubunzima bakhe obuqhubekayo bokulawula ngokufanelekileyo kunye nokuvakalisa iimvakalelo zakhe.

Izakhono zokuLawula uvakalelo olubi:

1. **Imiba yoLawulo lomsindo:** UTom uhlala esilwa nokulawula umsindo, ekufumanisa kulucelomngeni ukulawula nokubonakalisa umsindo wakhe ngeendlela eziphilileyo . Xa ejamelene neemeko eziphazamisayo okanye ezoyikiso ezingelwayo kubuntu bakhe, udla ngokuphendula ngokugqabhuka ndlongondlongo okanye ukungqubana ngamazwi, nto leyo enokonakalisa ulwalamano lwakhe nokuthintela ukusonjululwa kwengxabano.
2. **Uxinzelelo lweemvakalelo:** UTom ukhulise utyekelo lokucinezela iimvakalelo zakhe, ngakumbi ezo zijongwa “ezimbi” okanye ezisesichengeni, ezinjengosizi okanye uloyiko . Uye wafunda ukwenza i-stoic facade, ezibandaza ithuba lokujonga nokujongana nezi mvakalelo . Ngenxa yoko, iimvakalelo ezingasonjululwanga ziyaqokelelana, nto leyo ekhokelela ekuxinezelekeni ngokweemvakalelo kunye nefuthe elibi elinokubakho lexesha elide kwimpilo yakhe yengqondo.
3. **Isigama seMvakalelo esiNcinane:** UTom uyasokola ukuchonga ngokuchanekileyo kunye nokucacisa iimvakalelo zakhe . Ukufumanisa kunzima ukwahlula phakathi kweemeko ezahlukahlukeneyo zeemvakalelo yaye akanaso isigama sokuvakalisa iimvakalelo zakhe ngokufanelekileyo . Oku kusikelwa umda kumenza akwazi ukunxibelelana neentswelo zakhe ezingokweemvakalelo aze afune inkxaso efanelekileyo okanye ukuqonda kwabanye.
4. **Ubunzima bokuseka uBudlelwane obusondeleyo:** Imingeni kaTom yokulawula iimvakalelo ikwachaphazele amandla akhe okuseka ubudlelwane obusondeleyo . Ubunzima bakhe ekubonakaliseni ukuba sesichengeni kunye nokunxibelelana ngokweemvakalelo nabanye kunokudala imiqobo ekuphuhliseni amaqhina anzulu . Oku kunokubangela uvakalelo lweemvakalelo kunye nobunzima ekusekeni ukuthembana kunye nobudlelwane obusondeleyo phakathi kobudlelwane bothando.



5. **Iimpembelelo kwiMpilo yengqondo:** Ubuchule bukaTom bokulawula iimvakalelo buye baphazamisa impilo yakhe yengqondo . Ukucinezelwa nokulawula kakubi iimvakalelo zakhe kuye kwafak' isandla kuxinezeleko olungakumbi, ixhala, kwaneemvakalelo zokuziva engento yanto okanye ezindisholo . Le mizabalazo yeemvakalelo inokukhokelela kwimvakalelo yokunganeliseki kwaye ithintele umgangatho wobomi bakhe bonke.

Ukujongana neZakhono zokuLawulwa kweMvakalelo oMbi:

Eqaphela impembelelo yezakhono zakhe ezibuthathaka zokulawula iimvakalelo kwintlalontle yakhe kunye nobudlelwane, uTom ugqibe ekubeni athathe amanyathelo akhawulezileyo ukujongana nale mingeni:

1. **Ukufuna unyango:** UTom uye wafuna unyango lobuchwephesha ukuze asebenze ekuphuhliseni amacebo aphilileyo okulawula iimvakalelo . Ngonyango, ujolise ekuphononogeni oonobangela bomzabalazo wakhe weemvakalelo, ukufunda iindlela ezisebenzayo zokuhlangabezana, kunye nokuphucula ubukrelekrele bakhe beemvakalelo.
2. **Ukufunda uLwazi ngeMvakalelo:** UTom uzibophelele ekwandiseni ukuqonda kwakhe ngokweemvakalelo ngokuziqhelanisa neendlela zokucinga kunye nokuzihlaziya . Usebenza ekuchongeni nasekuvumeni iimvakalelo zakhe ngexesha langempela, okumvumela ukuba aqonde ngcono izinto ezibangela kunye neepateni zabo.
3. **Ukwakha isigama ngokweemvakalelo:** UTom uyasandisa isigama sakhe seemvakalelo . Ufunda iincwadi, uya kwiindibano zocweyo, kwaye uzibandakanya neengxoxo ezimnceda aqonde ngcono kwaye achaze iimvakalelo zakhe . Oku kwanda kokwazi ukufunda nokubhala ngokweemvakalelo kumvumela ukuba anxibelelane ngendlela enempumelelo ngakumbi iimvakalelo zakhe kwabanye.
4. **Ukuqulunqa iiNdlela zokuXhobisa:** Ngokukhokelwa ngugqirha wakhe, uTom uphuhlisa iindlela ezisempilweni zokulawula umsindo wakhe kunye nokulawula iimvakalelo zakhe . Oku kubandakanya ukuziqhelanisa nemithambo yokuphefumla nzulu, ukuzibandakanya kwimisetyenzana yomzimba, kunye nokusebenzisa ijenali njengesixhobo sokubonisa iimvakalelo.
5. **Ukwakha uBudlelwane obuxhasayo:** UTom usebenzela ukwakha inethiwekhi yenkxaso yabantu abathembekileyo ababonelela ngendawo ekhuselekileyo yokuba aveze iimvakalelo zakhe ngaphandle kokugweba . Obu budlelwane bumenza ukuba afumane inkxaso, ukuqinisekiswa, kunye nesikhokelo sokujongana nemilo yakhe yeemvakalelo.

Ngemigudu yakhe eqhubekayo, uTom ngokuthe ngcembe uphucula izakhono zakhe zokulawula iimvakalelo, ekhokelela kwiindlela ezisempilweni zokuhlangabezana,



ubudlelwane obuluqilima, kunye nokuphucula impilo-ntle . Ngokujongana nokuphuhlisa ezi zakhono, uvula indlela yobomi obanelisayo kunye nokulinganisela ngokweemvakalelo.



Ukuphuhlisa Izakhono Zokunxibelelana



Ubuchule bokunxibelelana bubhekisela kubuchule bokudlulisela ulwazi, iingcamango neemvakalelo ngempumelelo nangokucacileyo kwabanye . Kubandakanya ukumamela ngenkuthalo, ukuthetha ngokucacileyo, nokusebenzisa iimpawu ezingezizo ezolwimi ezifanelekileyo.

Ubuchule bokunxibelelana bubalulekile kuba busenza sikwazi ukuzityand' igila, sibaqonde abanye size sakhe ubuhlobo obuluqilima . Xa sinxibelelana kakuhle, siyakwazi ukwabelana ngeengcinga neengcinga zethu ngokucacileyo, sincede abanye basiqonde ngakumbi . Ikhuthaza intsebenziswano esebenzayo, ukusombulula iingxaki kunye nokusebenzisana.

Ubuchule bokunxibelelana nabo businceda siqonde abanye . Xa siphulaphula ngenyameko, sinokuva ngokwenene size sikuqonde oko abanye bakutshoyo . Oku kukhuthaza uvelwano, ukuqonda kunye nobudlelwane obuphilileyo . Ivumela ukuba sakhe ukuthembana kunye nokunxibelelana nabanye, sikhuthaze unxibelelwano olungcono lobuqu kunye nobungcali.

Emsebenzini, izakhono zonxibelelwano zibalulekile ekusebenzeni kweqela, imveliso, kunye nempumelelo . Isenza sikwazi ukunika kwaye samkele ingxelo ngendlela eyakhayo, ukwabelana ngolwazi ngokuchanekileyo, nokusombulula iingxabano ngoxolo . Abaqeshi bayabuxabisa ubuchule obufanelekileyo bonxibelelwano njengoko benegalelo kwimeko-bume yokusebenza eyakhayo nenempumelelo.



Kubudlelwane bomntu, izakhono zonxibelelwano zibalulekile ekugcineni unxibelelwano olunempilo . Isinceda sikwazi ukuchaza iimvakalelo, iimfuno nemida yethu ngendlela ephumelelayo . Kusivumela ukuba sisombulule iingxabano, siqonde iimbono zomnye nomnye, kwaye sakhe amaqhina omelele ngokweemvakalelo.

Ubuchule bokunxibelelana bubalulekile kuba businceda ukuba sizichaze ngokucacileyo, sibaqonde kakuhle abanye, size sakhe nolwalamano olomeleleyo . Zibalulekile kwimpumelelo kuzo zombini iinkalo zobomi bomntu kunye nobuchwephesha, igalelo kwintsebenziswano esebenzayo, uvelwano, kunye nonxibelelwano olunentsingiselo nabanye.

ULUHLU LWEZAKHONO ZONXIBELELWANO EZILUNGILEYO

1. **Ukumamela ngokukhuthuleyo:** Ukunika ingqalelo epheleleyo kwisithethi, ukujonga emehlweni, ukunqwala, nokunikela iimpawu zomlomo nezingathethwayo ukubonisa ukuqonda . Umzekelo: Ukuphulaphula ngenyameko kumhlobo njengoko bebalisa amava abo kunye nezinto ezimxhalabisayo.
2. **Ukucaca kunye nokucacileyo:** Ukuvakalisa iingcinga neengcinga ngendlela ecacileyo nengqalileyo, ukuphepha ijargon okanye ukuntsonkotha ngokungeyomfuneko . Umzekelo: Ukunika imiyalelo ecacileyo kwilungu leqela malunga nomsebenzi okanye iprojekthi.
3. **Uvelwano:** Ukuqonda nokuvuma iimvakalelo kunye neembono zabanye, ukubonisa uvelwano kunye nokubonelela ngenkxaso. Umzekelo: Ukunika impendulo ethuthuzelayo kunye novelwano kumntu osebenza naye oziva ecinezelekile okanye esonganyelwe.
4. **Unxibelelwano olungasebenzisi magama:** Ukusebenzisa ulwimi lomzimba, inkangeleko yobuso, kunye nezijekulo ukukhuthaza unxibelelwano nokudlulisa imiyalezo ngokufanelekileyo . Umzekelo: Ukugcina ukuma komzimba ovulekileyo kunye nokuncuma ukubonisa ukufudumala kunye nokungeneka ngexesha lencoko.
5. **Unxibelelwano olunentlonipho:** Ukuphatha abanye ngembeko, imbeko, nolwazelelelo, ukuxabisa izimvo ezahlukeneyo kunye nokudala indawo engqongileyo ekhuselekileyo nebandakanyayo. Umzekelo: Ukubandakanyeka kwingxoxo enentlonipho neyakhayo ngaphandle kokubhenela kuhlaselo lomntu.
6. **Ukuziqhelanisa:** Ukulungelelanisa isimbo sonxibelelwano, imvakalo-zwi, nendlela yokunxibelelana ukuze ihambelane neemfuno, ukhetho kunye nemvelaphi yenkcubeko yabantu ababandakanyekayo . Umzekelo: Ukusebenzisa ulwimi olulula kunye nezincedis ezibonwayo ukunxibelelana ngokufanelekileyo nabaphulaphuli abohlukeneyo.



7. **Ukuzimela:** Ukuvakalisa iingcinga, iimfuno, kunye nezimvo ngokuzithemba nangembeko, ngeli lixa sikwaqwalasela amalungelo neembono zabanye . Umzekelo: Ukuchaza uluvo lwakho ngokuzithemba ngexesha lentlanganiso yeqela ngelixa uphulaphule kwaye uqwalasela ezinye iindlela zokujonga.
8. **Impendulo:** Ukunika ingxelo eyakhayo ngembeko nangendlela yobuchule ukunceda abanye baphucule indlela abaqhuba ngayo okanye ubuchule babo . Umzekelo: Ukunikezela ngengxelo ecacileyo nenokuthatheka kumntu osebenza naye malunga nenkcazo-ntetho yabo, eqaqambisa iinkalo zokuqina nokubonelela ngeengcebiso zokuphucula.
9. **Ukusombulula ingxabano:** Ukulawula nokusombulula iingxabano ngokufanelekileyo ngonxibelelwano oluvulekileyo, ukuphulaphula ngenyameko, kunye nokufuna izisombululo eziyinzuzo macala . Umzekelo: Ukuququzelela incoko phakathi kwamalungu eqela amabini anezimvo ezahlukeneyo ukufumana ulungelelwano olwanelisa amaqela omabini.
10. **Ukuvuleleka kwengqondo:** Ukwamkela izimvo ezahlukeneyo, iimbono, kunye nengxelo, kunye nokubandakanyeka kwingxoxo enentlonipho kunye nokufunda kwabanye . Umzekelo: Ukufuna igalelo ngenkuthalo kumalungu eqela kunye nokuqwalasela ezinye izisombululo kwingxaki.
11. **Unxibelelwano olungenabundlobongela:** Ukusebenzisa ulwimi nonxibelelwano olukhuthaza ukuqondana, uvelwano nokucombulula iingxabano ngoxolo . Umzekelo: Ukusebenzisa amazwi athi "Ndi" ukubonisa inkxalabo okanye unxunguphalo endaweni yokugxeka okanye ukutyhola abanye.
12. **Ukuzithemba:** Ukubonisa ukuzithemba kunxibelelwano, ngokuthetha nangokungathethi, ukuseka ukuthembeka nokwakha ukuthembana . Umzekelo: Ukwenza inkcazo-ntetho ngelizwi elicacileyo neliqinisekileyo, ukugcina ujonge abaphulaphuli, nokusebenzisa intetho yomzimba eqinisekisayo.
13. **Intsebenziswano:** Ukusebenza ngokufanelekileyo kumaqela, ukuthatha inxaxheba ngokukhuthaleyo, ukwabelana ngezimvo, kunye nokuphulaphula abanye ukuze bafezekise iinjongo ezifanayo . Umzekelo: Ukuba negalelo kwiseshini yokubonisana, ukwakha phezu kwezimvo zabanye, nokukhuthaza intsebenziswano phakathi kwamalungu eqela.
14. **Ukuziqhelanisa:** Ukuba bhetyebhetye kwaye ubhetyebhetye kwisimbo sonxibelelwano kunye nendlela yokusebenza esekelwe kwiimfuno zemeko okanye abantu ababandakanyekayo . Umzekelo: Ukulungelelanisa isimbo sakho sonxibelelwano xa usebenzisana nezizukulwana ezahlukeneyo okanye imvelaphi yenkcubeko ukuqinisekisa ukuqonda okusebenzayo kunye noqhagamshelwano.
15. **Unxibelelwano oluxabisayo:** Ukuvakalisa uxabiso, umbulelo, nokuxabisa igalelo labanye nezinto abazifezileyo . Umzekelo: Ukuthumela i-imeyile yombulelo osuk'



entliziyweni kumntu osebenza naye oye wangaphezulu nangaphaya ukukunceda kwiprojekthi.

Ukuphuhlisa kunye nokuziqhelanisa ezi zakhono zilungileyo zonxibelelwano kunokuphucula kakhulu amandla akho okunxibelelana, ukusebenzisana, kunye nokwakha ubudlelwane obuhle nabanye kwiisetingi ezahlukeneyo zobuqu nezobuchwephesha.

