

# micro

FOR A SAFE SOUTH AFRICA

## Umhlahlandlela Wokuthuthukisa Ubudoda Obuhle Babafana Nabesilisa

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## Isingeniso

Uyemukelwa kule ncwadi yokusebenzela eklanyelwe ukunika amandla izinsizwa nabafana ukuthi bahlakulele ukubonakaliswa okunempilo, okunenhlonipho, nokukhayo kobudoda . Kule ncwadi yokusebenzela, sizohlola izihloko ezahlukahlukene nemisebenzi ezokusiza uthuthukise ukuzazi, wakhe ubudlelwano obunempilo, futhi uzulazule okulindelwe umphakathi ngokuzethemba . Khumbula, ubudoda obuhle bumayelana nokuba nguwe weqiniso ube uhlanganisa uzwela, umusa, kanye nenhlonipho kubo bonke.

Lo mbhalo wakhiwe ngabakwa-NICRO ngokwesicelo sabahlomuli bethu. Yenziwa itholakale emphakathini jikelele njengengxenywe yenkonzo yethu yokunqanda ubugebengu nodlame. Abantu ngabanye nezinhlango zingase zisebenzise lo mbhalo ngezinjongo ezingenzi nzuzo nezemfundo.



## Ukuhlola Ubudoda



### UKUQONDA UBUDODA

Kulesi sigaba, sizocubungula umqondo wobudoda futhi sihlale izilinganiso zabo ezihlukahlukene . Ngokuqonda izici ezithonya ukuqonda kwethu ubudoda, singahlakulela umbono ohluke kakhulu futhi samukele izinkulumo ezinhle zawo.

Ubudoda busho izici, ukuziphatha, indima, kanye nokulindela okuhlotshaniswa ngokwesiko nokuba wesilisa esikweni noma emphakathini othile . Kuhlenganisa imikhuba yenhlalo namasiko ezungeze ubudoda kanye nezindlela abantu ngabanye abaveza futhi benze ngazo ubunikazi babo bobulili njengamadoda.

Ubudoda bungahluka kuwo wonke amasiko nezimo zomlando, futhi kubalulekile ukuqaphela ukuthi awukho umqondo owodwa, ochazwe emhlabeni wonke wobudoda . Imiphakathi eyahlukene ingaba nokulindela okuhlukile kanye nemibono mayelana nokuthi kusho ukuthini ukuba yindoda.

Ezinye izici ezivamile nezilindelwe ngokwesiko ezihlotshaniswa nobudoda zihlenganisa amandla omzimba, ukuqina, ukuzimela, ukuncintisana, ukuzibamba ngokomzwelo, nezimfanelo zobuholi . Kodwa-ke, kubalulekile ukuqaphela ukuthi lezi zici azihlobene ngokwemvelo nokuba wesilisa, futhi abantu banoma ibuphi ubulili bangaba nazo noma baziveze.



Kubalulekile futhi ukuhlukanisa phakathi kwezinto ezinhle nezimbi zobudoda . Ubuhle bobudoda buthuthukisa izimfanelo ezinjengozwela, ukuhlakanipha okungokomzwelo, ukuhlonipha abanye nokuziphatha okuhle . Izimpawu ezingezinhle zobudoda zingabandakanya ukuziphatha okunobuthi, njengolaka, ukubusa, nokucindezelwa kwemizwelo, okungaba yingozi kubo bobabili abesilisa nakwabanye ababazungezile.

Ukuqonda nokuhlola ubudoda kuhlela ukubuza imibuzo kanye nokubekela inselele izindima zobulili zendabuko kanye nalokho okulindelekile . Kubalulekile ukugqugquzela ukuqonda okubandakanyayo nokuhlukene kobudoda okuvumela abantu ukuba baveze ubunikazi babo bobulili ngendlela eyiqiniso futhi ngaphandle kwemibono eyingozi.

## ECHAZA UBUDODA

Cabanga ngendlela ozwisisa ngayo ubudoda . Kusho ukuthini kuwena ? Cabangela izinkolelo zakho, izindinganiso, nanoma imaphi amathonya omphakathi noma amasiko alolongo umbono wakho.

Bhala incazelo yomuntu siqu yobudoda eyeqa izinkolelo-ze kanye nokulindelwe ngumphakathi . Gxila ezicini, ezimisweni, nasekuziphatheni okholelwa ukuthi kuhlanganisa ubudoda obuhle.

## UBUDODA BUNOBUTHI

Ubudoda obunobuthi bubhekisela ekulindelweni okulimazayo nokunemingcele kokuthi kusho ukuthini ukuba indoda, okungaba nomthelela omubi kwabesilisa nabafana ngezindlela ezihlukahlukene . Nazi ezinye izindlela ubudoda obunobuthi obubathinta ngazo:

1. **Ukucindezelwa Kwemizwa:** Ubudoda obunobuthi bukhuthaza umbono wokuthi amadoda kufanele abe lukhuni, abe lukhuni futhi angabi namizwa . Lokhu kungaholela ekucindezelweni kwemizwa kanye nenkolelo yokuthi ukuveza ukuba sengozini noma ukufuna usizo kuwuphawu lobuthakathaka . Kungaba yingozi



empilweni yengqondo yamadoda, njengoba kungase kube nzima ukucubungula nokudlulisa imizwa yabo ngempumelelo.

2. **Ibanga Elikhawulelwe Lokuvezwa:** Ubudoda obunobuthi ngokuvamile bubeka imingcele ezinhlobonhlobo zemizwelo nokuziphatha okubhekwa njengokwamukelekayo emadodeni . Awakhuthazi amadoda ukuba angazibandakanyi emisebenzini noma ezithakazelweni ezibhekwa "njengezowesifazane" noma ezingekho ngokwesiko ngobulili bawo . Lo mkhawulo ungavimbela ukuziveza, ubuciko, kanye nokukhula komuntu siqu.
3. **Ingcindezi Yokuvumelana:** Ubudoda obunobuthi bubeka okulindelekile nezinkambiso eziqinile emadodeni, buwacindezela ukuba avumelane nesithombe esithile samandla, ukubusa, nolaka . Lokhu kucindezela kungaholela emizweni yokungafaneleki, ukukhathazeka, nokuzethemba uma amadoda engahlangabezani nalezi zindinganiso ezingenangqondo.
4. **Amandla Obudlelwano Obulimazayo:** Ubudoda obunobuthi bungaba nomthelela ekushintsheni kobudlelwane obungenampilo . Inkolelo yokuthi amadoda kufanele avelele futhi alawule ingase iholele ekugxilweni kwabesifazane, ukungahloniphi, kanye nokuqhubekisela phambili ukungalingani kwamandla okulimazayo . Kungase futhi kuphazamise ukuthuthukiswa kokuxhumana okunempilo, uzwela, nokulingana phakathi kobudlelwane.
5. **Udlame Nolaka:** Ubudoda obunobuthi buqhubekisela phambili umbono wokuthi ubudlova nobudlova kuyindlela eyamukelekayo yokugomela nokuxazulula izingxabano . Lokhu kungaholela emazingeni aphezulu okuhlukumeza ngokomzimba, kokubili phakathi kobudlelwane phakathi kwabantu kanye nasemphakathini obanzi, okuholela emiphumeleni eyingozi kubantu ngabanye nasemiphakathini.
6. **Impilo Yengqondo Ethintekile:** Izincindezi nokulindelwe okuhlobene nobudoda obunobuthi kungaba nomthelela omubi empilweni yengqondo yamadoda . Amadoda angase abe mancane amathuba okuba afune usizo ngezinkinga zempilo yengqondo ngenxa yokucwaswa kanye nokwesaba ukubhekwa njengababuthaka . Lokhu kungaholela emazingeni aphezulu ezimo zempilo yengqondo engelashiwe kanye nengozi eyengeziwe yokuzilimaza noma ukuzibulala.
7. **Ukusondelana Okulinganiselwe Nokuxhumana:** Ubudoda obunobuthi bungakhinyabeza ukuthuthukiswa kokuxhumana okuseduze nokunenjongo nabanye . Ukugcizelelwa kokuzimela kanye nokuzimela kungase kwenze kube inselele kumadoda ukwakha ubudlelwano obuseduze futhi afinyelele amanethiwekhi okusekela ngokomzwelo.

Kubalulekile ukubhekana nobudoda obunobuthi futhi kugququzelwe izinhlobo ezinempilo zobudoda ezivumela amadoda nabafana ukuba baveze imizwa yabo ngendlela eyiqiniso, bamukele imizwelo ehluahlukene, futhi bakhuthaze ubuhlobo obuhle nobunenhlonipho . Ukudala izikhala ezikhuthaza inkhulumomphendvulwano



evulekile, inselele imibono ecatshangwayo eyingozi, futhi ekhuthaza ukulingana ngokobulili kungasiza ekwehliseni imithelela emibi yobudoda obunobuthi futhi kukhuthaze imiphumela enempilo kwabesilisa nabafana.

## I-CASE STUDY: UMTHELELA WOBUDODA OBUNOBUTHI EMPILWENI YENGOQONDO KATHABO

UThabo uyindoda eneminyaka engu-30 ubudala ekhulele emndenini wendabuko owawunamathela ezindimeni zobulili eziqinile kanye nalokho okwakulindelwe . Wafundiswa ukuba lukhuni, angabi namizwa, futhi abeke kuqala amandla nokubusa phezu kokuba sengozini nokubonakaliswa kwemizwelo . Kuyo yonke impilo yakhe, uThabo wazifaka ngaphakathi lezi zinkolelo futhi wazabalaza nomthelela wobudoda obunobuthi enhlalakahleni yakhe.

### Imithelela yobudoda obunobuthi:

1. **Ukucindezelwa Kwemizwa:** Ngenxa yengcindezi yomphakathi, uThabo wazizwa ephoqelekile ukuthi acindezele imizwa yakhe . Wayekhohlelwa ukuthi ukubonisa ukuba sengozini noma ukufuna usizo kwakuzobonakala njengophawu lobuthakathaka . Ngenxa yalokho, wakuthola kunzima ukuveza imizwa yakhe futhi ngokuvamile wafaka umzabalazo wakhe ngaphakathi, okuholela ekucindezelekeni ngokomzwelo nasekuhlukanisweni.
2. **Ukuziveza Okukhawulelwe:** Ubudoda obunobuthi bufundise uThabo ukuthi izithakazelo ezithile nokuziphatha kwakubhekwa "njengendoda." Wazizwa engabaza ukuphishekela imisebenzi engaphandle kwemikhuba yesintu yesilisa, njengobuciko, umdanso, noma ubungcweti bokukhulisa izingane, esaba ukwahlulelwa nokuhlekwa ngabanye . Lokhu kwanciphisa ikhono lakhe lokuhlola izinto azithandayo ngokugcwele futhi aziveze ngendlela eyiqiniso.
3. **Izinselelo Zobudlelwano:** Ubudoda obunobuthi baba nomthelela endleleni uThabo abheka ngayo ubudlelwano . Wayekhohlelwa ukuthi kufanele ahlale elawula, egomela, futhi agweme ukubonisa ukuba sengozini . Lo mcabango wawuthiya ikhono lakhe lokwakha ukuxhumana okunempilo nabanye, njengoba ezabalaza ukukhuluma ngokukhululekile, ukuzwelana, kanye nokwakha izibopho ezijulile ezingokomzwelo . Ngenxa yalokho, ubudlelwano bakhe ngokuvamile babuntula ukusondelana futhi buhlushwa ukungalingani kwamandla.
4. **Ingcindezi Yokuvumelana:** UThabo wabhekana nengcindezi enkulu yokuthi avumelane nalokho okulindelwe umphakathi ngobudoda . Wazizwa ephoqelekile ukuba abonise njalo amandla omzimba, ukuqina, nokuncintisana ukuze abonise





ubudoda bakhe . Lokhu kwaholela ekuzigxekeni njalo nomuzwa wokungabi “yindoda ngokwanele,” okuholela ekucindezelekeni okungapheli nokukhathazeka.

5. **Izinkinga Zempilo Yengqondo:** Umthelela wobudoda obunobuthi waba nomthelela empilweni yengqondo kaThabo . Ukungakwazi ukuveza imizwa ngokukhululekile nokufuna ukusekelwa kwaba nomthelela ekuzizweleni isizungu, ukucindezeleka nokukhathazeka . Wabhekana namazinga aphezulu okucindezeleka, njengoba ayehlale ezwa isidingo sokuphila ngokuvumelana nalokho okulindelwe umphakathi okungenangqondo.

### **AMATHONYA EZAMASIKO NOMPHEKATHI**

Cwaninga ngemibono eyahlukene yamasiko neyomlando ngobudoda . Ingabe ubudoda buhluka kanjani emiphakathini eyahlukene nasezinkathini zesikhathi ? Yini esingayifunda kule mibono ehluahlukene?

Amasiko ahlukeneyo anemibono eyahlukene mayelana nobudoda, futhi le mibono ilolonga ukuthi ubudoda buqondwa futhi buvezwe kanjani . Nazi izibonelo ezenziwe lula zokuthi ubudoda bubonakala kanjani emasikweni ahlukeneyo:

#### **Ubudoda Bendabuko (isb., i-Ancient Sparta):**

Kwamanye amasiko, ubudoda buhlotshaniwa namandla angokomzimba, isibindi, nezimfanelo ezifana neqhawe . Isiko lasendulo laseSparta lalikhwazisa ubudoda obugxile ekhweni lezempi nokukhuthazela ngokomzimba.

#### **Iqoqo Lobudoda (isb., Japan):**

Amasiko athile agcizelela ubunikazi beqembu nokuvumelana kweqembu . E-Japan, umqondo wobudoda uvame ukuxhunyaniswa nezimfanelo ezinjengokwethembeka, ukuzithiba, kanye nekhono lokufeza izindima nezibopho zomphakathi.

#### **Ukuvezwa Kwemizwa (isb, Amasiko Omdabu):**



Amanye amasiko omdabu abungaza ubudoda obuhlanganisa ukuvezwa kwemizwelo, uzwela, nokuxhumana okuqinile nemvelo . Isibonelo, isiko lesiLakota soMdabu waseMelika sibona ukuhlonza kwemimoya emibili, lapho abantu behlanganisa kokubili izimfanelo zesilisa nezowesifazane.

### **I-Machismo (isb, i-Latin American Cultures):**

Kwamasiko athile aseLatin America, kunombono othi "machismo" ohlotshaniswa nobudoda . Ngokuvamile kugcizelela izindima zobulili ezivamile, ukubusa, nokuqina . Kodwa-ke, kubalulekile ukuqaphela ukuthi akuwona wonke amasiko aseLatin America abambelela ngokuqinile kulo mbono.

### **Ibhalansi Nokuvumelana (isb, Amasiko Omdabu Wasesiqhingini SasePacific):**

Amasiko omdabu eziQhingini zasePacific avame ukugcizelela ukulingana nokuzwana phakathi kwamandla abesilisa nabesifazane . Ubudoda bubhekwa njengokuphelelisa ubufazi, obunezimfanelo ezifana namandla, inhlonipho, nobuholi obusebenza ngokuhambisana nokukhuliswa nokunakekela.

Emasikweni aseNtshonalanga nasemasikweni ase-Afrika, ubudoda bungaqondwa ngezindlela ezahlukene . Nazi izifinyezo ezenziwe lula zokuthi ubudoda bubonakala kanjani kulawa masiko, kanye nezibonelo ezithile:

### **Amasiko AseNtshonalanga**

#### **Ubuntu kanye Nempumelelo:**

Emasikweni aseNtshonalanga, ubudoda ngokuvamile buhlotshaniswa nokuba umuntu ngamunye, ukuzimela, kanye nempumelelo yomuntu siqu . Amadoda akhuthazwa ukuba aphishekele impumelelo emfundweni, emisebenzini, nakweminye imisebenzi yomuntu siqu . Izibonelo zihlanganisa ukwazisa ukuzethemba nokuncintisana.

#### **Ukuzibamba Kwemizwa:**

Amasiko aseNtshonalanga ngokuvamile alindele ukuba amadoda abonise ukuzithiba ngokomzwelo futhi agweme ukuba sengozini . Ukuveza imizwa ngokukhululekile ngezinye izikhathi kungase kubonakale njengophawu lobuthakathaka . Izibonelo zifaka ingcindezi "yokuqinisa" noma ukugwema ukukhombisa ukudabuka noma ukwesaba.

#### **Ukulingana kanye Nezindima Zobulili:**

Imiphakathi yaseNtshonalanga iye yagcizelela kakhulu ukulingana kobulili, inselele ngezindima zobulili ezivamile kanye nemibono ecatsangwayo . Amadoda akhuthazwa ukuba abe abalingani nobaba abesekayo, abelane ngemithwalo yemfanelo yasekhaya .





Izibonelo zifaka obaba ababambe iqhaza ngenkuthalo ekunakekelweni kwezingane



kanye namadoda alwela amalungelo abesifazane.

## **Amasiko Ase-Afrika**

### **Ubunikazi Bomphakathi:**

Amasiko amaningi ase-Afrika ayakwazisa ubunikazi bomphakathi futhi agcizelela ukubaluleka kwenhlalakahle ngokubambisana . Ubudoda buvame ukubonakala mayelana nokufeza izibopho zomphakathi nezomndeni . Izibonelo zihlanganisa ukubeka phambili izidingo zomphakathi kunezifiso zomuntu ngamunye.

### **Ukuhlonipha Abadala:**

Ukuhlonipha abadala kanye neziphathimandla kuyisici esibalulekile samasiko ase-Afrika . Kulindeleke ukuba amadoda abonise inhlonipho futhi agcine amasiko, anomthelela ekuboneni kwawo ubudoda . Izibonelo zihlanganisa ukuhlonipha nokufuna isiqondiso kumalungu omndeni amadala noma abaholi bomphakathi.

### **Umvikeli kanye Nomhlinzeki:**

Emasikweni ase-Afrika, ubudoda ngokuvamile buhlanganisa ukuba umvikeli nomondli womndeni womuntu kanye nomphakathi . Abesilisa kulindeleke ukuthi baqinisekise ukuphepha nenhlalakahle yabathandekayo babo . Izibonelo zihlanganisa ukuthatha indima yomondli wokuqala nokuqinisekisa ukuvikeleka kwekhaya.



Kubalulekile ukukhumbula ukuthi lezi zibonelo zenziwe lula futhi zingase zingathwebuli inkimbinkimbi egcwele yombono wesiko ngalinye mayelana nobudoda . Ukwengeza, le mibono ingashintsha ngokuhamba kwesikhathi njengoba imiphakathi ishintsha futhi yamukele ukuqonda okubandakanya ubulili.

## **AMADODA KWEFILIMU NAKUMAMEDIA**

Emafilimini, ubudoda buvame ukuvezwa ngezindlela ezahlukene, kukho kokubili izibonelo ezinhle nezimbi . Nakhu ukuhlaziya okwenziwe lula:

### **Izibonelo Ezinhle**

#### **Isibindi nobuqhawe:**

Amafilimu amaningi esenzo abonisa abalingisi besilisa ababonisa isibindi nobuqhawe, bavikela abanye futhi bamele okulungile . Laba balingisi bagqugquzela izethameli ngokuzinikela kwabo kanye nokuzimisela ukubhekana nezinsalelo.