ULUHLU LWEZAKHONO ZONXIBELELWANO EZIMBI

1. **Ukumamela kakubi:** Ukunganikeli ngqalelo, ukuphazamisa rhoqo, okanye ukuphazanyiswa ebudeni bencoko . Umzekelo: Ukujonga ifowuni yakho okanye ukwenza izinto ezininzi ngelixa kukho umntu othetha nawe.
2. **Ukunqongophala kokucaca:** Ukusebenzisa ulwimi olungacacanga okanye olungacacanga olukhokelela ekubhidekeni okanye ekungaqondani . Umzekelo: Ukubonelela ngemiyalelo engaphelelanga eshiya indawo yokutolika.
3. **Unxibelelwano olunamandla:** Ukusebenzisa intetho echasayo, ekrwada okanye ethoba isidima nengakhathaleli iimvakalelo neembono zabanye . Umzekelo: Ukuthuka okanye ukujongela phantsi umntu ngexesha lokungavisisani.
4. **Unxibelelwano olungazenzisiyo:** Ukungaphumeleli ukuvakalisa iingcamango, iimfuno, okanye uluvo ngokucacileyo, nto leyo edla ngokuphumela ekunxunguphaleni okanye ekungafikeleliyo kwizinto ebezilindelwe . Umzekelo: Ukuphepha ukungquzulana ngokuthula kwaye ungabi nembono yakho.
5. **Iimpawu ezingezizo ezozwi azihambelani:** Ukuthumela imiqondiso ephikisanayo engeyiyo yelizwi ephikisana nomyalezo wakho womlomo, okubangela ukubhideka okanye ukungathembani . Umzekelo: Ukuthi "ndiyaphila" ngenkangeleko yobuso obubambekayo kunye neengalo ezinqamlezileyo.
6. **Ukungabi naluvelwano:** Ukungakwazi ukuqonda okanye ukuqwalasela iimvakalelo, iingcamango, okanye amava abanye, nto leyo ephumela kulwalamano oluphazamisekileyo . Umzekelo: Ukukhupha izinto ezixhalabisayo okanye iimvakalelo zomntu ngaphandle kokubonisa ukuqonda okanye imfesane.
7. **Ukuhanjiswa kwengxelo embi:** Ukunika ingxelo ngendlela erhabaxa okanye engenaluvelwano eyonakalisa ubudlelwane kwaye ithintelele ukukhula . Umzekelo: Ukugxeka umsebenzi womntu phambi kwabanye ngaphandle kokunika izisombululo ezakhayo.
8. **Unxibelelwano olukhuselayo:** Ukuphendula ngokuzikhuselayo kwingxelo okanye ekugxekweni endaweni yokumamela kunye nokubandakanyeka kwincoko evulekileyo . Umzekelo: Ukuba nobutshaba okanye ukwala uxanduva xa ufumana ingxelo eyakhayo.



9. **Unxibelelwano olungazenzisiyo:** Ukuvakalisa iimvakalelo ezingakhiyo okanye unxunguphalo ngokungangqalanga ngokuphoxa, izithuko ezichuliweyo, okanye ukuziphatha ngendlela ekhohlisayo . Umzekelo: Ukwenza intetho ephoxayo endaweni yokuthetha ngokuphandle ingxaki.
10. **Ukugqithiswa kolwazi:** Ukungcungcuthekisa abanye ngeenkukacha ezibaxiweyo, inkcazelo engabalulekanga, okanye ukungabikho kolungelelwano, okukhokelela ekubhidekeni nasekungabandakanyeni . Umzekelo: Ukunikezela ngengxelo ende, ephikisiweyo engenamanqaku acacileyo abalulekileyo.
11. **Ukunqongophala kolwazi lwezikhokelo ezingezizo ezomlomo:** Ukungahoyi okanye ukutolika ngendlela engeyiyo imiqondiso yomlomo, efana nezimbo zomzimba okanye imbonakalo yobuso, nto leyo enokuthintela unxibelelwano olusebenzayo nokuqondana . Umzekelo: Ukungaqapheli okanye ukukhupha iimpawu zokungonwabi okanye ukungabi namdla komnye umntu.
12. **Ukunqongophala kwentlonipho yeeyantlukwano zenkcubeko:** Ukusilela ukuqwalasela okanye ukuziqhelanisa nezithethe, imilinganiselo, okanye izithethe ezahlukeneyo zonxibelelwano, okukhokelela ekungaqondani okanye ekukhubekiseni . Umzekelo: Ukwenza iziqhulo ezingakhathaliyo okanye amagqabaza ngemvelaphi yenkcubeko yomntu othile.
13. **Ukugqabhuka ngokweemvakalelo:** Ukuvumela iimvakalelo ukuba zongamele unxibelelwano olunengqiqo, okukhokelela kukuziphatha okundlongondlongo okanye okungenangqiqo . Umzekelo: Ukukhwaza, ukuthuka, okanye ukuqhwaba izinto ngexesha lengxabano eshushu.
14. **Ukuhleba:** Ukuzibandakanya kwintetho engenamsebenzi okanye ukusasaza amahemuhemu ngabanye, ukonakalisa ukuthembana kunye nokudala indawo yonxibelelwano enetyhefu. Umzekelo: Ukusasaza ulwazi olungaqinisekiswa malunga nobomi bomntu osebenza naye.
15. **Ukungaziqondi:** Ukungaziqondi indlela ubani anxibelelana ngayo, impembelelo kwabanye, okanye imikhwa engasebenziyo, ethintela ukukhula kobuqu nonxibelelwano olusebenzayo . Umzekelo: Ukuthetha kakhulu ngaphandle kokunika abanye ithuba lokuthetha okanye ukufaka isandla.

Ukuqaphela kunye nokujongana nezi zakhono zonxibelelwano zingaphucula kakhulu amandla akho okunxibelelana, ukusebenzisana, kunye nokukhuthaza ubudlelwane obuhle nabanye . Kubalulekile ukubonakalisa imikhwa yakho yokunxibelelana kwaye uzame ukuphuculwa okuqhubekayo.

Izakhono zonxibelelwano ezisebenzayo zibalulekile ekwakheni ubudlelwane obunempilo kunye nokusombulula iingxabano.

I-CASE STUDY: IZAKHONO ZONXIBELELWANO EZIMANTENEYO



UMark yindoda eneminyaka engama-28 ubudala oye wafumana ubunzima obukhulu kunxibelelwano kubo bonke ubomi bakhe . Ekukhuleni kwakhe, wayengaziqhelanga kangako iindlela zokunxibelelana yaye wayengakhuthazwa ukuba athethe ngokukhululekileyo . Oku kunqongophala kwesikhokelo kunye nenkxaso, kudityaniswa nokulindela koluntu ngobudoda, kubangele izakhono zonxibelelwano ezisezantsi ezichaphazela iinkalo ezahlukeneyo zobomi bakhe.

IZakhono zoNxibelelwano eziMambeneyo:

1. **Ubunzima bokuvakalisa iimvakalelo:** UMark uyasokola ukuchaza indlela avakalelwa ngayo yaye udla ngokudinwa xa ezama ukudlulisela iimvakalelo zakhe kwabanye . Utyekele ekuzigqumeni iimvakalelo zakhe, nto leyo ekhokelela ekungaqondani kunye nokungabikho konxibelelwano ngokweemvakalelo kulwalamano lwakhe . Ngenxa yoko, unokubonakala ekude okanye eqhawukile kwabanye.
2. **Ukumamela okuNgqongileyo okuNcinane:** UMarko udla ngokuba nzima ukuphulaphula abanye xa encokola . Kunokuba abandakanyeke ngokupheleleyo kwincoko, utyekele ekuphazamisekeni okanye enze iimbono ebesele ecinga ngazo, nto leyo ebangela ukuba angakwazi ukuqonda imbono yesithethi . Ngenxa yoko, unokuphosa ulwazi olubalulekileyo okanye angaphenduli ngokufanelekileyo.
3. **Usombululo longquzulwano olungasebenziyo:** Xa ejamelene neengxabangxwaba okanye ukungavisisani, uMark uyasokola ukunxibelelana kakuhle neemfuno zakhe nezinto ezimxhalabisayo . Usenokubhenela ekuziphatheni ndlongondlongo okanye amaqhinga okukuphepha, nto leyo enokwandisa uxinezeleko aze athintele ukusonjululwa kweengxabano . Lo mzekelo uphazamisa ukukwazi kwakhe ukukhuthaza ubudlelwane obuphilileyo kunye nokusombulula imiba yabantu.
4. **Ukunqongophala kokuzithemba:** UMark udla ngokukufumanisa kulucelomngeni ukuchaza iimfuno, imida kunye neembono zakhe . Usenokukuphepha ukuvakalisa ukungavisisani okanye ukubeka iimbono zabanye kuqala kunezakhe, nto leyo ekhokelela ekubeni angazihloneli yaye anxunguphele . Oku kunokuba negalelo kwiimvakalelo zokungaviwa okanye ukungaxabiseki kwiimeko zobuqu nezomsebenzi.
5. **Ukutolika ngendlela engeyiyo kunye noNxibelelwano:** Ngenxa yezakhono zonxibelelwano eziphantsi, uMarko uhlala efumana ukungaqondi kunye nokutolikwa ngendlela engafanelekanga kwintsebenziswano yakhe . Usenokuba nzima ukudlulisela iingcamango zakhe ngokucacileyo, nto leyo ekhokelela ekubhidekeni nasekudidekeni kuye nakwabo anxibelelana nabo. Oku kuqhawuka konxibelelwano kunokuthintela ubudlelwane bakhe bobuqu kunye nobungcali.



Ukujongana neZakhono zoNxibelelwano eziManteneyo:

Eqaphela impembelelo engalunganga yezakhono zakhe zokunxibelelana, uMarko uzibophelele ekuphuculeni izakhono zakhe ngezi ndlela zilandelayo:

1. **Ukufuna uQeqesho loNxibelelwano:** UMarko uye wagqiba ekubeni abhalise kwiindibano zocweyo zezakhono zoxibelelwano okanye izifundo zokufumana ulwazi kunye nobuchule bonxibelelwano olusebenzayo . Ufuna ukufunda izakhono zokuphulaphula ngokusebenzayo, iindlela zokuziqinisekisa, kunye nezicwangciso zokuvakalisa iimvakalelo zakhe ngokucacileyo nangokunyanisekileyo.
2. **Ukuziqhelanisa noMamela ngokuSebenzayo:** UMarko usebenza ngenkuthalo ekuphuculeni izakhono zakhe zokuphulaphula . Ugxininisa ekubenikho ngokupheleleyo kwiincoko, ekuphepheni iziphazamiso, nasekuboniseni umdla wokwenene kwiimbono zabanye . Ngokumamela ngenkuthalo, ujolise ekuphuculeni ukuqonda kunye nokukhuthaza unxibelelwano olunamandla.
3. **Ukwakha ubukrelekrele boMvakalelo:** UMarko uzinika ixesha lokuphuhlisa ubukrelekrele bakhe ngokweemvakalelo . Ufunda ukuzazi aze azibhale iimvakalelo zakhe, nto leyo eya kumnceda akwazi ukuzivakalisa ngokunempumelelo ngakumbi . Ukongeza, uqhelisela uvelwano ukuze aqonde ngcono iimvakalelo zabanye kunye namava.
4. **Ukufuna impendulo:** UMarko ufuna impendulo kubahlobo abathembekileyo, amalungu osapho, okanye abacebisi malunga nendlela yakhe yokunxibelelana . Ngokufumana ukugxekwa okwakhayo, unokuchonga iinkalo zokuphucula kunye nokusebenza kwimingeni ethile yonxibelelwano.
5. **Ukudlala indima nokuziqhelanisa:** UMarko uzibandakanya kwimidlalo yokudlala indima kwaye uziqhelanisa neendlela ezahlukeneyo zokunxibelelana ukuphucula izakhono zakhe . Oku kumvumela ukuba afumane ukuzithemba ekuvezeni iimvakalelo zakhe, ekusingatheni iingxabano, nasekudluliseleni iimfuno zakhe ngokungqongqo.

Ngomzamo oqhubekayo kunye nokuziqhelanisa, uMarko ngokuthe ngcembe uphucula izakhono zakhe zokunxibelelana . Njengoko esiba nobuchule ngakumbi ekuvakaliseni iimvakalelo zakhe, ekuphulaphuleni ngenyameko nasekucombululeni iingxabano, uba nolwalamano oluhle ngakumbi, ukuqonda ngcono, nokuzithemba ngakumbi . Ngokuzibophelela ngokuqhubekayo ekukhuleni kwakhe, uya kuqhubeka ekhula abe ngumnxibelelanisi osebenzayo nonovelwano.

SEBENZISA IINDLELA ZOKUSOMBULULA INGXWABANGXWABA UKUJONGANA NONGQUZULWANO



Izakhono ezilungileyo zokusombulula impixano zibhekiselele ekukwazini ukulungisa nokusombulula iingxabano ngendlela eyakhayo nehloniphekileyo . Ibandakanya unxibelelwano olusebenzayo, ukumamelana ngenkuthalo, uvelwano, ukusombulula iingxaki, kunye nokufumana izisombululo ezifanelekileyo.

Izakhono ezilungileyo zokusombulula impixano zibalulekile kuba iingxabano yinxalenye yendalo yobomi, nokuba kubudlelwane bomntu, emsebenzini, okanye kwezinye iimeko . Xa iingxabano zivela, ukuba nezakhono zokuzisombulula kunceda ukuthintela ukunyuka okuthe kratya, umonakalo kubudlelwane, kunye neziphumo ezibi.

Izakhono zokusombulula ungquzulwano zikhuthaza unxibelelwano oluphilileyo nokuqondana . Bavumela abantu ngabanye ukuba bachaze izinto ezibaxhalabisayo neembono zabo ngoxa bekwaphulaphula ngokukhuthaleyo kwabanye . Oku kukhuthaza uvelwano kwaye kuvumela ukuqonda okunzulu kweembono zomnye, okukhokelela ekusombululeni iingxaki ngempumelelo.

Ngokusebenzisa izakhono ezifanelekileyo zokusombulula ungquzulwano, abantu ngabanye banokufumana izisombululo ezivumelanayo kwaye bafikelele kwizivumelwano ezanelisayo iimfuno kunye nomdla wabo bonke ababandakanyekayo . Oku kukhuthaza ubulungisa, intsebenziswano, kunye nokugcinwa kobudlelwane.

Kubudlelwane bomntu, izakhono zokusombulula impixano zibalulekile ekugcineni unxibelelwano olusempilweni nolunemvisiswano . Banceda ukulungisa ukungaboni ngasonye kunye nokwahluka ngendlela eyakhayo, ekhokelela ekuqondeni okuphuculweyo, ukuthembana kunye nokusondelana.

Emsebenzini, izakhono ezilungileyo zokusombulula impixano zinegalelo kwimeko-bume yomsebenzi eyakhayo nenemveliso . Banceda amaqela ukuba ajongane neeyantlukwano kunye neengxabano, ukukhuthaza intsebenziswano esebenzayo, ubuchule bokuyila, kunye nenkcubeko entle yomsebenzi . Ikwanciphisa ifuthe elibi leengxabano kumsebenzi womntu ngamnye kunye nokutshintsha kweqela ngokubanzi.

Izakhono ezilungileyo zokusombulula impixano zibalulekile kuba zanceda ukujongana neengxabano ngendlela eyakhayo nehloniphekileyo, ekhokelela ekuqondeni ngcono, ukuphuculwa kobudlelwane, kunye neziphumo ezinemveliso ngakumbi . Bavumela abantu ngabanye ukuba banxibelelane ngokufanelekileyo, bafumane iindawo abavumelana ngazo, baze basebenzele kwizicombululo eziyingenelo ngokufanayo, bekhuthaza imvisiswano nentsebenziswano kwiinkalo ezahlukahlukeneyo zobomi.

IZICWANGCISO EZISEBENZAYO ZOKULAWULA IMPIXANO

1. Hlala uphole



- a. Gcina iimvakalelo zakho kwaye uzame ukuhlala uzolile ngexesha lengxabano . Thatha umoya onzulu ukukunceda uhlale uzolile.

2. Phulaphula ngenyameko

- a. Nika omnye umntu ingqalelo yakho epheleleyo kwaye uzame ukuqonda imbono yakhe . Kuphephe ukuphazamisa kwaye ugxininise kwinto abayithethayo.

3. Nxibelelana ngokucacileyo

- a. Chaza iingcinga neemvakalelo zakho usebenzisa ulwimi olucacileyo nolucacileyo . Sebenzisa "I" iingxelo ukuhambisa indlela imeko ekuchaphazela ngayo wena buqu.

4. Fumana iindawo esivumelana ngazo

- a. Khangela izinto esinomdla kuzo okanye iinjongo zokuseka ukuqonda okufanayo . Ukufumana into esivumelana ngayo kunokunceda ekusombululeni ingxabano.

5. Funa ukulalanisa

- a. Vula ukufumana indawo ephakathi okanye isisombululo esihlangabezana neemfuno zamaqela omabini . Zimisele ukunika kwaye uthathe ukufikelela kwisiphumo esivumelanayo.

6. Nikela ingqalelo kwingxaki, kungekhona emntwini

- a. Kulumkele uhlasele lobuqu okanye ukutyholwa . Endaweni yoko, gxila ekuxoxeni ngombandela othile okhoyo uze ufumane isisombululo.

7. Sebenzisa ulwimi olunentlonipho

- a. Thetha ngembeko kwaye uphephe intetho ethob' isidima okanye ekhubekisayo . Mphathe ngesidima omnye umntu, nokuba awuvumelani naye.

8. Thatha ikhefu ukuba kuyimfuneko

- a. Ukuba iimvakalelo ziyakhula okanye uxinezeleko luyanda, kulungile ukuba uthabathe ikhefu . Sukela kude kwimeko ngokufutshane ukuqokelela iingcinga zakho kwaye uphinde uzolile.

9. Funa ulamlo ukuba kuyimfuneko

- a. Ukuba awukwazi ukusombulula impixano ngokwakho, cinga ngokubandakanya iqela lesithathu elingathathi hlangothi, elifana nomlamli okanye umntu omthembileyo, ukunceda ukuququzelela unxibelelwano kwaye ufumane isisombululo.

10. Ziqhelise ukuba novelwano

- a. Zama ukuqonda imbono yomnye umntu kwaye uyamkele indlela abavakalelwa ngayo . Ukubonakalisa uvelwano kunokukhuthaza ukuqonda kuze kuncede ekufumaneni izinto esivumelana ngazo.

11. Gxininisa kwizicombululo, kungekhona ekuphumeleleni



- a. Shifta ugxininiso ukusuka "ekuphumeleleni" ingxoxo ukuya ekufumaneni isisombululo esiza kuxhamla omabini amaqela . Ukusombulula iingxaki ngentsebenziswano kukhokelela kwiziphumo ezinemveliso ngakumbi.

12. Funda kungquzulwano

- a. Camngca ngempixano emva koko kwaye uchonge naziphi na izifundo okanye iimbono ezinokukunceda ukujongana neengxabano ezizayo ngempumelelo ngakumbi.

Khumbula, ungquzulwano luyinxalenye yendalo yokusebenzisana kwabantu, kwaye ukuyilawula ngokufanelekileyo kunokukhokelela kubudlelwane obungcono kunye neziphumo ezilungileyo.

IINDLELA ZOKUSOMBULULA IINGXAKI ZOKUJONGANA NEENGXABANO KUBUDLELWANE.

1. THOLA INGXAKI

- a. Chaza ngokucacileyo umba othile okanye ukungavisisani okubangela impixano.
- b. Qinisekisa ukuba omabini amaqela anengqiqo ekwabelwanayo ngayo malunga nokuba yintoni ingxaki.

2. MAMELALANANI

- a. Shintshanani ngokuvakalisa iimbono zenu kwaye nimamele ngokukhuthuleyo omnye umntu ngaphandle kokuphazamiseka.
- b. Bonisa intlonipho kwaye uzame ukuqonda imbono yabo.

3. XELA IIMFUNO NEZINTO EZIKUXHALELAYO

- a. Xela ngokucacileyo iimfuno zakho, iinkxalabo, kunye neemvakalelo ezinxulumene nengxabano.
- b. Sebenzisa amazwi athi "I" ukuchaza indlela imeko ekuchaphazela ngayo wena buqu.

4. IZISOMBULULO ZOMBONGO

- a. Kunye, yizani nezisombululo ezininzi kangangoko, ngaphandle kokuzigweba.
- b. Khuthaza ukuyila kunye nengqondo evulekileyo ngeli nyathelo.

5. UVAVANYO UZE UTHETHWE

- a. Phonononga izisombululo ezicetywayo kwaye nixoxe ngezinto ezilungileyo nezingalunganga zaso ngasinye.
- b. Fumana isiseko esivumelanayo kwaye ukulungele ukulalanisa ukufikelela kwisisombululo esamkelekileyo.

6. KHETHA ISINDULULO

- a. Khetha isisombululo apho amaqela omabini avumelanayo kwaye azive ekhululekile ukusiphumeza.



- b. Qinisekisa ukuba ijongana neenkxalabo kunye neemfuno zabo bonke ababandakanyekayo.

7. YENZA ISICWANGCISO SOKUSEBENZA

- a. Phuhlisa isicwangciso esicacileyo sokusebenza esichaza amanyathelo afunekayo ukuphumeza isisombululo esikhethiweyo.
- b. Chaza ukuba ngubani oza kwenza ntoni kwaye nini ukuqinisekisa ukuphendula.

8. PHUMEZELA ISICWANGCISO

- a. Beka isisombululo ekuvunyelwene ngaso kwisenzo.
- b. Landela kwizibophelelo zakho kwaye uthethe ngokukhululekileyo ngexesha lenkqubo.

9. UVAVANYO UZE ULUNGISE

- a. Emva kwexesha elithile, hlola indlela isisombululo esisebenza ngayo.
- b. Vavanya ukuba ingaba iyisombulule na ingxabano okanye uhlehlengiso kufuneka lwenziwe.
- c. Yenza naluphi na utshintsho oluyimfuneko ukuphucula imeko.

10. GCINA UNXIBELELWANO OLULEKILEYO

- a. Gcina imizila yonxibelelwano ivulekile kuyo yonke le nkqubo nangaphaya.
- b. Hlalani nihlolane nize niqinisekise ukuba isisombululo sisasanelisa kwaye nilungise naziphi na iinkxalabo ezintsha ezivelayo.

Khumbula, ukucombulula iingxabano kubudlelwane kufuna umonde, ukuphulaphula ngenyameko, nokukulungela ukusebenzisana . Ukusebenzisa ezi ndlela zokusombulula iingxaki kunokunceda ukukhuthaza ukuqonda, ukomeleza ubudlelwane, kwaye kukhokelele kwiziphumo ezilungileyo ngakumbi.

INDLELA YOKUHLAKULELA UVELWANO NOKUQONDA NGEXESHA LEEMKO EZINZIMA

1. ZIFAKE KWIZIHLANGU ZABO

- a. Cinga indlela omnye umntu anokuba uziva ngayo okanye into asenokuba ujongene nayo.
- b. Zama ukuqonda imbono yabo kunye noko batyhubela kuko.

2. PHULAPHULA ngenyameko

- a. Nikela ingqalelo epheleleyo kumntu othethayo.
- b. Bonisa ukuba unomdla ngokujonga amehlo, ukunqwala, kwaye uphendule ngokufanelekileyo.
- c. Kuphephe ukuphazamisa kwaye uzame ngokwenene ukuyiqonda into abayithethayo.

3. QINISEKISA IIMVAKALELO ZABO

- a. Yazisa kwaye uqinisekise iimvakalelo zomnye umntu.
- b. Baxebele ukuba uyaqonda nokuba iimvakalelo zabo zibalulekile.



- c. Sebenzisa amabinzana afana nala, "Ndiyabona isizathu sokuba oko kunokukwenza uzive ngolo hlobo" okanye "Kuvakala ngathi ukhathazeke ngokwenene."

4. BUZA IMIBUZO EPHELELEYO

- a. Khuthaza umntu ukuba abelane ngakumbi ngokubuza imibuzo evulelekileyo eqala ngo "Yintoni," "Njani," okanye "Ndixelele malunga."
- b. Oku kubonisa umdla wakho kwaye kukunceda ufumane ukuqonda okunzulu ngembono yabo.

5. ZIQEQESHE UKUMAMELA NGOKUBONAKALA

- a. Nikelani ingqalelo kungekuphela nje kumagama athethwayo, kodwa nakwithoni yelizwi, ulwimi lomzimba, kunye neemvakalelo ezivakaliswayo.
- b. Bonisa ukuba umamele ngokuzingisileyo ngokukhumbula oko bakuthethileyo okanye ushwankathele iingongoma zabo eziziintloko.

6. KHANGISA UMGWEBO

- a. Zama ukubekela ecaleni ezakho izigwebo kunye neengcinga ozicingelayo.
- b. Yiba nengqondo ephangaleleyo kwaye ukulungele ukuqwalasela ezinye iimbono.
- c. Qaphela ukuba amava kunye neembono zomntu wonke zahlukile.

7. BONISA uvelwano NGENXA

- a. Bonisa uvelwano ngokuvakalisa ukuqonda nenkxaso yakho.
- b. Sebenzisa amabinzana afana nala, "Ndiyayicinga ukuba inokuba lucelomngeni kuwe" okanye "Ndilapha ngenxa yakho kwaye ndifuna ukuqonda."

8. QEQESHA UBUBELE NEMFESANE

- a. Baphathe ngobubele nangemfesane abanye, kwanaxa iimeko zinzima.
- b. Bonisa ukuba uyikhathalele impilo-ntle yabo kwaye ukulungele ukubaxhasa ngamaxesha anzima.

9. YIBA NOMNDE UNGAZIKHUSELI

- a. Kuphephe ukuzithethelela okanye ukumgxotha.
- b. Nika umntu ixesha kunye nendawo ayifunayo ukuze aveze iimvakalelo zakhe ngaphandle kokuphazamisa okanye ukukhawuleza ukuphendula.
- c. Umonde unceda ukudala indawo ekhuselekileyo yeengxoxo ezivulekileyo.

10. CINGA NGEMVAKALELO YAKHO

- a. Thatha ixesha lokucamngca ngeemvakalelo zakho kunye nendlela osabela ngayo.
- b. Qonda ukuba iimvakalelo zakho zinokuchaphazela njani ukuqonda kwakho imeko.
- c. Ukuzazi izinto ozikhethayo kunokukunceda uhlakulele uvelwano.

Khumbula, uvelwano nokuqonda zizakhono ezinokuphuhliswa ekuhambeni kwexesha . Ngokusebenzisa ezi zicwangciso zilula, unokukhuthaza unxibelelwano olunentsingiselo ngakumbi kwaye ujonge iimeko ezinzima ngovelwano olukhulu kunye nokuqonda.



I-CASE STUDY: IZAKHONO ZOKUSOMBULULA IINGXWABANGXWABA EZIMBI

UJames yindoda eneminyaka engama-32 ubudala ebinengxaki yokusombulula iingxabano kubo bonke ubomi bakhe . Ekukhuleni kwakhe, wayekwimeko yentsapho eyayiziingxabano apho iingxabano zazidla ngokukhula yaye zingaconjululwa kakuhle . Ngenxa yoko, uYakobi wavelisa izakhono zokusombulula iingxabano ezingasebenziyo ezithintela ukukwazi kwakhe ukujongana nokungavisisani kunye nokugcina ubudlelwane obunempilo.

Izakhono zokuSombulula iiNgxwabangxwaba ezimbi

- 1. Ukuthintelwa kongquzulwano:** UJames utyekele ekuphepheni iingxabano neencoko ezinzima, esoloko enethemba lokuba iingxabano ziya kuzicombulula ngokwazo ekuhambeni kwexesha . Esi sicwangciso sokuphepha sinokuthomalalisa ukruthakruthwano okwethutyana kodwa lusilele ukulungisa imiba esisiseko, ekhokelela kwiingxabano ezingasonjululwanga kunye nengqumbo.
- 2. Iimpendulo Engqongqo:** Xa uYakobi ebandakanyeka kwingxabano, udla ngokuphendula ngogonyamelo . Usenokuzithethelela, abhenele ekungxoleni, okanye asebenzise intetho erhabaxa ukuze abonise imbono yakhe . Le ndlela yokuhlasela ikhulisa ungquzulwano, yonakalisa ubudlelwane, kwaye inqanda iingxoxo ezinemveliso.
- 3. Ukunqongophala kokuMamela ngokuSebenzayo:** Ngexesha leengxabano, uJames uyazama ukumamela imbono yelinye iqela . Kunokuba afune ukuqonda nokuba novelwano, unikela ingqalelo ekukhuseleni isikhundla sakhe . Oku kungabikho kokumamela okusebenzayo kuthintela unxibelelwano olusebenzayo kunye nentsebenziswano, ukuqhubela phambili ukungaqondani kunye nokuthintela isisombululo.
- 4. UkuSombulula iNgxaki engasebenziyo:** UJames ukufumanisa kulucelomngeni ukujongana neengxabano nengqondo yokusombulula iingxaki . Usenokuzimisela ekubekeni ityala kunokuba afune izicombululo eziyingenelo macala omabini . Le ndlela inokudala imeko-bume enobutshaba kwaye ithintele inkqubela-phambili ebhekiselele kwisisombululo.
- 5. Ubunzima bokulawula iimvakalelo:** UJames unobunzima bokulawula iimvakalelo zakhe ngexesha leengxabano . Usenokonganyelwa ngumsindo, ukuphoxeka, okanye kwanoloyiko, nto leyo ephazamisa amandla akhe okucinga ngendlela esengqiqweni aze asabele ngendlela eyakhayo . Oku kuphinda kusebenze ngokweemvakalelo kwandisa iingxabano kwaye kuthintele indlela ezolileyo neqiqayo yokusombulula.



Ukujongana neZakhono eziMbi zokuSombulula iingxabano:

Ebona ifuthe elibi lezakhono zakhe zokusombulula ingxabano, uJames uzibophelele ekuphuculeni izakhono zakhe ngezi ndlela zilandelayo:

1. **Ukuzicingisisa kunye noKwazisa:** UJames uzibandakanya ekuzihlaziyeni ukuchonga iipatheni kunye nezinto ezibangela ukuba zibe negalelo ekusombululeni kwakhe impixano engasebenziyo . Ngokuyiqonda ngakumbi indlela asabela ngayo ngokweemvakalelo nangeenkqubo zokucinga, unokufumana ukuqonda kwindlela aziphethe ngayo aze enze imigudu yokwenene yokuyitshintsha.
2. **IziCwangciso zokuSombulula iNgxwabangxwaba ekuFundeni:** UJames ukhangelisa izixhobo, njengeencwadi, amanqaku, okanye iindibano zocweyo, ukuze afunde amacebo asebenzayo okusombulula impixano . Uphonononga ubuchule obunjengokumamela ngenkuthalo, unxibelelwano oluqinisekileyo, kunye nokusombulula iingxaki ngenzambizwano . Olu lwazi lumnika izixhobo zokujonga iingxabano ngendlela eyakhayo.
3. **Ukuziqhelanisa nokuzola kunye noMgaqo woMvakalelo:** UJames ugxile ekuphuhliseni izakhono zokulawula iimvakalelo ukulawula iimvakalelo zakhe ngexesha leengxabano . Ufunda ubuchule obufana nokuphefumla nzulu, ukuba nengqiqo, okanye ukuthatha ikhefu ukuze azole ngaphambi kokuba aphenule . Ngokuhlakulela ukulawulwa kweemvakalelo, unokufikelela kwiingxabano ngengqondo ecacileyo nenengqiqo ngakumbi.
4. **Ukufuna Ulamlo okanye iNgcebiso :** Kwiingxabano ezicela umngeni ngakumbi, uYakobi ucinga ngokufuna uncedo lomntu wesithathu ongathabathi cala, njengomlamli okanye umcebisi . Ezi ngcali zinokuququzelela unxibelelwano olwakhayo, zinike isikhokelo, kwaye zince uJames kunye nelinye iqela ukuba basebenzele kwizisombululo ezamkelekileyo.
5. **Ukuzibophelela kuMamela ngokuSebenzayo kunye novelwano:** UYakobi wenza umzamo wokuphulaphula ngenkuthalo iimbono zabanye ngexesha leengxabano . Ufuna ukuqonda izinto ezibaxhalabisayo, aqinisekise iimvakalelo zabo, aze abe novelwano namava abo . Ngokukhuthaza uvelwano nokuqonda, unokuvala izikhewu aze aququzelele incoko enemveliso.