#### **Ukuba sengozini Komzwelo:**

Amanye amafilemu abekela inselele imibono engokwesiko ngokuveza abalingisi besilisa abasengozini yemizwa . Laba balingisi baveza imizwa yabo futhi bahlanganyele ekukhulumisaneni okunempilo, bakhuthaze umbono wokuthi ukuvuleka ngokomzwelo kuyisici esihle sobudoda.

### **Izibonelo Ezingezinhle**

#### **Ubudoda Bunobuthi:**

Amafilemu athile aqhubekisela phambili izici ezilimazayo zobudoda, akhuthaza ukuziphatha okunolaka, ukubusa, nokungathandwa kwabesifazane . Lezi zithombe ziqinisa imibono engemihle futhi zingafaka isandla kusiko lodlame nokungahloniphi.

#### **Ukucindezelwa Kwemizwa:**

Kwamanye amafilemu, abalingisi besilisa bavezwa njengabavalekile ngokomzwelo, begwema ukuba sengozini futhi bacindezele imizwelo yabo. Lokhu kungaqinisa umbono wokuthi ukuveza imizwelo kuwuphawu lobuthakathaka, kukhawulele ukukhula komlingiswa futhi kuqhubekisele phambili imibono engaguquki eyingozi.

#### **Amazinga Omzimba Angafinyeleleki:**

Amafilemu ngokuvamile abonisa abalingisi besilisa abanemizimba efanelekile, egcizelela ukubaluleka kwamandla omzimba nokubukeka . Lokhu kungadala ukulindela



okungenangqondo kwabesilisa, okuholela ezindabeni zesithombe somzimba kanye nezinkinga zokuzethemba.

Kubalulekile ukuqaphela ukuthi lezi yizibonelo ezenziwe lula, futhi akuwona wonke amafilimu angena kahle kulezi zigaba . Ukuvezwa kobudoda efilimini kuyinkimbinkimbi, futhi kunomzamo okhulayo wokubekela inselele ukulandisa kwendabuko kanye nokukhuthaza ukumelwa okuhlukahlukene nokuhle kobudoda.

### **Izibonelo Ezinhle Ekukhangiseni:**

#### **I-Emotional Intelligence:**

Ezinye izikhangiso zibonisa amadoda ahlakaniphile ngokomzwelo nozwela . Ngokwesibonelo, isikhangiso singabonisa ubaba oduduza ingane yakhe noma umngane wesilisa osekelayo phakathi nesikhathi esinzima . Lezi zithombe zigqamisa izici ezinhle zobudoda, zigcizelela ukubaluleka kokuxhumana ngokomzwelo nokuqonda.

#### **Ukunakekela Nokunakekela:**

Izikhangiso ezithile zibekela inselele izindima zobulili ezivamile ngokubonisa amadoda enza imisebenzi yokunakekela . Ngokwesibonelo, isikhangiso singase sibonise ubaba ehlanganyela ngentshiseko ekunakekeleni izingane noma owesilisa elungiselela umkhaya wakhe ukudla . Lezi zithombe zithuthukisa umbono wokuthi ubudoda buhlanganisa izimfanelo zokukhulisa kanye nezibopho ezihlanganyelwe ekhaya.

### **Izibonelo Ezingezinhle Ekukhangiseni:**

#### **I-Hypermasculinity:**

Ezinye izikhangiso ziqhubekisela phambili inkolelo-mbono ye-hypermasculine, eveza amadoda njengabantu abanolaka ngokweqile, ababusayo, noma abanobulili obudlulele . Le mifanekiso iqinisa imibono elimazayo yobudoda, igcizelela amandla angokomzimba, ukunqoba, nokuphikiswa kwabesifazane . Isibonelo, isikhangiso singase sibonise owesilisa esebenzisa amandla akhe ukuze abonise ukubusa noma ukugxeka abesifazane ukuze kuzuze yena.

#### **Ubudoda Bunobuthi:**

Izikhangiso ezithile zithuthukisa ubudoda obunobuthi ngokubonisa ukuziphatha okufaka isandla ekuguquguqukeni kobulili okuyingozi . Isibonelo, isikhangiso singase sibonise owesilisa eziphatha ngendlela ebonisa indelelo noma ephoqayo kubantu besifazane noma evumela imibono ecatsangwayo eyingozi ekhawulela ukubonakaliswa kwemizwelo . Lezi zithombe ziqinisa izici ezingezinhle neziyingozi zobudoda.



Kubalulekile ukukhumbula ukuthi lezi zibonelo zenziwe zaba lula futhi azihlanganisi uhla olugcwele lokuvezwa ekukhangiseni . Ukwengeza, incazelo yalezi zithombe ingase ihluke kubantu ngabanye ngokusekelwe emibonweni yabo kanye nolwazi lwabo . Imboni yezokukhangisa ikubona kancane kancane ukubaluleka kokugqugquzela ukumelwa okuhlukahlukene nokuhle kobudoda.

### **AMA-STEREOTYPES KANYE NALOKHO OKULINDELEKILE:**

Nakuba kubalulekile ukuqaphela ukuthi imibono engaguquki ingahluka kuwo wonke amasiko nezimo, nazi ezinye izinkolelo ezivamile mayelana nobudoda kanye nezibonelo ezinemininingwane:

#### **Ukuqina Nolaka:**

I-stereotype: Amadoda alindeleke ukuba abe namandla ngokomzimba, aqine, futhi alungele ukubhekana nokungqubuzana ngokomzimba.

Isibonelo: Amafilimu e-Action avame ukuba nabalingisi besilisa abaxazulula izinkinga ngodlame olungokomzimba, okuqinisa umqondo wokuthi amandla nobudlova kuyingxenye yobudoda.

#### **I-Emotional Stoicism:**

I-stereotype: Amadoda kufanele acindezele imizwa yawo futhi agweme ukukhombisa ukuba sengozini noma ukuzwela.

Isibonelo: Indoda egcina imizwa yayo ifihlekile futhi igweme ukukhala noma ukuveza ukudabuka ngoba isaba kungase kubonakale njengophawu lobuthakathaka.

#### **I-Breadwinner kanye Nomhlinzeki:**

I-stereotype: Abesilisa kulindeleke ukuthi kube yibo abahola kakhulu emindenini yabo, banesibopho sokuxhasa ngezimali.

Isibonelo: Umyeni ozizwa enengcindezi yokuba nguyeyedwa ozondla umndeni wakhe, kuyilapho umsebenzi womlingani wakhe kanye neminikelo yakhe yezimali ibukelwa phansi.

#### **Ukubusa Nobuholi:**

I-stereotype: Amadoda kufanele athathe izikhundla zamandla negunya, eqinisekisa ukulawula abanye.



Isibonelo: Abalingisi besilisa bavame ukuvezwa njengabaholi abaqavile kumamuvi, izilungiselelo zezinkampani, noma izindima zezepolitiki, okuqinisa inkolelo yokuthi ubuholi yisici sowesilisa.

### Ukugwema Ubufazi:

I-stereotype: Amadoda kufanele aziqhelelanise nanoma yini ebhekwa njengowesifazane, njengokukhulisa, ukuzwela, noma izibopho zasekhaya.

Isibonelo: Indoda egwemayo ukwenza izinto ezinjengokupheka, ukuhlanza, noma ukunakekela izingane, ikholelwa ukuthi iwumthwalo wabesifazane kuphela.

### Ukunqoba ngokocansi:

I-stereotype: Amadoda kufanele ahlale ephishekela ukunqoba kwezocansi futhi abonise ubudoda bawo.

Isibonelo: Imikhankaso yokukhangisa ehlobisa abantu besifazane futhi eveza amadoda njengayimpumelelo futhi efiselekayo ngokusekelwe emandleni abo okuheha abalingani bocansi abaningi.

### I-Homophobia kanye Nobudoda:

I-stereotype: Ubudoda kufanele buchazwe ngobulili obuhlukile, futhi noma yikuphi ukuchezuka kubonakala njengosongo ebudodeni.

Isibonelo: Izimo lapho abantu behlekisa noma bebukela phansi amadoda aveza imizwa yawo, abonise ukuba sengozini, noma abonise ukuziphatha okubonakala njengokungavumelani ne-heteronormative.

Kubalulekile ukuqaphela ukuthi le mibono ikhawulela ukuhlukahluka okucebile kobudoda futhi ingaba nemiphumela engemihle kubantu ngabanye ngokuqhubekisela phambili okulindelekile okulimazayo nokucindezela inkulumo eyiqiniso . Kubalulekile ukuphonsela inselelo kanye nokuqeda lezi zinkolelo-mbono ukuze ukhuthaze umphakathi obandakanya wonke umuntu nowamukelayo.



## AMA-STEREOTYPE AYINSELELE

Nazi ezinye izibonelo ezinhle zabantu abangahambisani nemibono yendabuko yobudoda.

### UFred Rogers:

Waziwa ngokuthi: Umsakazi wohlelo lukamabonakude "Mister Rogers' Neighbourhood."

Ukuphikisana nemibono evamile: UFred Rogers wabekela inselele ubudoda bendabuko ngokubonisa umusa, uzwela, nokuba sengozini ngokomzwelo . Wakhuthaza ukubaluleka kokuziveza, ukukhulumisana ngokukhululekile, nokuthuthukisa ubudlelwano.



Grand Communications/The Fred Rogers Company

### INkosana:

Waziwa: Umculi nomculi owaziwayo.

Ukuphikisana nemibono yendabuko: UPrince uphonselile inselelo izindinganiso zobulili ngokukhetha kwakhe imfashini ewubukhazikhazi, izimonyo, nesitayela se-androgynous . Wazamukela kokubili izimfanelo zesilisa nezabesifazane, ephula imibono ecatsangelwayo futhi ekhuthaza ubuntu.



Richard E. Aaron/Redferns



## UDavid Beckham:

Waziwa ngokuthi: Owayengumdlali webhola lezinyawo okhokhelwayo.