Ngokuziqhelanisa nokuzimisela ukutshintsha, uJames unokuphucula izakhono zakhe zokusombulula impixano . Ngokusebenzisa iindlela ezakhayo ngakumbi, unokwakha ubudlelwane obuphilileyo, akhuthaze unxibelelwano olusebenzayo, aze asombulule iingxabano ngendlela eyingenelo ngokufanayo.



IMVUME KUNYE NEMIDA

Imvume ibhekisa kwisivumelwano sokuzithandela okanye imvume enikwa ngumntu okwaziyo ukwenza isigqibo enolwazi. Kubalulekile ukuba amadoda namakhwenkwe aqonde indlela imvume esebenza ngayo kuba imisela imida, ikhuthaza intlonipho, kwaye iqinisekisa ukuba onke amaqela abandakanyekayo kulo naluphi na unxibelelwano akhululekile kwaye ane-arhente phezu kwemizimba kunye nezigqibo zabo.

Nazi izizathu ezimbalwa zokuba kutheni imvume yokuqonda ibalulekile emadodeni nakumakhwenkwe:

1. **Intlonipho kunye nesidima:** Imvume igxininisa ukubaluleka kokuhlonipha ukuzimela geqe kwabanye kunye nengqibelelo yomzimba . Iyavuma ukuba mntu ngamnye unelungelo lokuzikhethe ngomzimba wakhe noko kwenzekayo kuwo . Ukuqonda kunye nokusebenzisa imvume kunceda ukukhuthaza inkcubeko



yentlonipho kunye nesidima.

2. **Unxibelelwano olucacileyo:** Imvume ikhuthaza unxibelelwano oluvulelekileyo nolucacileyo phakathi kwabantu . Kufuna ukuphulaphula ngenyameko, unxibelelwano olusebenzayo, kunye nentlonipho kwimida . Ngokuqonda imvume, amadoda namakhwenkwe anokufunda indlela yokunxibelelana ngeminqweno neenjongo zawo ngokunyanisekileyo, ngoxa ekwanikela ingqalelo yaye eyihlonela imida neminqweno yabanye.



3. **Ukuthintela Ukwenzakala:** Imvume idlala indima ebalulekileyo ekuthinteleni uhlaselo ngokwesondo, ukuxhatshazwa, kunye nezinye iindlela zokuziphatha ngaphandle kwemvumelwano . Ngokufuna nokufumana imvume ecacileyo nenomdla, abantu ngabanye baqinisekisa ukuba izenzo zabo ziyafunwa kwaye zamkelekile . Ukuqonda imvume kunceda amadoda kunye namakhwenkwe ukuba ahlule phakathi kwentsebenziswano evumelanayo kunye nokungavumelaniyo, ngokusebenzayo ukuthintela ukulimala kwabanye.
4. **UXhobiso kunye ne-Arhente:** Imvume ixhobisa abantu ukuba benze izigqibo ngemizimba nezenzo zabo . Ngokuhlonela imvume, amadoda namakhwenkwe afak' isandla ekudaleni imeko-bume apho wonk' ubani aziva ekhuselekile, eviwa yaye ekwazi ukulawula ukhetho lwakhe . Ukuqonda imvume kunceda umngeni kwizithethe zosolusapho ezijongela phantsi i-arhente kunye nokuzimela kwabanye.

Kubalulekile ukujongana nesihloko semvume ngovakalelo, njengoko amava omntu kunye nezizathu zokunganiki imvume ecacileyo zinokuhluka. Nangona kungenakwenzeka ukwenza ngokubanzi okanye ukuthetha kubo bonke abafazi, nazi izizathu ezimbalwa zokuba kutheni abanye abafazi bangayiniki imvume ecacileyo:

1. **Uloyiko okanye Uxinzelelo:** Abasetyhini banokuziva besoyika ukuchaza imida yabo ngenxa yokoyika iziphumo ezinokubakho, njengokuziphindezela, ubundlobongela, okanye isigwebo . Basenokujamelana noxinezeleko oluvela kwibutho labantu elilindelekileyo, kwiingcamango zabo, okanye impembelelo yabanye, nto leyo enokwenza kube nzima ukwanelisa iminqweno yabo.
2. **Imiqobo yoNxibelelwano:** Izimbo zonxibelelwano kunye nemigangatho yokukhululeka kunokwahluka phakathi kwabantu . Abanye abasetyhini banokusokola ukumisela imida yabo okanye ukuvakalisa iminqweno yabo ngenxa yokungazithembi, izithethe zenkcubeko, amava exesha elidlulileyo, okanye imiqobo yolwimi.
3. **Ukungalingani kwamandla:** Amandla okutshintsha kubudlelwane, ngakumbi abo babandakanya amanani abasemagunyeni okanye umahluko omkhulu weminyaka yobudala, kunokwenza kube nzima kubafazi ukunika imvume ecacileyo . Kwiimeko apho kukho ukungalingani kwamandla, abafazi banokuziva benyanzelwa okanye beqhutywa ukuba bahambe kunye nento abangayiqondi kakuhle.
4. **Imiba yeNkcubeko neNtlo:** Izithethe zasekuhlaleni, okulindelweyo kwinkcubeko, kunye neendima zesini zinokuphembelela indlela abafazi ababona ngayo nabayivakalisa ngayo imvume . Ezinye iinkcubeko okanye iindawo zasekuhlaleni zisenokungavumeli iingxoxo ezivulelekileyo ngesini okanye zibeke phambili iminqweno yamadoda kuneyokugunyaziswa kwabasetyhini.



5. **Ukwenzakala Okudlulileyo okanye Uhlaselelo:** Abasetyhini abakhe banamava okwenzakala kwixesha elidlulileyo okanye ukuxhatshazwa ngokwesondo basenokusokola ekuqinisekiseni imvume ecacileyo ngenxa yempembelelo yeemvakalelo neyasengqondweni yamava abo . Umothuko unokuchaphazela indlela ubani aziva ngayo ukhuseleko, ukuzithemba, nokuzithemba, nto leyo ekwenza kube nzima ukukhangela iimeko ezisondeleleneyo.

Kubalulekile ukudala imeko apho abafazi baziva bekhuselekile, behlonitshwa, kwaye bexhotyisiwe ukuba baveze imida yabo kwaye banike imvume ecacileyo . Ukukhuthaza unxibelelwano oluvulekileyo, ukuphulaphula ngenyameko, nokukhuthaza umoya wokuthembana nokuqondana kunokunceda ukulungisa imiqobo anokujamelana nayo amabhinqa ekunikezeni imvume ecacileyo . Kwakhona kubalulekile ukukhuthaza imfundo yokuvuma kunye nokwazisa ngokubaluleka kokuhloniphana kunye nokunxibelelana kwiindibano zesondo.

IMIBA EJIKELEZE IMVUME

1. **Ukungongophala kwemfundo:** Abantu abaninzi, kuquka amadoda namakhwenkwe, basenokungayifumani imfundo efanelekileyo malunga nemvume . Oku kunokukhokelela kwiimbono eziphosakeleyo, ukubhideka, nokungaqondi ukuba yintoni efunekayo ukuze ufumane imvume . Lo msantsa wolwazi unegalelo kwiziganeko zokuziphatha okungavunyelwananga.
2. **Uxinzelelo kunye noNyanzelelo:** Uxinzelelo okanye ukunyanzeliswa kunokujongela phantsi imvume . Xa abantu besebenzisa ubuqhetseba, izoyikiso, okanye uxinzelelo lweemvakalelo ukuze bafumane imvume, oko kwenza ukuba isivumelwano singasebenzi ngokuzithandela nangomdla womdla . Ukuqonda imvume kunceda amadoda namakhwenkwe ukuba aqaphele kwaye awale amaqhinga okunyanzela.
3. **Imvume kwiiMeko zokunxila:** Imvume ayinakunikwa ukuba umntu unxilile okanye akakwazi kwenza nto . Ukungaphumeleli ukuqaphela oku kunokukhokelela kwizenzo zokungavunyelwana . Kubalulekile ukuqonda ukuba isigwebo esingafanelekanga ngenxa yotywala okanye iziyobisi sithintela ukukwazi ukunika imvume enolwazi kunye neyokuzithandela.
4. **Ukurhoxiswa kweMvume:** Imvume inokurhoxiswa nanini na, nokuba ibiyinikiwe ngaphambili . Ukungaphumeleli ukuhlonipha ukurhoxiswa kwemvume kukwaphulwa . Ukuqonda imvume kubandakanya ukuvuma ukuba imvume eqhubekayo iyimfuneko kuyo yonke intsebenziswano kunye nokusabela kwiinguqu okanye izibonakaliso zokurhoxiswa.

Ngokuqonda ukubaluleka kwemvume nemiba eyingqongileyo, amadoda namakhwenkwe anokuba negalelo ngokukhuthaleyo ekudaleni inkcubeko exabisa imvume, ekhuthaza ubudlelwane obuphilileyo, nokuthintela umonakalo . Ixhobisa



abantu ukuba benze izigqibo ezizizo malunga nemizimba kunye nezenzo zabo ngelixa behlonipha imida kunye nokuzimela kwabanye.

ISI KHOKELO SAMADODA: UKUQONDA UKUBALULEKA KWEMVUME KUNYE NEMIDA EPHILILEYO

- Zifundise:** Thatha inyathelo lokuqala lokuzifundisa malunga nemvume kunye nemida enempilo . Funda iincwadi, amanqaku kunye nemithombo enika ulwazi malunga nemvume, unxibelelwano kunye nobudlelwane obunentlonipho . Ukuqonda iikhonsepthi kunye nemigaqo emva kwemvume kuya kukunceda uhambe kubudlelwane ngokwazisa okukhulu kunye nentlonipho.
- Nxibelelana Ngokuvulelekileyo:** Beka phambili unxibelelwano oluvulekileyo nolunyanisekileyo kubo bonke ubudlelwane bakho . Thetha ngokuphandle malunga nemvume kunye nemida neqabane lakho, abahlobo, kunye namalungu osapho . Kwenze umkhwa ukuxubusha ngezinto ozilindeleyo, imida neminqweno, uqinisekise ukuba wonke umntu obandakanyekileyo uziva eviwa yaye ehlonelwa.
- Funa Imvume Ecacileyo:** Imvume kufuneka isoloko inomdla, inolwazi kwaye iqhubeka . Akufanele kucingelwe okanye inyanzeliswe . Beka phambili ukufuna imvume ecacileyo necacileyo phambi kokuba ubandakanyeke kuyo nayiphi na imisebenzi yezesondo, kwaye khumbula ukuba imvume inokurhoxiswa nangaliphi na ixesha. Yihlonele imida yeqabane lakho kwaye ungaze ulicinezele okanye uliqhubele kuyo nantoni na abangakhululekanga ngayo.
- Nika Inggalelo kwiiNtlobo ezingezizo ezoMlomo:** Imvume ayiphelelanga kunxibelelwano lomlomo kuphela . Nikela inggalelo kwizinto ezingathethwayo, ezifana nezimbo zomzimba nembonakalo yobuso . Ukuba umntu ubonakala engonwabanga, ethandabuza, okanye engaphenduli, thatha inyathelo emva kwaye ujonge naye ukuze uqinisekise ukuba imvume yakhe ikhona kwaye iyaqhubeka.
- Misela kwaye uyihlonele imida yoBuqu:** Qaphela kwaye umisele imida yakho yobuqu , kwaye uyihloniphe imida ebekwe ngabanye. Oku kuquka imida ngokweemvakalelo, ngokwasemzimbeni nangokwesini . Ziqhelise ukumamela kwaye unikel' inggalelo kwiimfuno neminqweno yeqabane lakho . Soloko ufuna imvume ecacileyo phambi kokuba uwele imida yomntu.
- Khuthaza iNkcubeko yeMvume :** Khuthaza ngokukhuthuleyo inkcubeko yemvume kunye nemida enempilo kwizangqa zakho zentlalo . Cela umngeni kwizimo zengqondo eziyingozi kunye neendlela zokuziphatha ezikhuthaza izenzo zokungavunyelwana okanye ukungahoywa kwemida . Khuthaza iincoko ezivulelekileyo malunga nemvume kwaye ufundise abanye ngokubaluleka kwayo.



7. **Ziphendule kwaye ube nentlonipho:** Thattha uxanduva ngezenzo zakho kwaye uvume naziphi na iimpazamo ezidlulileyo okanye iimbono eziphosakeleyo onokuthi ube nazo malunga nemvume kunye nemida . Camngca ngokuziphatha kwakho kwaye uzibophelele ekukhuleni kwakho kunye nokuphucula . Phatha wonke umntu onxibelelana naye, nokuba ungowasiphi na isini, ngentlonipho, isidima, kunye nokulingana.
8. **Inkxaso yabasindileyo :** Yiba ngumhlobo oxhasayo kwabo basinde kumava angavunyelwananga . Phulaphula ngovelwano, qinisekisa amava abo, kwaye ubakhuthaze ukuba bafune izixhobo ezifanelekileyo nenkxaso . Bonisa ukuqonda kunye nokuhlonipha uhambo lwabo oluya ekunyangeni nasekuchacheni.
9. **Hlala unolwazi kwaye uhlaziywe:** Imvume kunye nemida zizihloko eziguqukayo, kwaye kubalulekile ukuhlala unolwazi malunga nophando lwamva nje, iingxoxo, kunye nophuhliso lwezomthetho olujikeleze le miba . Zigcine uhlaziywe ngemithetho yemvume kunye nezikhokelo kwindawo yakho yolawulo, kwaye ulungele ukulungisa ukuqonda kwakho kunye nezenzo ngokufanelekileyo.
10. **Khokela ngomzekelo:** Izenzo zakho nesimo sakho sengqondo sinamandla okuphambela abo bakungqongileyo . Khokela ngomzekelo ekukhuthazeni imvume, imida enempilo, kunye nobudlelwane obunentlonipho . Yenza imekobume apho wonke umntu azive ekhuselekile, exatyiswa kwaye eviwe . Khuthaza abanye ukuba bakujoyine ekudaleni inkcubeko ebeka phambili ukuhloniphana kunye nemvumelwano.

Ngokuqonda ukubaluleka kwemvume kunye nemida esempilweni, kunye nokubandakanya le migaqo kubudlelwane bakho, unegalelo kuluntu olukhuselekileyo noluhlonipheke ngakumbi . Khumbula ukuba imvume yinkqubo eqhubekayo, kwaye ukuyamkela kudala imeko apho ukuthembana, intlonipho, kunye nokulingana kunokukhula.

UKUFUMANA IMVUME ECACILEYO

Ukufumana imvume ecacileyo kubalulekile ekuqinisekiseni unxibelelwano olunentlonipho kunye nokuvumelana . Nanga amanye amacebiso ngendlela yokufumana imvume ecacileyo:

1. **Unxibelelwano:** Unxibelelwano oluvulelekileyo nolunyanisekileyo lungundoqo . Zichaze ngokucacileyo iinjongo kunye neminqweno yakho, kwaye umamele ngokukhuthaleyo imida yomnye umntu, iimfuno kunye namanqanaba okuthuthuzela . Qinisekisa ukuba uyaziqonda kwaye uzihlonele iimpawu zabo zomlomo nezingezizo ezomlomo.



2. **Cela Imvume:** Cela imvume ngokucacileyo nangokuthe ngqo . Sebenzisa ulwimi olucacileyo kwaye ubuze imibuzo efuna impendulo ecacileyo . Umzekelo, "Ngaba kulungile ukuba ndi...?" okanye "Ngaba uziva ukhululekile nge...?"
3. **Nika isithuba seMvume:** Yenza indawo ekhuselekileyo nengenasinyanzelo apho omnye umntu azive enegunya lokuvakalisa ngokukhululekileyo imvume yakhe okanye ukungabikho kwayo . Banike ixesha nendawo yokucinga nokuphendula ngaphandle koxinzelelo okanye impembelelo.
4. **Hlonipha ukungaVumi:** Ukuba umntu uvakalisa ukungabi namvume okanye ukurhoxisa imvume yakhe nangaliphi na ixesha, sihloniphe isigqibo sakhe ngoko nangoko kwaye ngaphandle kokuthandabuza . Kubalulekile ukuhlonipha imida yabo kwaye ungatyhala okanye uthabathe imvume.
5. **Imvume eqhubekayo:** Khumbula ukuba imvume yinkqubo eqhubekayo . Jonga kunye nomnye umntu kulo lonke unxibelelwano ukuze uqinisekise intuthuzelo kunye nokuzimisela kwabo . Imvume inokurhoxiswa nanini na, ngoko ke unxibelelwano oluqhubekayo lubalulekile.
6. **Iimpawu ezingezizo ezoMlomo:** Nikela ingqalelo kwizinto ezingathethwayo ezifana nolwimi lomzimba, inkangeleko yobuso, nethoni yelizwi . Iimpawu ezingezizo ezozwi zinokubonelela ngezalathi ezibalulekileyo zomgangatho wokuthuthuzela okanye ukungakhululeki komntu . Nangona kunjalo, hlala ukhumbula ukuba ukunxibelelana ngomlomo yeyona ndlela inokuthenjwa yokufumana imvume.
7. **Ukukhuthala macala:** Funa intatho-nxaxheba enenzondelelo nekhutheleyo kuwo omabini amaqela . Imvume ifanele inikwe ngokuzithandela nangentumekelelo . Ukuba kukho nakuphi na ukungaqiniseki okanye ukungabikho komdla, nqumama uze ucacise iimvakalelo zomnye umntu.
8. **Zifundise:** Funda malunga nemvume enomdla kwaye uziqhelanise neentshukumo zemvume . Qonda ukubaluleka kwemvume eqinisekisiweyo kunye nee-nuances zeemeko ezahlukeneyo kunye neemeko.

Khumbula, imvume kufuneka ibe sisivumelwano phakathi kwamaqela onke abandakanyekayo . Akufanele kucingelwe okanye inyanzeliswe . Ukufumana imvume ecacileyo kukhuthaza ubudlelwane obunentlonipho kunye nemvumelwano, iqinisekisa impilo-ntle kunye ne-arhente yabo bonke abantu ababandakanyekayo.



Ukubahlonela Abanye



UVELWANO KUNYE NEMFESANE:

Hlakulela uvelwano kunye novelwano kwabanye, uqonde amava abo kunye neembono zabo.

UKUKHULISA UVELWANO

Uvelwano kukukwazi ukuqonda nokwabelana ngeemvakalelo zabanye . Kubandakanya ukuzibeka ezihlangwini zomnye umntu, ukuba nomfanekiso-ngqondweni wendlela anokuba baziva ngayo, kwaye uphendule ngenkathalo nokuqonda.

Uvelwano lubalulekile kuba lusinceda sakhe ulwalamano olomeleleyo nolunentsingiselo nabanye . Xa sinokuqonda kwaye sinxibelelane neemvakalelo zomnye umntu, oko kudala unxibelelwano kunye nokuthembana . Ivumela ukuba sinikezele ngenkxaso, intuthuzelo, kunye nokuqinisekiswa kwabo banokuthi batyhubele amaxesha anzima . Uvelwano lukwanceda ekuthinteleni ukungaqondani neengxabano ngokukhuthaza unxibelelwano olungcono nokuqondana phakathi kwabantu . Ekugqibeleni, uvelwano lusinceda senze ihabathi elinovelwano nenkathalo ngakumbi apho sinokuqondana ngcono kwaye sixhasane.

ULUHLU LWEENDLELA ZOKUZIPHATHA ZOVELWANO

1. **UkuMamela ngokuSebenzayo:** Ukunikela ingqalelo epheleleyo kwisithethi, ukugcina ujongano lwamehlo, nokusebenzisa izimbo zomlomo nezingezizo ezozwi ukubonisa



ukuqonda nothethathethwano . Umzekelo: Ukunqwala kwaye unike iimpendulo ezikhuthazayo ngelixa umhlobo esabelana ngobunzima bakhe.

2. **Ukuqinisekisa:** Ukuqaphela kunye nokuvuma iimvakalelo, amava, kunye neembono zabanye ngaphandle kokugweba . Umzekelo: Ukuthi, "Ndiyasiqonda isizathu sokuba uvakalelwe ngolo hlobo" okanye "Izinto ezikuxhalabisayo zifanelekile" xa umntu evakalisa ukukhathazeka kwakhe.
3. **Ukuthatha umbono:** Ukuba nomfanekiso-ngqondweni wakho ukwimeko yomnye umntu yaye uzama ukuqonda iingcamango, iimvakalelo neentshukumisa zakhe . Umzekelo: Ukuzibeka kwimeko yomntu osebenza naye ukuze uqonde iingxaki abanokujamelana nazo nokuphendula ngovelwano.
4. **Inkxaso yoMvakalelo:** Ukuthuthuzela, ukumqinisekisa, nokuqonda umntu osengxakini . Umzekelo: Ukuwola okanye ukumbambazela intuthuzelo emqolo kumhlobo okhathazekileyo okanye okhathazekileyo.
5. **Inkxaso engeyiyo yomlomo:** Ukusebenzisa izimbo zobuso, izimbo zomzimba, nezimbo zomzimba ukubonisa uvelwano nenkathalo . Umzekelo: Ukubamba isandla somntu okanye ukumbamba isandla kancinci engalweni ukubonakalisa inkxaso kunye nomanyano ngexesha elinzima.
6. **UkuMamela okuNgqongileyo:** Ukushwankathela nokubeka ngokufutshane amazwi esithethi ukubonakalisa ukuqonda nokukhuthaza ukuphononongwa okungakumbi kweengcinga neemvakalelo zaso . Umzekelo: Ukuthi, "Kuvakala ngathi uziva ukhathazekile ngenxa yokuba awuziva uvakale kuloo meko."
7. **Imibuzo yovelwano:** Ukubuza imibuzo evulelekileyo ukuphonononga iimvakalelo zomntu, amava, kunye neemfuno ngakumbi . Umzekelo: "Ikwenze waziva njani lonto?" okanye "Yintoni enokuba luncedo kakhulu kuwe kule meko?"
8. **Iingxelo zovelwano:** Ukuvakalisa ukuqonda novelwano ngokuqinisekisa ngomlomo nangeengxelo zenkxaso . Umzekelo: Ukuthi, "Ndiyayicinga ukuba inokuba lucelomngeni kuwe" okanye "Ndilapha ngenxa yakho, kwaye ndifuna ukunceda ngayo nayiphi na indlela endinokuyenza."
9. **Ukwazisa Ngeemvakalelo:** Ukulungelelana neemvakalelo zikabani nezabanye, ukuziqonda nokuziqinisekisa ngaphandle kokugweba . Umzekelo: Ukuphawula ukudabuka komhlobo ngexesha lencoko kwaye uyivume ngokuthi, "Ndiyabona ukuba oku kunzima kuwe."
10. **Umonde kunye noBukho:** Ukuvumela abanye ixesha nendawo abayifunayo ukuze baveze iimvakalelo zabo ngokupheleleyo, ngaphandle kokungxama okanye ukuphazamisa . Umzekelo: Ukuzola kunye nomonde ngelixa umntu omthandayo ekhupha inkxalabo yakhe, enika indawo ekhuselekileyo yokuba baviwe.



11. **Ulwimi loMzimba olunovelwano:** Ukusebenzisa ulwimi lomzimba oluvulelekileyo nolwamkelekileyo, olufana nokujongana emehlweni, ukungqiyama ngononophelo, nokuma ngokukhululekileyo, ukubonisa umdla nokuqonda . Umzekelo: Ukujongana nomntu ngokuthe ngqo kwaye ujonge intetho yakhe ukubonisa uthethathethwano kunye novelwano.
12. **Ukuthula Ngovelwano:** Ukuvumela ixesha lokuthula ngexesha lencoko ukunika omnye umntu ithuba lokujonga iingcinga neemvakalelo zakhe . Umzekelo: Ukunika umhlobo imizuzwana yokuzola emva kokuba babelane ngento enzima, ebavumela ukuba baqokelele iingcinga zabo.
13. **Iingxelo ezixhasayo:** Ukunikela amazwi enkuthazo, isiqinisekiso, kunye nesiqinisekiso sokukhulisa ukuzithemba kunye nentlalo-ntle yomntu . Umzekelo: Ukuthi, "Ndiyakholelwa kuwe," "Unamandla kwaye unamandla," okanye "Ndilapha ngenxa yakho kungakhathaliseki ukuba yintoni."
14. **Ukufuna ukwazi ngentlonipho:** Ukubonakalisa umdla wokwenene kumava nakwiimbono zabanye, ukubuza imibuzo ngomnqweno wokuqonda kunokuba ugwebe . Umzekelo: Ukubuza ilungu losapho malunga nezithethe zabo, ukuphulaphula amabali abo ngenkuthalo, kwaye ubonise uxabiso ngemvelaphi yabo eyahlukileyo.
15. **Izenzo zoBubele:** Ukwenza izimbo zomzimba ezincinane okanye izenzo zobubele ukubonisa inkathalo nolwazelelelo ngempilo-ntle yabanye . Umzekelo: Ukuthumela inqaku elibhaliweyo elicingayo okanye ukuzisa into oyithandayo kumhlobo otyhubela ixesha elinzima.

Ezi ndlela zokuziphatha ezinovelwano, xa zenziwe ngokunyanisekileyo, zinokukhuthaza ukuqonda, ukudibanisa, kunye nenkxaso kubudlelwane bomntu, ukunceda ukudala uluntu olunovelwano kunye novelwano.

UMZEKELO: IZAKHONO ZOVELWANO EZIKWINQANABA ELIPHANTSI

Dibana no-Alex . Uyindoda eneminyaka engama-30 ubudala esebenza njengomphathi kwindawo exakekileyo yeshishini iminyaka eliqela . Ngelixa u-Alex esaziwa ngezakhono zakhe zobunkokeli ezomeleleyo kunye nesakhono sobuchule, uyasokola ukubonisa uvelwano kwabo asebenza nabo kunye nabangaphantsi.

Ngenye imini, ilungu leqela eligama linguSarah laya ku-Alex ngenkxalabo . Ubalisa ukuba uziva exinezelekile ngumsebenzi wakhe kwaye uneengxaki zobuqu ezichaphazela ukusebenza kwakhe . USarah uvakalisa imfuno yakhe yenkxaso nokuqonda okuthile ngeli xesha linzima.

Noko ke, kunokuba abonise uvelwano aze amphulaphule, uAlex akathethi nto ngenxaki kaSarah aze ayijongele phantsi impembelelo yemeko akuyo . Uphendula ngeengxelo



ezinje, "Sonke sinezinto ezininzi kwiiplate zethu, ngoko kufuneka nje usebenze nzima" okanye "Iingxaki zomntu akufanele zichaphazele umsebenzi wakho, ngoko ke ucinge."

Le mpendulo ishiya uSarah eziva engaviwa, engaxhaswanga, kwaye esonganyelwe nangakumbi . Uqalisa ukurhoxa ekufuneni uncedo, esoyikela ukuba izinto ezimxhalabisayo azisayi kuthatyathwa nzulu nguAlex okanye lonke iqela . Ukungabikho kovelwano kumphathi wakhe kunegalelo kwindawo yokusebenza enetyhefu kwaye kucinezela inkuthazo yakhe kunye nemveliso.

Ngokuhamba kwexesha, u-Alex uqala ukuqaphela ukwehla kokuziphatha kunye nokusebenza kweqela. Ucinga ngobudlelwane bakhe noSarah kwaye uyayibona ifuthe elibi lobuchule bakhe bovelwano . Uyavuma ukuba isimo sakhe sengqondo sokuchasa izinto ezimxhalabisayo asichaphazelanga impilo-ntle yakhe kuphela kodwa sonakalise ukuthembana kunye nomanyano kwiqela.

Eqonda ukubaluleka kovelwano kubunkokeli kunye nokwakha ubudlelwane obunempilo, u-Alex ugqiba ekubeni enze utshintsho . Uzibandakanya ekuzihlaziyeeni kwaye uzama ngamandla ukuphuhlisa izakhono zakhe zovelwano . Uqala ngokuzibeka kwimeko yabalingane bakhe, ecinga ngeembono zabo, iimvakalelo zabo namava abo . U-Alex ufunda ukumamela ngenkuthalo, ngaphandle kokugweba, kwaye uphendula ngenkathalo yokwenene nokuqonda.

Uthabatha inyathelo lokuqala ukuze abe nencoko yobuqu noSarah, ecela uxolo ngokunyanisekileyo ngenxa yokungabi naluvelwano kwakhe ngaphambili . Unika isithuba esikhuselekileyo sokuba achaze izinto ezimxhalabisayo nezimkhathazayo, kwaye umphulaphula ngenkuthalo ngaphandle kokumphazamisa okanye ngokuyikhaba ngawo omane iimvakalelo zakhe . U-Alex uthatha uxanduva ngezenzo zakhe kwaye uzibophelele ekuxhaseni ngakumbi kunye novelwano kwixesha elizayo.

Kwiiveki ezilandelayo, u-Alex wenza umzamo wokubonakalisa uvelwano kumalungu eqela lakhe . Uzinika ixesha lokuthetha nabo, evuma iingxaki zabo, aze abaxhase . Ukhuthaza unxibelelwano oluvulekileyo nolunyanisekileyo, edala imeko apho abantu baziva bexatyiswe kwaye beqondwa.

Ngemigudu yakhe, u-Alex uqala ukuphinda akhe ukuthembela kwiqela kwaye abone utshintsho oluhle kwinkuthazo kunye nentsebenziswano yabo . Izakhono zakhe zovelwano eziphuculweyo azincedi kuphela oogxa bakhe kodwa zikwanegalelo ekukhuleni kwakhe njengenkokeli . U-Alex uyaqonda ukuba uvelwano aluyomfuneko nje kuphela ekukhuthazeni ubudlelwane obuphilileyo kodwa nokudala inkcubeko yokusebenza esebenzayo kunye nokuzuza iziphumo ezingcono.

Ngokuqaphela impembelelo yezakhono ezibuthathaka zovelwano kunye nokusebenza ngenkuthalo ukukhulisa uvelwano, u-Alex uba yinkokeli esebenzayo kwaye udala indawo



yokusebenza exhasayo nenovelwano . Uhambo lwakhe lugxininisa amandla okuguqula uvelwano kwaye lusebenza njengesikhumbuzo sokubaluleka kokuqonda kunye nokuxabisa iimvakalelo kunye namava abanye.