Ukuphikisana nemibono yendabuko: UDavid Beckham wabekela inselele imibono ecatsangwayo ngokubonisa obala uthando ezinganeni zakhe, ukusekela umsebenzi ophumelelayo womkakhe, nokuzibandakanya kwezemfashini nobuhle.

Uchaze kabusha ubudoda ngokugcizelela ukubaluleka kothando, umndeni, nesitayela somuntu.



@loyaltyzeus/Instagram

## I-Laverne Cox:

Kwaziwa: Umlingisikazi, ummeli, kanye nesishoshovu samalungelo e-transgender.

Ukuphikisana nemibono yendabuko: U-Laverne Cox udelela imibono yendabuko yobudoda ngokwamukela ngokusobala ubunikazi bakhe njengowesifazane oshintshe ubulili. Ngobushoshovu bakhe nokubonakala, ubekela inselele okulindelwe umphakathi futhi akhuthaze ukubandakanywa nokwamukela ukubonakaliswa kobulili okuhlukahlukene.



Saul Loeb/AFP via Getty Images



## UBarack Obama:

Waziwa ngo: Umongameli wama-44 wase-United States.

Ukuphikisana nemibono yendabuko: U-Barack Obama uphonsele inselelo imibono yendabuko yobudoda ngokubonisa ngokusobala uzwela, ukuba sengozini, kanye nokuhlakanipha okungokomzwelo phakathi nokuphatha kwakhe . Ukhombise amandla ngobuholi bakhe, ngenkathi ekwazisa uzwelo, ukubandakanywa, nokubaluleka komndeni.



Official portrait, 2012

## Somizi Mhlongo:

Kwaziwa: Umuntu wemidiya, umdidiyeli wokucula, kanye nomethuli wethelevishini.

Ukuphikisana nemibono yendabuko: USomizi Mhlongo uphikisana nemibono yobulili ngesitayela sakhe sokugqama, ubuntu obudlangile, kanye nokuphumela obala ngobulili bakhe . Ukhuthaza ukuzamukela futhi ukhuthaza abanye ukuthi bamukele ubunikazi babo obuhlukile.

Laba bantu bayisibonelo sabantu abaphonsela inselelo imibono yendabuko yobudoda, ekhuthaza ubuqiniso, ukubandakanywa, kanye nokuqedwa kwemibono engaguquki.



## UKUHLANGANA KWEMIGWAQO

IOL

I-Intersectionality umqondo oqaphela ukuthi izici ezihlukene zobunikazi bomuntu, njengohlanga, ubuzwe, isimo senhlalo-mnotho, nokuthambekela kwezocansi, ezisebenzisanayo futhi zihlangana zodwa, zilolonge ulwazi nezinselele zabo . Uma





sicubungula ukuphambana kwezindlela maqondana nobudoda, kusho ukuqonda ukuthi ubudoda abuyona into elingana konke futhi bungathonywa yilezi zici eziphambanayo.

### Ubuhlanga nobudoda:

Izinhlanga ezahlukene kanye nezinhlanga zingase zibe nokulindelwe ngokwesiko okuhlukile kanye nezinkolelo-ze mayelana nobudoda . Ngokwesibonelo, okulindelekile kobudoda phakathi kwemiphakathi yabaNsundu, Abamhlophe, noma base-Asia kungahluka . Lokhu okulindelekile kungakha indlela abantu abaveza ngayo ubudoda babo futhi bahlangabezane nezingcindezi zomphakathi.

### Isimo Senhlalo-mnotho Nobudoda:

Izici zomnotho zingathonya indlela ubudoda obubhekwa futhi benziwa ngayo . Amadoda avela ezizindeni ezihlukene zenhlalo-mnotho angase abhekane nezinselele ezihlukene ekuvezeni ubudoda bawo ngenxa yengcindezi yezezimali, ukufinyelela ezinsizeni, noma lokho okulindele okuhambisana nesigaba sabo senhlalo.

### Ukuzijwayeza ngokocansi kanye nobudoda:

Ukuthambekela kwezocansi kungashayisana nobudoda, njengoba izimo zengqondo zomphakathi nezinto ezilindelwe ebudodeni zingahluka emadodeni athanda ubulili obuhlukile uma kuqhathaniswa nezitabane, abesilisa nabesifazane, noma abesilisa abashintsha ubulili . Abantu be-LGBTQ+ bangase bazulazule kokuhlangenwe nakho okuyingqayizivele nezinselele ekuboniseni ubudoda babo emiphakathini yabo noma emiphakathini uwonke.

### Ubuhlanga Nobudoda eNingizimu Afrika:

Esimeni saseNingizimu Afrika, okulindelwe ngamasiko mayelana nobudoda kungase kwehluke phakathi kwezinhlanga ezahlukene nezinhlanga . Isibonelo nje, imibono yendabuko yobudoda emiphakathini wamaZulu ingase igcizelele amandla, isibindi, nokubambelela emikhubeni yamasiko, kuyilapho emiphakathini yamaBhunu, ubudoda bungase buhlotshaniswe nobustoicism kanye nokugomela.



Okuhlangenwe nakho kwabesilisa abaNsundu baseNingizimu Afrika kungase kuhlangane nobudoda esimweni sokungalingani ngokobuhlanga okungokomlando nokuqhubekayo . Ifa lobandlululo kanye nokucwasa ngokwesistimu kungalolonga imibono yobudoda



Abamnyama, okuholela emibonweni eyimibono noma izinselele ezithinta indlela amadoda aMnyama aveza ngayo ubudoda bawo futhi azulazule kulokho okulindelwe umphakathi.

### **Isimo Senhlalo-mnotho Nobudoda eNingizimu Afrika:**

Amadoda avela ezizindeni eziphansi zezenhlo nezomnotho eNingizimu Afrika angase abhekane nezinselele eziyingqayizivele ekuvezeni ubudoda bawo ngenxa yokufinyelela okulinganiselwe kwezinsiza namathuba . Ubunzima bezomnotho bungaba nomthelela ekuzethembeni kwabo, izindima zabo njengabahlinzeki, kanye nengcindezi yokuhambisana nokulindelwe umphakathi ukuthi kusho ukuthini ukuba yindoda ephumelelayo neyindoda.

Ukuphambana kwesimo senhlalakahle yezomnotho kanye nobudoda kungabonwa nasendleleni amadoda aphuma ezizindeni ezihloniphekile eNingizimu Afrika azulazula ngayo ebudodeni bawo . Ingcindezi yokugcina isimo senhlalo kanye nokuhlangabezana nokulindelwe ngumphakathi empumelelweni ingaba nomthelela ekuziphatheni kwabo futhi kuqinise amandla phakathi kobudlelwano nomphakathi.

### **Ezocansi kanye Nobudoda eNingizimu Afrika:**

Abantu be-LGBTIQA eNingizimu Afrika bangase babhekane nezimo nezinselele ezihlukene ekuvezeni ubudoda babo emiphakathini yabo noma emphakathini wonkana . Isibonelo, amadoda athandana nobulili obubili angase abhekane nokucwaswa nobandlululo emphakathini, okungaba nomthelela ekuzamukeleni kwawo kanye nenkululeko yokuveza ubudoda bawo ngokuyiqiniso.

Amadoda ashintshe ubulili eNingizimu Afrika angase azulazule ezimpambanweni eziyinkimbinkimbi zobudoda, ubunikazi bobulili, nokulindelwe ngamasiko . Bangase babhekane nezinselele ekuhlanganiseni ubunikazi babo bobulili nalokho okulindelwe umphakathi kanye nemibono ecatsangwayo ehlobene nobudoda, kuyilapho belwela amalungelo abo nokuqashelwa emphakathini obanzi we-LGBTIQA.

Ukuqonda ukuhlangana kwemigwaqo kususisa ukuba siqaphele ukuthi ubudoda akuwona umqondo owodwa kodwa bakhenjwa izici ezihlukahlukene ezixhumene . Igqamisa ukubaluleka kokucabangela ukuzizwisa okuhlukahlukene nezinselele abantu abangabhekana nazo ngokusekelwe kobunikazi babo obuphambanayo . Ngokuvuma ukuhlangana kwemigwaqo, singakhuthaza izingxoxo ezibandakanya wonke umuntu nezihluzekile mayelana nobudoda futhi sisebenzele ukuqeda imibono engaguquki eyingozi nokuchema.

## **IMISEBENZI EWUSIZO OYENZELA WENA**



- 1 **Ingxoxo** : Zibandakanye ezingxoxweni ezivulelekile nontanga noma amalungu omndeni avela ezizindeni ezihlukene ukuze uthole ulwazi mayelana nolwazi lwabo ngobudoda nokuthi buhlangu kanjani nobunikazi babo.
- 2 **I-Reflective Journaling**: Beka eceleni isikhathi esinikelwe sokuloba mayelana nokuqonda kwakho komuntu siqu ngobudoda . Cabangela indlela okulindelwe umphakathi kanye nomthelela okwenze ngayo ukubona kwakho . Bhala phansi imicabango yakho, izinkolelo zakho, nanoma yiziphi izinselelo obhekana nazo ekwamukeleni ubudoda obuhle.
- 3 **Ukuhlaziywa kwemidiya**: Khetha imuvi, uhlelo lwe-TV, noma isikhangiso esibonisa ubudoda . Hlaziya ngokucophelela ukumelwa kobudoda ngaphakathi kwayo . Thola noma yiziphi izinkolelo-mbono eziyingozi noma okulindelwe okungenangqondo . Cabangela indlela lezi zithombe ezingaba nomthelela ngayo ekuqondeni kwezibukeli ubudoda.
- 4 **Ingxoxo yomuntu siqu**: Khetha ilungu lomndeni, umngane, noma umeluleki omthandayo ngokubonisa kwabo okuhle kobudoda . Yenza ingxoxo nabo ukuze uthole ukuqonda ngezindinganiso zabo, izinkolelo, kanye nokuhlangenwe nakho kwabo . Babuze ngohambo lwabo lokwamukela ubudoda obuhle kanye nanoma yiziphi izinselelo abahlangabezane nazo.
- 5 **Ucwaningo Lwesibonelo**: Khetha oyisibonelo wesilisa emlandweni, ezincwadini, noma emphakathini wamanje obonisa ubudoda obuhle . Cwaninga ngokuphila kwabo, izindinganiso, kanye neminikelo . Bhala i-biography emfushane egqamisa izimfanelo zabo ezinhle kanye nomthelela abawenzile kwabanye.
- 6 **Ama-Stereotype Ayinselele**: Khomba futhi uphonswe inselelo imibono engaguquki eyingozi ekhawulela ukuqonda kwakho ubudoda, ukhuthaze umbono obanzi, obandakanyayo.
- 7 **Imizwa nokuba sengozini**: Hlola ukubaluleka kobuhlakani bemizwa futhi wamukele ukuba sengozini njengamandla, okuvumela ukubonakaliswa okunempilo kwemizwa.

Khumbula, ukuqonda ubudoda kuyinqubo eqhubekayo yokuzicabangela nokufunda . Ngokuzibandakanya kule misebenzi, uzothuthukisa umbono oquququkayo futhi obandakanyayo ngobudoda, okuzokwenza ukwazi ukwamukela izinkulamo ezinhle zakhona.

## Ukuthuthukisa Ukuziqaphela

Ukuzazi yikhono lokubona nokuqonda imicabango yethu, imizwa, ukuziphatha kanye nezisusa zethu . Kuhlela ukuba nombono ocacile wokuthi singobani, kuhlanganise namandla ethu, ubuthakathaka bethu, izindinganiso nezinkolelo zethu.



Ukuzazi kubalulekile ngoba kususiza ukuba siziqonde kangcono thina kanye nezenzo zethu . Lapho sizazi, singakwazi ukubona imizwa yethu futhi siqonde ukuthi kungani sizizwa ngendlela ethile . Lokhu kusivumela ukuthi silawule imizwa yethu ngendlela efanele futhi senze izinqumo ezinolwazi.

Ukuzazi kususiza futhi ukuba sibone amandla ethu nobuthakathaka bethu . Ngokuqonda amakhono ethu nokulinganiselwa kwethu, singazibekela imigomo engokoqobo futhi sisebenzele ekukhuleni komuntu siqu . Kusenza sikwazi ukwenza izinqumo ezihambisana nezimiso zethu futhi sakhe umuzwa wenjongo nokwaneliseka ezimpilweni zethu.

Ebudlelwaneni, ukuzazi kudlala indima ebalulekile . Uma siqaphela imizwa yethu nokuziphatha kwethu, singaxhumana ngempumelelo kakhudlwana, sixazulule izingxabano ngendlela eyakhayo, futhi sakhe ukuxhumana okuqinile nabanye . Kuphinde kusivumele ukuthi sibe nozwelo kanye nokuqonda kabanzi ngemibono yabanye.

Sekukonke, ukuzazi kubalulekile ngoba kusinika amandla okuphila ngobuqotho ngokwengeziwe, senze izinqumo ezingcono, futhi sakhe ubudlelwano obunempilo . Kususiza ukuthi sihambe ngendlela ecacile empilweni, sizemukele, futhi siziqonde ngokujulile thina nalabo abasizungezile.

## IMISEBENZI ENGOKOQOBO EZOKUSIZA UKUTHI UKHULISE UKUZAZI KWAKHO

### UKUZIQAPHELA NGOKOMZWELO

Zindla ngemizwa yakho siqu kanye nokucupha ezimweni eziyinselele.

Izinto noma Izimo Ezivusa Imizwa Kimi	Ingabe Umzwelo Omuhle Noma Omubi?	Ngenzenjani uma ngizwa Le Mizwelo?	Ingabe Ukusabela Okuhle Noma Okubi?	Ngingasiphatha Kanjani Isimo Kangcono?



Izinto noma Izimo Ezivusa Imizwa Kimi	Ingabe Umzwelo Omuhle Noma Omubi?	Ngenzenjani uma ngizwa Le Mizwelo?	Ingabe Ukusabela Okuhle Noma Okubi?	Ngingasiphatha Kanjani Isimo Kangcono?

## UHLU LOKUHLOLA LOKUKHULISA UKUZIQAPHELA

Beka isikhathi futhi usebenze ngohlu lokuhlola ukuze likusize uthole ukuzazi kangcono ngawe.

### 1. Ukuzindla:

- Beka eceleni isikhathi esivamile sokuzindla.
- Dala indawo ethule nenethezekile ukuze uzihlole.
- Bhala imicabango yakho, imizwa, nolwazi ukuze uthole imininingwane.

### 2. Ukuqwashisa Ngemizwa:

- Naka imizwa yakho usuku lonke.
- Khomba futhi ulebule imizwa yakho ngokunembile.
- Qaphela ukuthi imizwa yakho iyithinta kanjani imicabango nokuziphatha kwakho.

### 3. Izimbangela namaphethini:

- Khomba izimo noma abantu abaqala ukusabela okunamandla kwemizwa.
- Qaphela amaphethini aphindaphindayo emicabangweni yakho, imizwa, nokuziphatha.
- Hlola izimbangela zalezi zimbangela namaphethini.

### 4. Ukuqaphela:

- Zijwayeze amasu okucabanga, njengokuzindla noma ukuphefumula okujulile.
- Qaphela imicabango nemizwa yakho ngaphandle kokwahlulela noma okunamathiselwe.



- c. Qaphela imizwa emzimbeni wakho ukuze ihambisane nesimo sakho somzwelo.

### 5. Impendulo:

- a. Funa impendulo kubangani obathembayo, umndeni, noma ozakwenu.
- b. Cela imibono eqotho mayelana namandla akho nezindawo ongazithuthukisa.
- c. Lalela ngokucophelela futhi ucabangele impendulo ngaphandle kokuzivikela.

### 6. Amagugu Nezinkolelo:

- a. Zindla ngezimiso zakho ezibalulekile nezinkolelo zakho.
- b. Thola ukuthi yini ebaluleke ngempela kuwe ezicini ezihlukahlukene zokuphila.
- c. Hlola ukuthi izindinganiso zakho nezinkolelo zakho zikwenza kanjani ukukhetha kwakho nezenzo zakho.

### 7. Amandla nobuthakathaka:

- a. Thola amandla akho siqu futhi uwavume.
- b. Cabanga ngezindawo ongase ube nobuthakathaka kuzo noma lapho ukhula khona.
- c. Hlola izindlela zokusebenzisa amandla akho futhi usebenzele ekuthuthukiseni ubuthakathaka obu-3.

### 8. Ukuzikhulumela:

- a. Naka inkhulumomphendvulwano yakho yangaphakathi nokuzikhulumela.
- b. Qaphela uma ujwayele ukuzigxeka noma ukugxeka ngokweqile.
- c. Zijwayeze ukufaka esikhundleni sokukhuluma kabi ngemicabango eyakhayo nesekeleyo.

### 9. Ukuqwashisa ngomzimba: 3

- a. Lalela imizwa emzimbeni wakho, njengokushuba, ukuphumula, noma ukungakhululeki.
- b. Qaphela indlela umzimba wakho osabela ngayo ezimweni ezihlukahlukene kanye nemizwelo.
- c. Xhuma imizwa yakho engokomzimba nolwazi lwakho lomzwelo.

### 10. Imigomo Yempilo Nokuqondanisa:

- a. Zindla ngezinhloso zakho zesikhathi eside nezifiso zakho.



- b. Hlola ukuthi izenzo zakho zamanje nezinqumo zihambisana nemigomo yakho.
- c. Yenza izinguquko futhi ubeke izinhloso zokuvumelanisa impilo yakho nezindinganiso zakho kanye nezifiso zakho.

### 11. Funa Usizo Lochwepheshe:

- a. Cabangela ukusebenza nomelaphi noma umeluleki ukuze uthole ukwesekwa okwengeziwe.
- b. Uchwepheshe angakunikeza isiqondiso namasu afaanelana nezidingo zakho.
- c. Bangakusiza ukuthi uzulazule ngezinsalele futhi wenze lula ukuzazi.

### UKUBHALWA KWEMIZWA

1. Beka eceleni isikhathi esizinikezele usuku nosuku ukuze uzindle ngemizwa yakho . Thola indawo ethule nenethezekile lapho ungagxila khona ngaphandle kokuphazamiseka.
2. Thatha ukuphefumula okumbalwa ukuze uzolise ingqondo yakho futhi ulethe ukunaka kwakho esikhathini samanje.
3. Vula ijembali yakho noma idokhumenti engenalutho kukhompuyutha yakho bese uqala ukubhala ngemizwa yakho . Chaza ukuthi uzizwa kanjani, okuhlanganisa ukushuba nanoma yikuphi ukuzwela okungokomzimba okuhlotschaniswa nomzwelo ngamunye.
4. Zindla ngezehlakalo noma izimo ezivuse le mizwa . Cabangela ukuthi kungani wenze ngendlela owenza ngayo nokuthi yiziphi izinkolelo noma izindinganiso eziyisisekelo ezingase zibe nomthelela ekuphenduleni kwakho ngokomzwelo.
5. Njengoba ubhala, ungahluleli futhi uthembeke kuwena . Gwema ukuzigxeka noma ukucindezela noma yimiphi imizwelo ephakamayo . Umgomo uwukubona nokuqonda imizwa yakho ngaphandle kokwahlulela.
6. Buyekeza okufakwe kujembali yakho ngezikhathi ezithile ukuze uhlonze amaphethini, izingcipho, noma amatimu aphindaphindayo kumizwa yakho . Lokhu kungakusiza ukuthi uthole ukuqonda okujulile emaphethini akho emizwa futhi uthuthukise ukuzazi.