UMNGENI WOKUZIPHATHA OKUNETYHEFU

Ngokuqaphela iimpawu zetyhefu kunye nokuphumeza izicwangciso ezisebenzayo, sinokukhusela impilo-ntle yethu kwaye senze izigqibo ezinolwazi malunga nobudlelwane.

UMSEBENZI: UKUCHONGA IINDLELA ZOKUZIPHATHA EZINETYHEFU

Yenza uluhlu lweendlela zokuziphatha ozijonga njengetyhefu. Camngca ngamava akho nabantu abanetyhefu kunye nefuthe lokuziphatha elibe nalo kuwe.

IINGCEBISO EKUCHONGENI UBUDLELWANE OBUYITYHEFU

Nalu uluhlu lokukhangela olunokunceda umntu abone ukuba ukubudlelwane obuyityhefu . Ubudlelwane bubhekisa kulo naluphi na uhlobo lobudlelwane, kubandakanya umsebenzi kunye nobudlelwane bosapho.

1. **Ukungabi nantlonipho:** Ngaba usoloko uziva unghlonelwa, ujongelwa phantsi, okanye uthotywe isidima saloo mntu?
2. **Ulawulo kunye nokuLawula:** Ngaba lo mntu uzama ukulawula izenzo zakho, izigqibo, okanye ukwahlula kubahlobo nakwintsapho yakho?
3. **Ukugxekwa rhoqo:** Ngaba lo mntu usoloko ekugxeka aze akubeke phantsi, ethoba isidima sakho?
4. **Ukuxhatshazwa ngokweemvakalelo:** Ngaba ufumana iziqendu rhoqo zokuxhatshazwa ngokwasemphefumleni, njengokukhanyiswa ngegese, ukuziva unetyala, okanye ukutyholwa rhoqo?



5. **Ukuxhatshazwa ngamazwi okanye ngokwasemzimbeni:** Ngaba ukhe wanamava okanye woyika naluphi na uhlobo lokuxhatshazwa ngamazwi okanye ngokwasemzimbeni emntwini?
6. **Amandla Amandla Angalungelelananga:** Ngaba uvakalelwa kukuba umntu unamandla onke kubudlelwane, ukwenza zonke izigqibo kunye nokugxotha iimfuno kunye nezimvo zakho?
7. **Ukungathenjwa:** Ngaba kukho ukungathembeki okungaguqukiyo kubudlelwane, kunye nomntu osoloko ekubuza okanye ekuthandabuza?
8. **Ukungahoywa kweMida:** Ngaba umntu uhlala engahoyi okanye aphule imida yakho, ngokomzimba nangokweemvakalelo?
9. **I-Emotional Rollercoaster:** Ngaba usoloko uziva unexhala, uloyiko, okanye utyhafile ngokwasemoyeni ngenxa yokuhla nokunyuka kobudlelwane?
10. **Ukwahluka kunye nokuxhomekeka:** Ngaba umntu ukwahlukanise nabahlobo, usapho, okanye uthungelwano lwenkxaso, ekwenza ukuba uxhomekeke kuye ngayo yonke into?
11. **Ukutyhola kunye nezizathu:** Ngaba lo mntu uhlala ebeka ityala kuwe okanye enze izizathu zokuziphatha kwakhe, esala ukuthatha uxanduva?
12. **Ukunqongophala koXanduva:** Ngaba umntu uhlala ekuphepha ukuphendula ngezenzo zakhe kwaye ale ukucela uxolo okanye ukulungisa?
13. **Iinzame ezingalinganiyo:** Ngaba nguwe ofaka umzamo omkhulu kubudlelwane ngelixa umntu ehlala engahoyanga okanye engakhathali?
14. **IDrama rhoqo:** Ngaba ubudlelwane buphawulwa yidrama engaguqukiyo, iingxabano, okanye imvakalelo yokuhamba kumaqokobhe amaqanda?
15. **Ukudinwa ngokweemvakalelo:** Ngaba uhlala uziva udiniwe ngokwasemoyeni, udiniwe, okanye uphelelwe lithemba ngenxa yokutshintshatshintsha kobudlelwane?

Kubalulekile ukukhumbula ukuba uphawu olunye okanye ezimbalwa kolu luhlu lusenokungabonakalisi ubudlelwane obuyityhefu. Nangona kunjalo, ukuba uchonga uninzi lwezi mpawu kwaye uzifumana uziva ungonwabanga rhoqo, kusenokuba lixesha lokuphinda uhlole impilo kunye nokusebenza kobudlelwane . Ukufuna inkxaso kubahlobo, usapho, okanye iingcali kunokubonelela ngesikhokelo kwaye kukuncede ujonge iinketho zakho.

Nantsi imizekelo ebonisa indlela yokuziphatha eyityhefu.

1. **Ukungabi nantlonipho :** Umntu uhlala ehlekisa ngeengcamango zakho kwaye uyazichitha izimvo zakho, ekwenza uzive ungabalulekanga kwaye uphantsi.



2. **Ulawulo kunye nokuLawula:** Umntu ubeka iliso kwifowuni yakho kunye nemisebenzi yemidiya yoluntu, ichaza ukuba ungachitha ixesha nabani, kwaye ikwenza uzive unetyala ngokuba nemida yobuqu.
3. **Ukugxekwa rhoqo:** Umntu usoloko egxeka inkangeleko yakho, ubukrelekrele okanye ubuchule bakho, esoloko egxeka yonke into oyenzayo.
4. **Ukuxhatshazwa ngokweemvakalelo:** Umntu uhlala ekukhanyela ngokukhanyela iziganeko okanye iincoko, ekwenza ukuba uthandabuze inkumbulo yakho kunye nombono wokwenyani.
5. **Ukuxhatshazwa ngamazwi okanye ngokwasemzimbeni:** Umntu uyakhwaza, uyakuhlambalaza, okanye akulimaze ngokwasemzimbeni ngexesha leengxabano, ebangela ukwenzakala ngokweemvakalelo nangokwasemzimbeni.
6. **Amandla Amandla Angalungelelananga:** Umntu wenza zonke izigqibo ezinkulu ngaphandle kokuqwalasela igalelo lakho okanye ukungayinaki iminqweno yakho, kukushiya uzive ungenamandla kwaye ungabalulekanga.
7. **Ukungathenjwa:** Umntu uhlala ekumangalela ngokukopela okanye ukungathembeki ngaphandle kwesizathu esibambekayo okanye ubungqina, ukudala indawo yokukrokra nokungathembani.
8. **Ukungahoywa kweMida :** Umntu uhlala engena kwindawo yakho yobuqu, ufunda imiyalezo yakho yabucala, okanye akazihoyi izicelo zakho zabucala.
9. **I-Emotional Rollercoaster:** Umntu uyatshintshana phakathi kwemiboniso egqithileyo yothando nothando, elandelwa lixesha lokubanda, ukungakhathali, okanye umgama ongokweemvakalelo, okukushiya uziva ungaqinisekanga kwaye unexhala.
10. **Ukwahluka kunye nokuxhomekeka:** Umntu ukwahlukanisa ngabom kubahlobo kunye nosapho lwakho, uyakutyhafisa ekulandeleni izilangazelelo zakho, kwaye ube kuphela komthombo wenkxaso yeemvakalelo kunye nokuqinisekiswa.
11. **Ukutyhola kunye nezizathu:** Umntu uhlala ebeka ityala kuwe ngezenzo zakhe, ekwenza ube noxanduva ngeempazamo okanye iintsilelo zabo, ngelixa esala ukuthatha uxanduva.
12. **Ukunqongophala koXanduva:** Umntu akaze axolise ngokuziphatha kwakhe okubuhlungu, akhanyele nakuphi na ukwenza okubi, okanye ajike uxanduva ngezenzo zakhe.
13. **Iinzame ezingalinganiyo:** Uhlala utyala ixesha, amandla, kunye nezixhobo kubudlelwane, ngelixa umntu ebonisa umzamo omncinci okanye umdla ekuhlangabezaneni neemfuno zakho okanye ukufaka isandla ekukhuleni kobudlelwane.



14. **IDrama rhoqo:** Ubudlelwane bakho buphawulwa ngokuxambulisana rhoqo, ukusabela okugqithisileyo, kunye nemvakalelo eqhubekayo yokungazinzi kunye nesiphithiphithi.
15. **Ukudinwa ngokweemvakalelo:** Uhlala uziva utyhafile ngokwasemoyeni, uphelelwe lithemba, kwaye unxunguphele ngenxa yamandla aqhubekayo kubudlelwane, kukushiya unamandla amancinci kwezinye iindawo zobomi bakho.

Le mizekelo ijolise ekuqaqambiseni iimeko ezinokuthi zenzeke kubudlelwane obuyityhefu . Kubalulekile ukuba uqaphele le miqondiso kwaye uvavanye impembelelo ezinayo kwintlalontle kunye nolonwabo lwakho.

UKUJONGANA NAMALUNGU OSAPHO ANETYHEFU

Ukujongana namalungu osapho anetyhefu kunokuba ngumceli mngeni, kodwa zikho iindlela onokuthi uzisebenzise ukukhangela obu budlelwane bunzima . Nazi ezinye izikhokelo malunga nendlela yokujongana namalungu osapho anetyhefu:

1. **Misela imida:** Misela imida ecacileyo yokuzikhusela kwihambo eyityhefu . Qinisekisa ukuba loluphi unyango olwamkelekileyo nolungamkelekanga kwilungu losapho lwakho . Nxibelelana ngale mida ngokuzolileyo nangokuzingisa, kwaye ungaguququki ekuyinyanzeliseni.
2. **Nciphisa uQhagamshelwano:** Ukuba kunokwenzeka, nciphisa unxibelelwano lwakho namalungu entsapho anetyhefu . Oku kunokubandakanya ukunciphisa amaxesha otyelelo okanye unxibelelwano . Yenza umgama womzimba kunye neemvakalelo ukukhusela impilo-ntle yakho.
3. **Funa Inxaso:** Xhumana namanye amalungu osapho, abahlobo, okanye amaqela enxaso anokunika ukuqonda novelwano . Ukwabelana ngamava akho nabanye abaye bahlangabezana neemeko ezifanayo kunokunikela ukhokelo oluxabisekileyo nenxaso yeemvakalelo.
4. **Ziqhelise ukuZikhathalela:** Beka kuqala ukuzinyamekela ukuze ugcine impilo yakho yomzimba kunye neemvakalelo zakho . Zibandakanye kwizinto ezikuzisela uvuyo kwaye zikuncede uphumle . Oku kunokubandakanya izinto azithandayo, umthambo, ukucamngca, okanye unyango.
5. **Lawula Okulindelekileyo:** Qaphela ukuba awukwazi ukutshintsha amalungu osapho anetyhefu okanye ukuziphatha kwawo . Lungisa ulindelwano lwakho kwaye ugxile ekwamkeleni ukuba bangobani, ngelixa ubeka phambili impilo-ntle yakho.
6. **Phuhlisa amaqhinga okuhlangabezana :** Fumana iindlela eziphilileyo zokumelana neningeni evela ekusebenzisaneni namalungu osapho anetyhefu . Oku kunokubandakanya umthambo wokuphefumla nzulu, ukubhala iphepha-ndaba,



okanye ukufuna uncedo lobuchwephesha ukusetyenzwa kweemvakalelo zakho kunye nokuphuhlisa iindlela ezisebenzayo zokuhlangabezana.

7. **Ziqhelanise noKwahlulwa ngokweemvakalelo:** Ukuzibamba ngokweemvakalelo kunokukunceda ekukhuseleni kwimpembelelo engalunganga yokuziphatha okuyityhefu . Funda ukujonga kunye nokwahlula kumazwi okanye izezo zabo ezenzakalisayo, ukuqonda ukuba ukuziphatha kwabo kukubonakalisa imiba yabo kunokuba kubonakaliswe ukubaluleka kwakho.
8. **Gcina imida kuNxibelelwano:** Xa unxibelelana namalungu osapho anetyhefu, hlala uqinile kwaye uzolile ekuqinisekiseni imida yakho . Kuphephe ukuxambulisana okanye ukuzama ukuguqula imbono yabo . Gcina iincoko zibe mfutshane kwaye zijolise kwimixholo engathathi hlangothi, ukuba kunokwenzeka.
9. **Cinga ngoNcedo lobuGcisa:** Ukuba ubutyhefu kunye noxinzelelo lweemvakalelo kuba nzima, ukufuna isikhokelo sonyango okanye umcebisi unokubonelela ngenkxaso exabisekileyo kunye nezicwangciso zokulawula amandla osapho anzima.
10. **Yibeke phambili Impilo Yakho:** Khumbula ukuba impilo yakho ibalulekile . Yenza ukhetho olukhusela impilo yakho yengqondo, yeemvakalelo, neyomzimba, kwanokuba oko kuthetha ukuzahlukanisa namalungu entsapho anetyhefu . Zingqonge ngeempembelelo ezintle kunye nobudlelwane obukuphakamisayo kunye nenkxaso yakho.

Ukujongana namalungu osapho anetyhefu kunokuba lucelomngeni ngokweemvakalelo, kwaye akukho ndlela ifana nqwa . Zithembe kwaye ubeke phambili impilo-ntle yakho njengoko ujonga ezi ntshukumo zinzima.

Ukuba ngoku ukubudlelwane obuyityhefu, yenza iqhinga lokuphuma eliqinisekisa ukhuseleko kunye nempilo yakho . Cinga ngokufuna inkxaso kubahlobo, kusapho, okanye kwiingcali ezinokukunceda kule nkqubo . Camngca ngesicwangciso sakho kwaye uhlangahlengise njengoko kufuneka.

UKULINGANA KUNYE NENTLONIPHO

Eli candelo liphonononga imiba yokwabelana ngesondo kunye nobunikazi besini . Umahluko phakathi kwesondo kunye nesini umi ngolu hlobo lulandelayo:

UMAHLUKO PHAKATHI KWEŠINI KUNYE NESINI

Ukwabelana ngesondo : Ukwabelana ngesondo kubhekisa kwiimpawu zebhayoloji zomntu, ezinikezelwa ekuzalweni ngokusekelwe kwiimpawu zomzimba ezifana namalungu okuzala, iichromosomes, kunye namahomoni . Idla ngokuhlelwa njengendoda okanye umfazi, ngokusekwe kwiimpawu zesini sokuqala (i-genitalia) kunye neempawu zesini sesibini (amabele, iinwele zomzimba, isandi selizwi, njl. njl.) . Nangona



kunjalo, kubalulekile ukuqaphela ukuba ayinguye wonke umntu ongena kakuhle kwezi ndidi zokubini, njengoko kukho abantu besini esingafaniyo abanokwahluka kwiimpawu zabo zesini sebhayoloji.

Isini: Isini, kwelinye icala, yintlalo kunye nenkcubeko yokwakha equka iindima, indlela yokuziphatha, imisebenzi kunye nezinto ezilindelekileyo uluntu oluzinxulumanisa nokuba yindoda okanye ibhinqa . Yinkalo entsonkothileyo neyobuqu yobuntu bomntu engaphezu kweemeko zebhayoloji . Isini siphenjelelwa yintlanganisela yentlalo, inkcubeko, kunye nezinto zomntu ngamnye, kubandakanywa namava obuqu, indlela akhuliswe ngayo, kunye nokuzazisa.