### UKUBUZA OKUCABANGAYO

1. Beka eceleni isikhathi esithule nesingenaziphazamiso sokuzindla wena.
2. Qala ngokuzibuza imibuzo evulekile ekhuthaza ukuzihlola . Ngokwesibonelo:
  - a. Ngizizwa kanjani njengamanje?



- b. Yiziphi izimfanelo zami ezinhle nobuthakathaka bami?
  - c. Iziphi izinto noma izimo ezingilethela injabulo noma ezingenza ngizizwe nganeliseke?
  - d. Izindinganiso zami zihambisana kanjani nezenzo zami?
  - e. Imiphi imigomo engisebenzela kuyo njengamanje, futhi kungani ibalulekile kimina?
3. Bhala phansi izimpendulo zakho noma ukhulume uphimisele. Zinike isikhathi sokuhlola imicabango nemizwa yakho ehlobene nombuzo ngamunye.
  4. Njengoba uzindla, zama ukumba ujule futhi wembule izisusa, izifiso nezinkolelo eziwumsuka. Thembeka kuwe ngokwakho futhi uvumele ukuzitholela ngokwakho.
  5. Ngemva kokuphendula imibuzo, buyekeza izimpendulo zakho bese ubheka izingqikithi ezivamile noma amaphethini . Lokhu kungakusiza ukuthi uthole imininingwane ngamavelu akho, izinto eziza kuqala, kanye nezindawo zokukhula komuntu siqu.

### **FUNA IMPENDULO KUBANTU ABATHEMBEKILE**

1. Khomba abantu abambalwa empilweni yakho imibono yabo nemibono owazisayo . Laba kungaba abangane abaseduze, amalungu omndeni, noma abeluleki.
2. Yiya kubo futhi ubuze ngomusa ukuthi bangavuma yini ukukunikeza impendulo mayelana namandla akho kanye nezindawo ongazithuthukisa . Kwenze kucace ukuthi ufuna impendulo eyakhayo ukuze uthuthukise ukuzazi kwakho kanye nokukhula komuntu siqu.
3. Dala indawo ephephile nengenakho ukwahlulela ukuze babelane ngemicabango yabo ngokukhululekile . Lalela ngokucophelela, ngaphandle kokuphazamisa noma ukuzivikela.
4. Bhala amanothi ngesikhathi seseshini yempendulo ukuze akusize ukhumbule amaphuzu abalulekile.
5. Ngemva kwalokho, zinike isikhathi sokucabanga ngempendulo oyitholile . Cabangela ukuthi imibono yabo ihambisana kanjani nendlela ozibheka ngayo nokuthi yini ongayifunda ekuqondeni kwabo.
6. Khumbula, ukwandisa ukuzazi kuyinqubo eqhubekayo edinga isineke nokuzijwayeza . Sebenzisa lolu hlu lokuhlola njengesiqalo futhi uluvumelanise nezidingo zakho ezithile kanye nokuncamelayo . Ukuzicabangela njalo nokuzihlola kuzokusiza ukuthi ujulise ukuzazi kwakho futhi uthuthukise inhlalakahle yakho iyonke.





## AMANDLA NEZINKANUKO

Thola amandla akho ayingqayizivele nezinto ozithandayo, futhi ufunde ukuthi ungazihambisa kanjani kahle ezindaweni ezihlukahlukene zokuphila kwakho.

Amandla Ami Nezinkanuko	Izindlela Engingazifaka Lezi Empilweni Yami Yansuku zonke

## UHLU LOKUHLOLA LWENDLELA YOKUZINAKEKELA

Sebenzisa lolu hlu lokuhlola ukuze udale isimiso sokuzinakekela esithuthukisa inhlalakahle yakho futhi ikuvumela ukuthi ubeke ukuzinakekela kuqala ekuphileni kwakho kwansuku zonke . Yenze ngendlela oyifisayo ukuze ivumelane nezintandokazi zakho nezidingo zakho.

Ukuzinakekela ngokomzimba	
Thola ukulala okwanele (amahora angu-79) njalo ebusuku	
Zivocavoce njalo noma uzivocavoce	
Yidla ukudla okulinganiselayo nokunomsoco	
Hlala uhlanzekile ngokuphuza amanzi anele usuku lonke	
Zijwayeze imikhuba emihle yenhlanzeko yomuntu siqu	
Thatha ikhefu futhi welule njalo, ikakhulukazi uma uphila ngendlela yokuphila	
Hlela ukuhlolwa kwezempilo okujwayelekile kanye nama-aphoyintimenti	
Ukuzinakekela Kwemizwa Nengqondo	
Zibandakanye emisebenzini ekulethela injabulo nokuphumula (isb, ukuzilibazisa, ukufunda, ukulalela umculo)	
Zijwayeze ukuqaphela noma ukuzindla ukuze unciphise ingqondo yakho futhi unciphise ingcindezi	
Veza imizwa yakho ngokubhala iphephabhuku noma ukhulume nomngane omethembayo noma umelaphi	
Beka imingcele enempilo ebudlelwaneni bakho futhi ubeke phambili ukuphila kwakho ngokomzwelo	
Zibandakanye ekukhulumeni okuhle futhi uzijwayeze ukuzizwela	
Khawulela ukuchayeka ezindabeni ezingezinhle noma izingqalabutho ezithinta inhlalakahle yakho yengqondo	



Zibandakanye emisebenzini evuselela ubuhlakani bakho nomcabango wakho	
<b>Ukuzinakekela Komphakathi</b>	
Thuthukisa ubudlelwano nabangane, umndeni kanye nabathandekayo	
Hlela futhi uhlanganye emisebenzini yomphakathi ekulethela injabulo nokuxhumana	
Funa ukusekelwa futhi ufinyelele kwabanye lapho ukudinga	
Zijwayeze ukulalela okumatasa kanye nokuxhumana okunenjongo nabanye	
Zizungeze nabantu abaqondile nabakusekelayo	
Zibandakanye ezenzweni zomusa futhi ufake isandla emphakathini wakho	
<b>Ukuzinakekela Okungokomoya</b>	
Zibandakanye emisebenzini ehambisana nezimiso nezinkolelo zakho	
Chitha isikhathi emvelweni futhi ujabulele ubuhle bayo	
Zijwayeze ukuzindla, umthandazo, noma ukuzindla ukuze uxhumane nomuntu wakho wangaphakathi	
Funa ugqozi ezincwadini, amaphodikasti, noma izimfundiso zomoya	
Zibandakanye emisebenzini ekhuthaza ukubonga kanye nomuzwa wenjongo	
Hlola ingokomoya lakho futhi wenze amasiko noma imikhuba ekulethela ukuthula	
<b>Ukutotoswa nokuphumula</b>	
Geza okugeza okufudumele noma ishawa ngemikhiqizo epholile	
Zitike osukwini lwe-spa noma uzitotose ngokwelashwa kokuzinakekela	
Beka eceleni isikhathi semisebenzi yokuphumula njengokufunda, ukuthatha uhambo, noma ukulalela umculo opholile	
Ziphathe ngokubhucunga umzimba noma omunye umsebenzi womzimba wokwelapha	
Zibandakanye ezintweni zokuzilibazisa noma imisebenzi ekusiza ukuthi uphumule futhi ushaje kabusha	
Dala indawo ethokomele nekhangayo ekhaya lapho ungakhululeka khona	

## UHLU LOKUHLOLA: UKUHLOLA IMIKHUBA ENEMPILO NENGENAMPILO

Ngomkhuba ngamunye osohlwini olungezansi, maka ukuthi umkhuba onempilo noma ongenampilo yini kuwe uqobo . Thembeka kuwe ngokwakho futhi ucabange umthelela womkhuba ngamunye enhlalakahleni yakho iyonke.

Impilo Yomzimba:	Ngenza Lokhu	Angikwenzi Lokhu
- Ukuzivocavoca njalo		
- Ukulala ngokwanele (amahora angama-7-9 ubusuku ngabunye)		
- Ukudla okulinganiselayo nokunomsoco		
- Ukuphuza amanzi anele		
- Ukugwema ukuphuza ngokweqile		
- Ukugwema ukubhema noma ukusebenzisa ugwayi		
- Ukuhlolwa njalo kwezokwelapha		
Impilo Yengqondo Nemizwa:	Ngenza Lokhu	Angikwenzi Lokhu



- Ukuzibandakanya emisebenzini yokunciphisa ukucindezeleka (isb., ukucabangela, ukuzindla, ukuzilibazisa)		
- Ukufuna ukwesekwa kubangani, umndeni, noma ochwepheshe lapho kudingeka		
- Ukubeka kanye nokubeka phambili imigomo engokoqobo		
- Ukugcina isimo sengqondo esihle		
- Ukuzijwayeza ukuzinakekela nokuzihawukela		
- Ukuphatha isikhathi ngempumelelo		
- Ukuzijwayeza izindlela zokuphumula		
<b>Impilo Yomphakathi:</b>	<b>Ngenza Lokhu</b>	<b>Angikwenzi Lokhu</b>
- Ukugcina ubudlelwano obusekelayo nobuhle		
- Ukuzibandakanya emisebenzini yezenhlalo nokuxhumana nabanye		
- Ukuxhumana ngempumelelo nangokugomela		
- Ukuhlonipha imingcele yomuntu siqu kanye nemingcele yabanye		
- Ukulinganisa isikhathi esichithwa uwedwa kanye nesikhathi esichithwe nabanye		
- Ukubamba iqhaza emisebenzini yomphakathi noma yamavolontiya		
<b>Ukukhiqiza Nokuphatha Isikhathi:</b>	<b>Ngenza Lokhu</b>	<b>Angikwenzi Lokhu</b>
- Ukubeka phambili imisebenzi nokubeka imigomo ecacile		
- Ukugwema ukuhlehlixa		
- Ukuphatha nokunciphisa iziphazamiso		
- Ukubeka imingcele enempilo yokuphila komsebenzi		
- Thatha ikhefu futhi uzijwayeze ukuzinakekela ngesikhathi somsebenzi/ukufunda		
- Ukufuna usizo noma ukwaba imisebenzi lapho kudingeka		
<b>Isikhathi Sesikrini Nemikhuba Yedijithali:</b>	<b>Ngenza Lokhu</b>	<b>Angikwenzi Lokhu</b>
- Ukunciphisa isikhathi sesikrini esiningi ngokweqile		
- Ukuzijwayeza imingcele ye-inthanethi enempilo		
- Ukugwema ukusetshenziswa ngokweqile kwezokuxhumana noma ukuziqhathanisa nabanye		
- Ukulinganisa isikhathi sesikrini nemisebenzi engaxhunyiwe ku-inthanethi nokusebenzisana ubuso nobuso		
- Ukusebenzisa ubuchwepheshe ngezinjongo ezikhiqizayo kanye nokukhula komuntu siqu		
<b>Ukuhlanzeka komuntu siqu:</b>	<b>Ngenza Lokhu</b>	<b>Angikwenzi Lokhu</b>
- Ukugcina imikhuba yenhlanzeko ejwayelekile (isb, ukugeza, ukuxubha amazinyo)		
- Ukugeza izandla njalo		



- Ukunakekela izinwele, izinzipho, nesikhumba		
- Ukugqoka izingubo ezihlanzekile nezifanele		
<b>Imikhuba Yezezimali:</b>	<b>Ngenza Lokhu</b>	<b>Angikwenzi Lokhu</b>
- Ukwenza ibhajethi nokuphatha izimali ngempumelelo		
- Ukonga imali njalo		
- Ukugwema ukusebenzisa imali ngokweqile nangokuxhamazela		
- Ukukhokha izikweletu ngesikhathi		
- Ukuhlela nokubeka imigomo yezezimali		

Ngemva kokuhlola umkhuba ngamunye, zindla ngohlu lwakho lokuhlola futhi ukhombise izindawo lapho ungathuthukisa khona imikhuba yakho ukuze uthole impilo engcono nenhlalakahle yonke . Sebenzisa lokhu kuzihlola njengesiqalo sokwenza izinguquko ezinhle endleleni yakho yokuphila futhi udale imikhuba enempilo esekela inhlalakahle yakho.

### **INETHIWEKHI YOKUSEKELA KOMPHAKATHI**

Ukwakha nokukhulisa inethiwekhi yokuxhumana nabantu kubalulekile ekulawuleni ingcindezi . Zindla ngale mibuzo elandelayo futhi usebenzise isikhala esinikeziwe ukuze uhlole ikhwalithi yokuxhumana kwakho nomphakathi futhi uhlele amasu okuqinisa inethiwekhi yakho yosekelo.

1. Obani abantu empilweni yakho abakunikeza ukwesekwa nokuqonda ngezikhathi zokucindezeleka?
2. Kukangaki uxhumana nalaba bantu?
3. Ingabe bukhona ubudlelwano obudinga ukuqiniswa noma ukukhuliswa?
4. Yiziphi izinyathelo ezithile ongazithatha ukuze uthuthukise inethiwekhi yakho yosekelo lokuxhumana nabantu ? (isb, ukuhlela ukubanjwa okujwayelekile , ukufuna ukwesekwa kochwepheshe)
5. Ungabuyisela kanjani futhi usekele abanye ngaphakathi kwenethiwekhi yakho?
6. Yiziphi izinselele noma imigoqo ongase ubhekane nayo, futhi ungazinqoba kanjani?

### **Ukuhlolwa Kwenethiwekhi Yokusekela Komphakathi**



## Ukuthuthukisa isimiso sakho somzwelo

Ukulawulwa kwemizwelo kusho ikhono lokuqonda, ukuphatha, kanye nokuveza imizwelo yomuntu ngendlela enempilo neyakhayo . Kubandakanya ukuqaphela kanye nokwamukela imizwa, ukulawula imizwa enamandla ngokuphumelelayo, nokulungisa izimpendulo ezingokomzwelo ezimweni ezihlukahlukene.

Ukulawulwa kwemizwelo kubalulekile ngenxa yezizathu eziningana:

1. **Impilo Yemizwelo:** Ngokuthuthukisa amakhono okulawula imizwelo, abantu ngabanye bangathola inhlalakahle engokomzwelo eyengeziwe . Bakuhlomele kangcono ukudlula ezikhathini ezinzima nezinzima zokuphila, balondoloze isimo sengqondo esilinganiselayo, futhi babhekane nokucindezeleka, izithiyo nezinsesele ngokuphumelelayo.
2. **Ukuzithiba:** Ukulawulwa kwemizwelo kusiza abantu ukuthi bazithibe emizweni yabo nasekuziphatheni kwabo . Ibavumela ukuthi baphendule ngokucabangisisa kunokuthi basabele ngokuxhamazela ezimweni ezicindezelayo noma ezivusayo . Lokhu kwenza abantu bakwazi ukwenza izinqumo ezihluzekile, baxazulule izingxabano ngokuthula, futhi balondoloze ubudlelwano obuhle.
3. **Impilo Yengqondo:** Ukulawulwa kwemizwelo kudlala indima ebalulekile ekuthuthukiseni impilo enhle yengqondo . Isiza abantu ukuthi balawule imizwa engemihle njengentukuthelo, ukukhathazeka, nokudabuka, ibavimbele ukuthi bangakhuli baye ezindabeni ezinzima zempilo yengqondo njengokucindezeleka okungapheli, ukucindezeleka, noma ukuphazamiseka kokukhathazeka . Ngokulawula imizwa, abantu ngabanye bangathuthukisa inhlalakahle yabo yonke engokwengqondo.
4. **Ubudlelwano phakathi kwabantu:** Ukulawula imizwa okusebenzayo kunomthelela ebuhlotsheni obunempilo nokwanelisa kakhudlwana . Kuvumela abantu ukuba baveze imizwa yabo ngendlela ezolile nenenhlonipho, balalele abanye ngozwela, futhi baxazulule izingxabano ngaphandle kokuba nolaka noma ukuhoxa . Lokhu kukhuthaza ukuqonda, ukwethembana, nokuxhumana okuqinile nabanye.
5. **Ukwenza isinqumbo:** Ukulawulwa kwemizwa kusekela ukuthathwa kwezinqumo okungcono . Lapho abantu belawula imizwa yabo, bangacabanga ngokucacile, bacabangele imibono ehlukeni, futhi benze izinqumo ngokusekelwe ekuhluzekeni kunokuba bagajwe imizwa ejulile . Lokhu kuholela ekwenzeni izinqumo ezinolwazi neziphusile ezicini ezihlukahlukene zokuphila.
6. **Ukulawula Ukucindezeleka:** Ukuzilawula ngokomzwelo kusiza ukuphatha ingcindezi ngempumelelo . Ivumela abantu ngabanye ukuthi babone izimbangela zokucindezeleka, basebenzise amasu okubhekana nesimo, futhi bahlanganyele



emikhubeni yokuzinakekela ekhuthaza ukuphumula nokuphila kahle . Ngokulawula imizwa, abantu banganciphisa umthelela omubi wengcindezi empilweni yabo engokomzimba nengqondo.

## **YAKHA UHLU LWEZINDLELA EZINEMPILO ZOKUBHEKANA NESIMO**

Dala uhlu lwemisebenzi enempilo noma amasu ongaphendukela kuwo lapho ubhekene nengcindezi noma izifiso.



Lokhu kungahlanganisa ukuvivinya umzimba, ukuzibandakanya ezintweni zokuzilibazisa, ukuzilongga, noma ukufuna ukusekelwa kumngane omethembayo noma umeluleki . Zibandakanye emisebenzini ethuthukisa ukuziveza kanye nokuzitholela wena . Funa usizo lochwepheshe uma ludingeka futhi uhlale uzinikele ohambweni lwakho.

### **Izibonelo zamasu okubhekana nawo**

1. **Thatha umoya ojulile:** donsisa umoya kancane bese uwukhipha ukuze usize ukuthulisa ingqondo nomzimba wakho.
2. **Zijwayeze izindlela zokuphumula:** Zama imisebenzi efanayo nokuzindla, ukuphumula kwemisipha okuqhubekayo, noma ukulalela umculo opholile ukuze unciphise ingcindezi.
3. **Zibandakanye nomsebenzi womzimba:** Ukuzivocavoca kukhipha ama-endorphin, angakhuphula umoya wakho futhi akusize ulawule ingcindezi . Hamba ngezinyawo, udanse, noma uzibandakanye kunoma yimuphi umsebenzi owuthandayo.