Ngelixa ukwabelana ngesondo ngokuqhelekileyo kwabelwa ekuzalweni okusekelwe kwimpawu zomzimba, isini yimvakalelo enzulu yobuqu yokuba yindoda, ibhinqa, okanye enye isazisi sesini esinokuchongwa ngabantu . Ubuni besini bunokuthi bulungelelaniswe okanye bungangqinelani nesini esabelwe ekuzalweni . Umzekelo, umntu owabelwe ibhinqa ekuzalweni angachonga njengowasetyhini (cisgender) okanye achonge njengendoda (transgender).

Kubalulekile ukuhlonipha nokuqonda ukuba ubuni bomntu bunokwahluka kwisondo ababelwe bona ekuzalweni, kwaye amava akhe wonke ngesini asemthethweni.

ISINI, ISAZISI NGOKWESINI KUNYE NEENGCACISO ZESINI

Nantsi ingcaciso yezini ezahlukeneyo, isazisi sesini, kunye nenkcazelo yesini:

- Izini**: Izini ziindlela ezahlukeneyo abantu abazichongayo kunye namava ngazo ngokwesini sabo . Kudlulela ngaphaya kokuba yindoda okanye ibhinqa . Ezinye izini eziqhelekileyo ziquka:
 - Indoda: Ngumntu ozichaza njengenkwenkwe okanye indoda.
 - Ibhinqa: Umntu ozichaza njengentombazana okanye ibhinqa.
- Isazisi ngokweSini**: Ukuchazwa ngokwesini yindlela umntu aziva ngayo kwaye azichaze ngokwesini sakhe . Inokuthi ihambelane okanye ingangqinelani nesini ababenikwe sona ekuzalweni kwabo . Eminye imizekelo yesazisi sesini ibandakanya:
 - **Cisgender** : Xa isini somntu sihambelana nesini awabelwa ngaso ekuzalweni kwakhe . Umzekelo, umntu owabelwe ibhinqa ekuzalweni kwaye achonge njengentombazana okanye ibhinqa yi-cisgender.
 - **Transgender** : Xa isini somntu singahambelani nesini awasinikwa ekuzalweni kwakhe . Umzekelo, umntu owabelwe ukuba yindoda



ekuzalweni kodwa azichaze njengentombazana okanye ibhinqa li-transgender.

- **Isini Inkcazo** : Ukuchazwa kwesini yindlela umntu azibonakalisa ngayo kwihlabathi ngokwesini sakhe, ngenkangeleko yakhe, indlela aziphethe ngayo, isinxibo, nokunye . Yindlela yokubonakalisa ubuni bomntu . Eminye imizekelo yokuchaza isini ibandakanya:
- **Ubudoda** : Xa isini somntu sihambelana nolindelo lwesintu lobudoda . Oku kunokubandakanya ukunxiba iimpahla "zamadoda", ukuba neenwele ezimfutshane, kunye nokuziphatha okuhambelana nobudoda.
- **Ubufazi** : Xa imbonakalo yesini somntu ihambelana nokulindelwe ngokwesiko lobufazi . Oku kunokubandakanya ukunxiba iimpahla "zabasetyhini", ukuba neenwele ezinde, kunye nokuziphatha okuhambelana nobufazi.
- **Androgynous**: Xa isini somntu singangqinelani ngamandla nobudoda okanye ubufazi . Basenokuzibonakalisa ngendlela edibanisa okanye engaphaya kokulindela ngokwesini ngokwemveli.

Kubalulekile ukukhumbula ukuba amava omntu wonke ngesini akhethekile, kwaye zininzi ezinye iimpawu zesini kunye namabinzana angaphaya kwemizekelo enikiweyo . Ukuqonda kunye nokwamkelwa kwezini ezahlukeneyo, ukuchazwa kwesini, kunye nokuchazwa kwesini negalelo ekudaleni uluntu olubandakanyayo kunye nolwahlukeneyo.

ITHETHA UKUTHINI ILGBTIQA?

Nantsi ingcaciso elula ye-LGBTIQA yesifinyezo:

I-LGBTIQA sisishunqulelo esimele uluhlu olwahlukeneyo lwezinkelo zesini, iimpawu zesini, kunye namabinzana . Unobumba ngamnye kwi-akhronim umele izazisi ezahlukeneyo, kwaye nantsi into abayimele ngokubanzi:

L - Lesbian: Ibhekisa kubasetyhini abatsaleleke ngokwesini, ngokweemvakalelo, okanye ngokwesondo kwabanye abafazi.

G - Gay: Idla ngokusetyenziswa ukuchaza amadoda atsaleleke ngokwesini, ngokweemvakalelo, okanye ngokwesini kwamanye amadoda . Ikwasetyenziswa njengegama elibandakanyayo kuluntu olubanzi lwe-LGBTQ+.

B - Isini esibini: Sichaza abantu abathandanayo, ngokweemvakalelo, okanye ngokwesondo kumadoda nabasetyhini . Ubuni obubini bunokubandakanya uluhlu olubanzi lomtsalane.



T - Transgender: Ibhekisa kubantu abanesini esahlukileyo kwisini ababelwe sona ekuzalweni kwabo . Abantu abatshintshe isini banokutshintsha ngeendlela ezahlukeneyo ukulungelelanisa isazisi sabo sesini kunye neziqo zabo zokwenyani.

I-Intersex: Abantu be-Intersex bazalwa beneempawu zesini zomzimba ezingahambelani nokuhlelwa kwendoda okanye yabasetyhini . Kukwahluka kwendalo kwe-anatomy kunye nebhayoloji yomntu.

Umbuzo - Queer okanye Umbuzo: I-Queer ligama elisetyenziswa ngabanye abantu ukubandakanya utyekelo lwezondo kunye neempawu zesini ezingahambelani neendidi zemveli . Isenokuba ligama lokuzazisa kwabo bagatya iilebhile ezithe ngqo ngakumbi . Ukubuza kubhekisa kubantu abaphonononga indlela abazikhethela yona ngokwesondo okanye ubuni.

A-Asexual: Ichaza abantu abangatsalelekanga ngokwesondo kwabanye . I-Asexuality lukhetho olusebenzayo ngokwesondo, kunye nabantu abangabelananga ngesondo basenokufumana umtsalane wothando okanye weemvakalelo.

I-LGBTIQA acronym iyaqhubeka nokuvela kwaye inokubandakanya iileta ezongezelelweyo okanye ukwahluka ukumela ezinye izazisi kunye namava kuluntu lweLGBTQ+.

Kubalulekile ukukhumbula ukuba uchazo lwesini kunye nokuqhelaniswa nesondo zizinto ezintsonkothileyo kwaye yimiba yobuqu yesazisi somntu . Abantu banokuchonga ngaphezu konobumba omnye kwi-akhronim okanye banokusebenzisa amanye amagama ukuchaza amagama abo . Kubalulekile ukuhlonipha kunye nokuvuma iileyibhile kunye nezazisi zabantu, njengoko benokuzimela nokuzichaza.

YINTONI UKULINGANA NGOKWESINI

Ukulingana ngokwesini kubhekisela kumgaqo wokuba bonke abantu, kungakhathaliseki ukuba bangoobani okanye bangoobani na, bafanele babe namalungelo alinganayo, amathuba kunye nonyango kuzo zonke iinkalo zobomi . Ibandakanya umngeni kwiingcamango ezisoloko zisetyenziswa ngokwesini, ukukhuthaza ubulungisa, nokushenxiswa kocalucalulo nokucalula okusekelwe kwisini . Amadoda namakhwenkwe adlala indima ebalulekileyo ekuqhubeleni phambili ulinganano ngokwesini ngokuphuhlisa isimo sengqondo sentlonipho kwabanye, kungajongwanga isini okanye ungubani.

Ukulingana ngokwesini kujolise ekupheliseni ucalucalulo olusekelwe kwisini, iimbono ezisoloko zisetyenziswa ngabantu, kunye nocalucalulo olunciphisa amathuba kunye nokomeleza amandla angalinganiyo . Ikhuthaza inkolelo yokuba bonke abantu, kungakhathaliseki isini sabo, bafanele babe nenkululeko yokulandela iminqweno yabo,



benze ukhetho, nokuba negalelo eluntwini ngaphandle kokujongana nocalucalulo okanye imiqobo.

Imiba ephambili yokulingana ngokwesini ibandakanya:

1. **Amalungelo alinganayo:** Ukuqinisekisa ukuba abantu bazo zonke izini banamalungelo afanayo asemthethweni kunye nokukhuselwa, kubandakanywa namalungelo emfundo, ukhathalelo lwempilo, umsebenzi, kunye nokuthatha inxaxheba kubomi boluntu kunye nezopolitiko.
2. **Amathuba alinganayo:** Ukubonelela ngokufikelela ngokulinganayo kwimfundo, ingqesho, nokuqhubela phambili kwekhondo lomsebenzi ngaphandle kocalucalulo okanye umkhethe osekelwe kwisini . Oku kuquka ukukhuthaza ukumelwa ngokulinganayo ngokwesini kwizikhundla zobunkokeli nakwimimandla elawulwa ngamadoda ngokwesithethe.
3. **Ukupheliswa kweNgcaciso zeSini:** Ukucela umngeni kunye nokuphelisa iingcamango eziyingozi kunye nokulindela uluntu ezinxulumene neendima zesini, ukuziphatha, kunye neempawu . Ikhuthaza abantu ukuba baveze izimvo zabo ngokunyanisekileyo, ngaphandle kwemithetho engqongqo yesini.
4. **Equal Pay:** Ukuvala isikhewu semivuzo yesini nokuqinisekisa ukuba abantu bafumana umvuzo olinganayo ngomsebenzi olinganayo nexabiso elilinganayo . Oku kuquka ukujongana nemiba yenkqubo enegalelo kwimahluko emivuzo, enjengokwahlulwa kwemisebenzi kunye nokungakhethi cala.
5. **Ukuphelisa uBundlobongela obuSekwe kwisini:** Ukuthatha amanyathelo okuthintela nokusabela kuzo zonke iintlobo zobundlobongela obusekelwe kwisini, kuquka ubundlobongela basekhaya, ukuxhatshazwa ngokwesondo, nocalucalulo . Ukukhuthaza inkcubeko yentlonipho, imvume, kunye nokunganyamezeli nto kubundlobongela kubalulekile ekufezekiseni ukulingana ngokwesini.

Ukulingana ngokwesini kuyingenelo kubantu ngabanye, kwiintsapho, kuluntu nakuluntu luphela . Ikhuthaza ubulungisa kwezentlalo, iphucula impilo-ntle ngokubanzi, ikhuthaza ukukhula koqoqosho, kwaye ikhokelela kwihlabathi elibandakanyayo nelinobulungisa kumntu wonke.

UNGAKUXHASA NJANI UKULINGANA NGOKWESINI?

1. **Imfundo kunye noKwazisa:** Amadoda namakhwenkwe angaqala ngokuzifundisa ngokulingana ngokwesini, kuquka ukuqonda izinto zembali nezentlalo eziye zakhokelela ekwahlukaneni ngokwesini . Oku kubandakanya ukuqonda ukuba ukulingana ngokwesini kuluncedo kuwo wonke umntu kwaye kucelwe umngeni naziphi na iibono okanye iingqikelelo abanokuthi bazibambe.



2. **Qwalasela Ilungelo:** Qaphela kwaye ucamngce ngawo nawaphi na amalungelo anxulumene nesini anokubonelela ngeengenelo kuluntu . Oku kuzihlolisisa kunceda ukukhulisa uvelwano kunye nokuqonda nzulu amava kunye nemingeni abajongene nayo abantu abangazuziyo kumalungelo afanayo . Ukuvuma ilungelo elilodwa linyathelo elibalulekileyo ekukhuthazeni amathuba alinganayo kunye nobandakanyo.
3. **Intlonipho novelwano:** Baphathe bonke abantu ngentlonipho novelwano, kungajongwanga isini okanye ukuba bangoobani na . Oku kuquka ukumamela abanye ngenkuthalo, ukuxabisa iimbono namava abo, nokudala imeko-bume apho wonke umntu aziva ekhuselekile yaye eviwa . Kuphephe ukwenza iingqikelelo ezisekelwe kwisini kwaye ucele umngeni naluphi na ucalucalulo olunokuthi luvele.
4. **Cela umngeni kwiiNdlela eziNgqongileyo zesini:** Zibandakanye ekucingeni okunzulu kwaye ucele umngeni kwiingcamango zesini eziqhelekileyo ezinciphisa amathuba kwaye zikhuthaze ukungalingani . Khuthaza iindlela ezahlukeneyo zokuchazwa kwesini kunye nokuxhasa ukhetho lwabantu ekuphumezeni imidla kunye neminqweno yabo, ngaphandle kokulindelwe luluntu okanye izithintelo.
5. **Inkxaso esebenzayo kunye nobudlelwane:** Ukuxhasa ngenkuthalo amalinge okulingana ngokwesini kwaye ukhuthaze amalungelo alinganayo namathuba kubo bonke abantu, kungakhathaliseki isini . Oku kunokubandakanya ukuthatha inxaxheba kumaphulo, ukuxhasa imibutho esebenza ngokulingana ngokwesini, kunye nokuba ngumhlobo wabantu abajongene nocalucalulo okanye ucalucalulo olusekelwe kwisini okanye ubunikazi babo.
6. **Ukukhuthaza uBudlelwane obuBandakanyayo:** Ukukhuthaza ubudlelwane obunempilo, obulinganayo, kunye nokuzibandakanya nabahlobo, amaqabane, kunye namalungu osapho . Baphathe bonke abantu ngokulinganayo, ulixabisile igalelo nezimvo zabo . Zibandakanye ngokukhuthaleyo kunxibelelwano oluvulelekileyo nolunentlonipho, ukwabelana ngoxanduva, nokukhuthaza ulwabiwo olulinganayo lwamandla kubudlelwane.
7. **Ukuba ngumzali kunye noMzekelo woQeqesho:** Ukuba ungumzali okanye ungumzekelo wamakhwenkwe aselula, khuthaza ukulingana ngokwesini ngamazwi nangezenzo . Khuthaza abantwana ukuba babuze izithethe zesini, babafundise malunga nemvume, kwaye babonelele ngamathuba okuba baphonononge uluhlu olubanzi lwezinto abanomdla kuzo kunye nezinto ezenziwayo, nokuba kulindelwe ntoni kuluntu ngokwesini.
8. **Xhasa ukulingana ngokwesini kwindawo yokusebenzela:** Thetha amathuba alinganayo kunye nempatho engenamkhethe emsebenzini . Ukuxhasa ulwahlukano kunye namaphulo okubandakanya, ukucela umngeni kucalucalulo lwesini kunye nezithuba zentlawulo, kunye nokuqinisekisa ukuba bonke abantu banethuba elilinganayo lokuphumelela nokuqhubela phambili kwimisebenzi yabo.



9. **Zibandakanye kwiNgxoxo kunye neNtsebenziswano:** Zibandakanye kwingxoxo evulekileyo neyakhayo nabanye malunga nokulingana ngokwesini . Ukusebenzisana nabantu, imibutho, kunye noluntu olusebenzela ukulingana ngokwesini ukufunda kwiimbono ezahlukeneyo kunye negalelo kutshintsho oluhle.
10. **Ukufunda okuQhubekayo nokuKhula:** Ukulingana ngokwesini yinkqubo eqhubekayo . Hlala unolwazi, qhubeka ufunda, kwaye ucele umngeni kokuthatha icala kunye neengcinga zakho . Zibandakanye ekuzihlaziyeeni, khangela impendulo, kwaye uvule ukukhula kwakho kunye nokuphucula ukuqonda kwakho ukulingana ngokwesini.

Ngokuphonononga ingcamango yokulingana ngokwesini nokuphuhlisa izimo zengqondo zentlonipho kwabanye, kungakhathaliseki isini okanye ungubani, amadoda namakhwenkwe afak' isandla ekudaleni uluntu olunobulungisa ngakumbi noluquka wonke ubani . Ngezenzo zabo, bancedisa umngeni kwizithethe eziyingozi, ukukhuthaza amathuba alinganayo, kunye nokukhuthaza indawo apho bonke abantu banokuphumelela.

UKULINGANA NGOKWESINI KUWACHAPHAZELA NJANI AMADODA NAMAKHWENKWE?

Amadoda kufuneka athathele ingqalelo ukulingana ngokwesini ngenxa yezizathu ezininzi ezibalulekileyo:

1. **Ukulingana noBulungisa:** Ukulingana ngokwesini ngumbandela wamalungelo oluntu asisiseko kunye nobulungisa boluntu . Iyaqonda ukuba bonke abantu, kungakhathaliseki ukuba basiphi isini, bafanelwe ngamathuba alinganayo, imbeko nesidima . Ukuthathela ingqalelo ukulingana ngokwesini kuthetha ukuxabisa ubulungisa kunye nokumela uluntu apho wonke umntu unamalungelo alinganayo kunye nokufikelela kwimithombo yobutyebi.
2. **Ukwaphula iiNdlela eziNgqongileyo kunye neZiqhelo:** Ukulingana ngokwesini kucela umngeni kwiingcamango eziziinkolelo eziyingozi kunye nezithethe ezingqongqo zesini ezinciphisa amadoda nabasetyhini . Ngokuthatha ukulingana ngokwesini nzulu, amadoda angacela umngeni ngokusebenzayo malunga nobudoda bemveli, azikhulule kwiindima zesini ezithintelweyo kwaye akhuthaze ukuqonda okubandakanyayo nokwahlukeneyo okuba kuthetha ukuthini ukuba yindoda.
3. **Ukwakha uBudlelwane obuhle:** Ukwamkela ukulingana ngokwesini kuvumela amadoda ukuba aphuhlise ubudlelwane obunempilo kunye nentlonipho ngakumbi nabanye . Ikhuthaza unxibelelwano oluvulekileyo, uvelwano, kunye nokwenza izigqibo ekwabelwana ngazo . Ngokugatya ukungalingani kwamandla okusekwe kwisini, amadoda anokukhuthaza ubuhlakani obulinganayo nokwanelisayo, buqu kunye nomsebenzi.



4. **Ukukhula kunye noPhuhliso loBuqu:** Ukuthathela ingqalelo ukulingana ngokwesini kunika ithuba lokuba amadoda acinge ngokukhetha kwawo kunye neengcinga zawo . Ngokuhlolisisa nokungafundini izimo zengqondo neendlela zokuziphatha eziyingozi, amadoda anokukhula ngokobuqu aze abe negalelo kutshintsho oluhle lwentlalo . Ivumela ukuzazi kunye nethuba lokucela umngeni kunye nokuziphucula.
5. **Ukudala Ihlabathi Elingcono Kubantu Bonke:** Ukulingana ngokwesini kuluncedo kumntu wonke . Ngokukhuthaza amalungelo namathuba alinganayo kumabhinqa kunye nesini esingasiwa so, amadoda afak' isandla ekwakhiweni koluntu olubandakanyayo, olulinganayo nolungenamvisiswano . Ukulingana ngokwesini kukhokelela ekuphuculweni kweziphumo zoqoqosho, ukuqinisa ubumbano loluntu, kunye nentlalontle ngokubanzi yabantu kunye noluntu.
6. **UMzekelo woQeqesho kwizizukulwana ezizayo:** Amadoda adlala indima ebalulekileyo njengemizekelo kumakhwenkwe aselula nakwizizukulwana ezizayo . Ukuthathela ingqalelo ukulingana ngokwesini kuvumela amadoda ukuba abe neempembelelo ezintle, axonxe izimo zengqondo kunye nokuziphatha okugatyayo ucalucalulo kwaye amkele ukulingana . Amadoda anokubonisa ukuba ukwamkela ukulingana ngokwesini akuncedi ngamabhinqa kuphela kodwa kuluntu luphela .

Ngokuthatha ukulingana ngokwesini nzulu, amadoda anegalelo ekupheliseni ucalucalulo olusekelwe kwisini nokudala ihlabathi elinobulungisa nelilinganayo ngakumbi . Luxanduva oludityanisiweyo ukucela umngeni kwizithethe zesini, ukukhuthaza ubandakanyo, nokusebenzela uluntu apho wonke umntu anokuphumelela, nokuba ungowabani na ngokwesini.

Ukuba Ngumzekelo Olungileyo Wokuxeliswa

Nalu uluhlu lwamanyathelo amadoda anokuwenza ukuze aqonde indima yobunkokeli kunye noxanduva oluza nayo, ekhuthaza utshintsho oluhle kwiindawo abahlala kuzo:

1. **Zifundise:** Thabatha inyathelo lokuqala lokuzifundisa ngemibandela eyahlukahlukeneyo yezentlalo, kuquka ukungalingani ngokwesini, ubuhlanga, ubuhlwempu neenkxalabo ngemekobume . Funda iincwadi, amanqaku, kunye namaphepha ophando ukuze uzuze ukuqonda okunzulu ngale miba kunye nendlela eyichaphazela ngayo indawo yakho.
2. **Mamela kwaye Ufunde Kwabanye:** Zibandakanye ekuphulaphuleni ngenkuthalo kwaye ufunde iimbono kubantu abaneemvelaphi namava ahlukene . Yiya kwiintlanganisano zoluntu, iindibano zocweyo, kunye nemisitho ukuze ufunde kumazwi awohlukene kwaye uqonde iimfuno kunye neenkxalabo zamalungu oluntu awohlukeneyo.



3. **Cela umngeni kwiindima zesini zesiNtu:** Qaphela kwaye ucele umngeni kwiindima zesini zesiNtu kunye neengcinga ezirhabaxa ezinciphisa amadoda nabasetyhini . Khuthaza ukulingana ngokwesini kuzo zonke iinkalo zobomi, kuquka ekhaya, emsebenzini, nakwimibutho yasekuhlaleni . Ukukhuthaza izenzo ezibandakanyayo ezixabisa iyantlukwano kwaye zihloniphe igalelo lomntu wonke.
4. **Khokela ngomzekelo:** Yiba ngumzekelo omhle ngokubonakalisa ubunkokeli obubandakanyayo nobusesikweni . Bonisa imbeko, uvelwano, nengqibelelo xa usebenzisana nabanye . Khuthaza intsebenziswano, ukusebenzisana, kunye nonxibelelwano oluvulekileyo phakathi koluntu lwakho.
5. **Umcebisi kunye nokuxhasa abanye:** Nikela ngengcebiso nenkxaso kubantu ngabanye, ngakumbi abo banokujamelana nemiqobo okanye ucalucalulo . Khuthaza kwaye uxhobise abanye ukuba baphuhlise izakhono zabo zobunkokeli kunye negalelo elibonakalayo kumalinge oluntu.
6. **Igqwetha loTshintsho:** Sebenzisa ilizwi lakho kunye neqonga ukuxhasa imigaqo-nkqubo kunye nezenzo ezikhuthaza ukulingana, ubulungisa bentlalo kunye nophuhliso oluzinzileyo . Thetha ngokuchasene nocalucalulo kunye nokungabikho kobulungisa kwaye usebenzele ukudala iindawo ezibandakanya onke amalungu oluntu.
7. **Ukusebenzisana kunye neNethiwekhi:** Khangela amathuba okusebenzisana nemibutho yasekuhlaleni, amashishini, kunye nabantu abaneenjongo ezifanayo . Yakha uthungelwano kunye nentsebenziswano ukukhulisa impembelelo yakho kunye nokukhuthaza iinzame ezidibeneyo ekujonganeni nemingeni yoluntu.
8. **Zibandakanye kwiNkonzo yoLuntu:** Volontiya ixesha lakho kunye nobuchule bakho ukuxhasa amaphulo eenkonzo zoluntu . Zibandakanye kwiiprojekthi zasekuhlaleni ezijongana nemiba yentlalo, njengemfundo, ukhathalelo lwempilo, ukulondolozwa kwendalo, okanye ukunciphisa intlupheko . Igalelo elibonakalayo kutshintsho olulungileyo ngokuthatha kwakho inxaxheba.
9. **Hlaziya kwaye uguquke:** Hlala ucinga ngokukhetha kwakho, izimo zengqondo kunye nokuziphatha . Zivuleleke kwiimpundulo kwaye usebenze ngokukhuthaleyo ekukhuleni kwakho kunye nokuziphucula . Yamkela ingqondo yokukhula ekuvumela ukuba ufunde kwiimpazamo zakho kwaye ulungelelanise indlela yakho njengoko kufuneka.
10. **Khuthaza iNgxoxo kunye neNtsebenziswano:** Yamkela ingxoxo evulekileyo nenentlonipho kuluntu lwakho . Khuthaza iincoko ezikhuthaza ukuqonda, uvelwano, kunye nentsebenziswano ukujongana nemingeni kunye nokufumana izisombululo ezintsha kunye.

Ngokwenza la manyathelo, amadoda anokudlala indima ebonakalayo ekuqondeni uxanduva oluza nobunkokeli nokukhuthaza utshintsho oluhle kwiindawo abahlala kuzo .



Kubalulekile ukusondela ezi zenzo ngokuthobeka, uvelwano, kunye nokuzinikela ekubandakanyekeni kunye nobulungisa boluntu.

UKUCEBISA KUNYE NE~~N~~KXASO

Nalu uluhlu lwezenzo anokuthi amadoda azenze ukuze afunde indlela yokuba ngumcebisi oxhasayo, umhlobo, okanye umlingane kwabanye, enika isikhokelo kunye nenkuthazo:

1. **Zifundise:** Zifundise ngemiceli mngeni ejongene namaqela angahoywanga, kuquka amabhinqa, abantu be-LGBTQ+, abantu bebala, nabantu abaneziphene . Funda iincwadi, amanqaku, kunye neekhawunti zobuqu ukuze ufumane ukuqonda kumava abo kunye neembono zabo.
2. **Mamela Ngenkuthalo:** Ziqhelise ukumamela kakuhle xa uzibandakanya nabanye . Badale indawo ekhuselekileyo nengenakugweba ukuba babelane ngeengcinga zabo, iimvakalelo zabo kunye namava abo . Nikela ingqalelo kwiimfuno zabo kunye nezinto ezibaxhalabisayo, kwaye ukuphephe ukuphazamisa okanye ukutyeshela iimbono zabo.
3. **Uvelwano kunye nokuqonda:** Hlakulela uvelwano kwaye ufune ukuqonda amava kunye neembono zabanye . Zibeke ezicathulweni zabo ukuxabisa ngcono imiceli mngeni kunye neemvakalelo zabo . Qinisekisa iimvakalelo zabo kwaye unike inkxaso yeemvakalelo xa kuyimfuneko.
4. **Yiba Nengqondo Ephangaleleyo:** Cela umngeni okwakho ukuthath' icala kunye neengqikelelo . Gcina ingqondo evulekileyo kwaye ukulungele ukufunda kumava kunye nolwazi lwabanye . Yamkela iyantlukwano kwaye uxabise iimbono ezahlukeneyo.
5. **Foster Trust kunye nentlonipho:** Yakha ukuthembana nentlonipho kubudlelwane bakho . Thembeke, gcina imfihlo, kwaye ubonise ingqibelelo . Baphathe ngesidima nangembeko abanye, ingakhathaliseki imvelaphi yabo okanye bangoobani na.
6. **Nika isikhokelo kunye neNkuthazo:** Nikeza isikhokelo kunye nenkxaso kwabanye abafuna ingcebiso okanye ubuhlobo bakho . Yabelana ngolwazi lwakho kunye namava ukubanceda bajonge imingeni okanye bafezekise iinjongo zabo . Khuthaza ukukhula kwabo, ubhiyozele impumelelo yabo, kwaye unike ingxelo eyakhayo xa kuyimfuneko.
7. **Khuthaza ukulingana kunye nokuBandakanya:** Ukuthethelela ukulingana kunye nokubandakanywa kuzo zonke iinkalo zobomi . Cela umngeni kwizenzo zocalucalulo neengcamango ezisoloko zisetyenziswa . Yenza izithuba eziqakayo nezikhuselekileyo ukuze wonke umntu aziveze ngokwenyani.



8. **Yimani Ngokuchasene Nobulungisa:** Thetha ngokuphandle nxamnye nocalucalulo, ukuxhatshazwa nokungekho sikweni . Sebenzisa ilungelo lakho ukukhulisa amazwi abajongelwe phantsi kwaye uxhase izizathu zabo . Yenza njengehlakani ngokujongana ngokusebenzayo kunye nokujongana nokuziphatha okanye izimo zengqondo ezicalulayo.
9. **Yiba ngumzekelo olungileyo:** Khokela ngomzekelo kwaye wenze umzekelo wokuziphatha okuhle kunye nezimo zengqondo . Bonisa ububele, imfesane nokuqonda xa usebenzisana nabanye . Bonisa ukuba kunokwenzeka ukuba womelele uze ube nenkxaso.
10. **Funda kwaye Ukhule ngokuqhubekayo:** Zibophelele ekufundeni ngokuqhubekayo nasekuziphuculeni . Zibandakanye ekuzihlaziyeni rhoqo ukuze uqonde ngcono ucalucalulo lwakho kunye neendawo ezingaboniyo . Funa impendulo kwaye uvule ukukhula kunye nophuhliso lomntu.

Ngokwenza ezi zenzo, amadoda anokufunda ukuba ngabacebisi abaxhasayo, abahlobo kunye namahlakani kwabanye . Ezi nzame zinokuba negalelo ekukhuthazeni uluntu oluqakayo ngakumbi nolunovelwano apho wonke umntu eziva exabisekile kwaye exhaswa.

ISICWANGCISO SOKUSEBENZA ESINGCONO

Phuhlisa isicwangciso sesenzo sobuqu sokukhuthaza ngamandla ubudoda obufanelekileyo kubomi bakho bemihla ngemihla, uchaza iinjongo ezithile kunye namanyathelo okufikelela kuzo . Nazi ezinye izikhokelo zokukunceda uphuhlise isicwangciso sakho somsebenzi.

1. Ndiza kuxhasa ukulingana ngokwesini ngokuthi....
2. Ndiza kukhathalela ngcono impilo yam ngokwasemzimbeni, ngokwasemoyeni nasengqondweni ngoku....
3. Ndizakucela umngeni kubudoda obuyityhefu kubomi bam bobuqu kunye nobungcali ngo-.....
4. Ndiza kuba ngumzekelo omhle oyindoda ngo
5. Ndiza kukhulisa uvelwano lwam kwabanye
6. Ndiza kuphucula izakhono zam zokunxibelelana ngoku....
7. Ndiza kuyiphucula indlela endilawula ngayo uxinzelelo ebomini bam ngoku....
8. Ezinye izinto endiza kuzenza...

Uluhlu lweeNombolo zoQhagamshelwano loMzantsi Afrika zoNcedo ngoStress kunye noXolo

Adcock Ingram Depression & Anxiety Helpline	0800 70 80 90
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Umbutho wezeMpilo yeNgqondo eKapa	(021) 447 9040
I-Cipla Mental Health Helpline	0800 456 789
Umnxeba woNcedo lweMpilo yeNgqondo kaGqr Reddy	0800 21 22 23
Umnxeba woNcedo womnatha woNonekelelo lwabaSebenzi bezempilo	0800 21 21 21
LifeLine	0861 322 322
Umnxeba woNcedo lweNgxaki yokuZibulala eMzantsi Afrika	0800 12 13 14
Iqela laseMzantsi Afrika lokudakumba kunye nexhala	011 234 4837
Umnxeba woNcedo lweNgxaki yokuZibulala	0800 567 567

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