4. **Khuluma nothile:** Yabelana ngemizwa yakho nezinto ezikukhathazayo nomngane omethembayo, ilungu lomndeni, noma umelaphi ongakunikeza ukwesekwa kanye nombono.
5. **Bhala kujenali:** Ukuveza imicabango kanye nemizwa yakho ephepheni kungaba nzima futhi kukusize uthole ukucaca.
6. **Zijwayeze ukuzinakekela:** Zibandakanye ezintweni ezikulethela injabulo nokuphumula, njengokugeza ngokufudumele, ukufunda incwadi, noma ukuzitotosa.
7. **Dala isimiso:** Ukusungula isimiso esihlelekile sansuku zonke kunganikeza umuzwa wokuzinza nokulawula, kusize ukunciphisa ukukhathazeka.
8. **Cela inselele imicabango engemihle:** Thola futhi uphose inselelo imicabango engemihle noma engenangqondo ngokufaka esikhundleni sayo ngemicabango emihle nengokoqobo.
9. **Funa iziphazamiso:** Zibandakanye ezintweni zokuzilibazisa, bukela imuvi, funda incwadi, noma wenze okuthile okujabulelayo ukususa ukugxila kwakho kude nezimo ezicindezelayo.
10. **Thatha ikhefu:** Zivumele ikhefu elivamile ngesikhathi semisebenzi efuna ukuphumula, ulayishe kabusha, futhi uvimbele ukukhungatheka.
11. **Beka imingcele:** Funda ukwenqaba lapho uzizwa ucindezekile futhi ubeke imingcele ukuze uvikele inhlalakahle yakho engokwengqondo nengokomzwelo.
12. **Prakthiza ukuqaphela:** Hlala ukhona okwamanje futhi ugxile emizweni nasezintweni ezikuzungezile ukuze unciphise ingcindezi nokukhathazeka.
13. **Funa amaqembu okusekela:** Ukujoyina iqembu lokusekela noma ukufuna umphakathi kunganikeza ukuqonda, uzwela, nomuzwa wokuba uthile.
14. **Zibandakanye ezitolo zobuciko:** Hlola imisebenzi efana nokudweba, ukubhala, noma ukudlala insimbi njengendlela yokuziveza kanye nokukhulula ingcindezi.
15. **Prakthiza ukubonga:** Yazisa njalo futhi wazise izici ezinhle zempilo yakho ukuze uhlakulele umbono onethemba kakhudlwana.

Khumbula, amasu okubhekana nawo angahluka kumuntu nomuntu, ngakho kubalulekile ukuthola ukuthi yini ekusebenzela kangcono . Ukuzijwayeza njalo le misebenzi kungakusiza ukuthi uthuthukise amakhono okulawula imizwa, okukuvumela ukuthi uzulazule futhi ulawule imizwa yakho ngempumelelo kakhudlwana . Khumbula ukuzibezelela futhi ubhekane nalezi zivivinyo ngokuzihawukela nokungahluleli.

## INDABA EYISIBONELO: AMAKHONO ANGALUNGILE OKULAWULA IMIZWA



UTom uyindoda eneminyaka engu-35 ubudala eye yabhekana nezinselele zokulawula imizwelo kukho konke ukuphila kwayo . Lapho ekhula, wayevame ukudikibala ekuvezeni imizwa yakhe futhi wafundiswa ukuthi ukubonisa ukuba sengozini kuwuphawu lobuthakathaka . Lokhu okuhlangenwe nakho kwasekuqaleni, kuhambisana nokulindelwe umphakathi mayelana nobudoda, kube nomthelela ebunzimeni bakhe obuqhubekayo ekulawuleni ngempumelelo nasekuvezeni imizwa yakhe.

### Amakhono Angalungile Okulawula Imizwa:

1. **Izinkinga Zokulawula Intukuthelo:** U-Tom uvame ukulwa nokulawula intukuthelo, akuthola kuyinselele ukulawula nokuveza intukuthelo yakhe ngezindlela ezinempilo . Lapho ebhekene nezimo ezikhungathekisiyo noma acatshangelwa ukuthi asongelwa ukuzazisa kwakhe, ngokuvamile uphendula ngokufutheka okunonya noma ukukhuluma ngamazwi, okungase kuphazamise ubudlelwano bakhe futhi kuthiye ukuxazululwa kwezingxabano.
2. **Ukucindezelwa Kwemizwa:** U-Tom usenomkhuba wokucindezela imizwa yakhe, ikakhulukazi leyo ebhekwa “njengemibi” noma esengozini, njengokudabuka noma ukwesaba . Ufunde ukwenza i-stoic facade, ezincisha ithuba lokucubungula nokubhekana nale mizwelo . Ngenxa yalokho, imizwa engaxazululiwe iyanqwabelana, okuholela ekucindezelekeni ngokomzwelo kanye nemithelela engemihle engaba khona yesikhathi eside empilweni yakhe yengqondo.
3. **Silulumagama Semizwa Elinganiselwe:** UTom uzama ukukhomba ngokunembile futhi aveze imizwa yakhe . Ukuthola kunzima ukuhlukanisa izimo ezihlukahlukene ezingokomzwelo futhi akanalo ulwazi lwamagama lokuveza imizwa yakhe ngokuphumelelayo . Lo mkhawulo uvimbela ikhono lakhe lokukhuluma ngezidingo zakhe ezingokomzwelo futhi afune ukusekelwa okufanele noma ukuqonda kwabanye.
4. **Ubunzima bokusungula ubudlelwano obuseduze:** Izinselelo zikaTom zokulawula imizwa nazo zithinte ikhono lakhe lokusungula ubudlelwano obuseduze . Ubunzima bakhe ekuvezeni ukuba sengozini kanye nokuxhumana nabanye ngokomzwelo kungadala izithiyo ekuthuthukiseni izibopho ezijulile . Lokhu kungase kubangele umuzwa wokuhlukana ngokomzwelo kanye nobunzima ekusunguleni ukwethembana nokusondelana phakathi kobudlelwano bothando.
5. **Imithelela Ekuphileni Kwengqondo:** Ikhono likaTom lokulawula imizwelo eliphansi libe nethonya enhlalakahleni yakhe yengqondo . Ukucindezelwa nokuphathwa kabi kwemizwelo yakhe kuye kwaba nesandla ekwandeni kokucindezeleka, ukukhathazeka, ngisho nemizwa yokungabi nalutho noma yokuba ndikindiki . Lezi zinkinga ezingokomzwelo zingaholela emuzweni wokunganeliseki futhi zivimbele ikhwalithi yakhe yonke yokuphila.





## Ukubhekana Namakhono Angalungile Okulawula Imizwa:

Ebona umthelela wamakhono akhe ampofo okulawula imizwa enhlalahleni nasebudlelwaneni bakhe, uTom unqume ukuthatha izinyathelo zokubhekana nalezi zinselele:

1. **Ukufuna Ukwelashwa:** U-Tom ufune ukwelashwa okuchwepeshile ukuze asebenzele ukuthuthukisa amasu okulawula imizwa anempilo . Ngokwelashwa, uhlose ukuhlola izimbangela zezinkinga zakhe ezingokomzwelo, afunde izindlela ezisebenzayo zokubhekana nesimo, futhi athuthukise ubuhlakani bakhe bomzwelo.
2. **Ukufunda Ukuqwashisa Ngemizwa:** U-Tom uzibophezele ekwandiseni ukuqonda kwakhe ngokomzwelo ngokuzijwayeza amasu okucabanga nokuzindla . Usebenzela ukukhomba nokwamukela imizwa yakhe ngesikhathi sangempela, okumvumela ukuthi aqonde kangcono izibangeli namaphethini abo.
3. **Ukwakha Isilulumagama Semizwa:** U-Tom unweba amagama akhe athinta imizwa ngenkuthalo . Ufunda izincwadi, uya emihlanganweni yokucobelelana ngolwazi, futhi uhlanganyela ezingxoxweni ezimsiza ukuba aqonde kangcono futhi aveze imizwa yakhe . Lokhu kufunda okungokomzwelo okwandisiwe kumvumela ukuthi akhulume imizwa yakhe ngempumelelo kakhudlwana kwabanye.
4. **Ukuthuthukisa Izindlela Zokubhekana Nezinkinga:** Ngokuqondiswa ngumelaphi wakhe, u-Tom wenza izindlela ezinempilo zokubhekana nesimo ukuze alawule intukuthelo yakhe futhi alawule imizwa yakhe . Lokhu kuhlangukisa ukuzijwayeza ukuphefumula okujulile, ukuzibandakanya emisebenzini yomzimba, nokusebenzisa ukubhala njengethuluzi lokubonisa imizwa.
5. **Ukwakha Ubudlelwano Obusekelayo:** U-Tom usebenzela ukwakha inethiwekhi yokusekela yabantu abathenjwayo abanikeza indawo ephephile ukuze aveze imizwa yakhe ngaphandle kokwahlulela . Lobu budlelwano bumenza akwazi ukuthola ukwesekwa, ukuqinisekiswa, kanye nesiqondiso ekulawuleni imizabalazo yakhe yemizwa.

Ngemizamo yakhe eqhubekayo, kancane kancane uTom uthuthukisa amakhono akhe okulawula imizwa, okuholela ezindleleni ezinempilo zokubhekana nazo, ubudlelwano obuqinile, kanye nenhlalakahle yonke ethuthukisiwe . Ngokubhekana nokuthuthukisa lamakhono, uvula indlela yempilo eyanelisayo nelinganiselayo ngokomzwelo.



## Ukuthuthukisa Amakhono Okuxhumana Okuhle



Amakhono amahle okuxhumana abhekisela ekhonweni lokudlulisela ulwazi, imicabango, nemizwa ngempumelelo nangokucacile kwabanye . Kubandakanya ukulalela ngenkuthalo, ukukhuluma ngokucacile, nokusebenzisa izinkomba ezifanele ezingasho lutho.

Amakhono amahle okukhulumisana abalulekile ngoba asivumela ukuba siziveze, siqonde abanye futhi sakhe ubuhlobo obuqinile . Lapho sikhulumisana kahle, singahlanganyela imibono nemicabango yethu ngokucacile, sisize abanye basiqonde kangcono . Ikhuthaza ukubambisana okusebenzayo, ukuxazulula izinkinga, nokusebenzisana.

Amakhono amahle okukhulumisana nawo asisiza ukuba siqonde abanye . Lapho silalela ngentshiseko, singakwazi ukuzwa futhi sikuqonde ngempela lokho abanye abakushoyo . Lokhu kuthuthukisa uzwela, ukuqonda, nobudlelwano obunempilo . Kusivumela ukuthi sakhe ukwethembana nokuxhumana nabanye, sikhuthaze ukusebenzisana okungcono komuntu siqu nokomsebenzi.

Emsebenzini, amakhono amahle okuxhumana abalulekile ekusebenzeni kweqembu okuphumelelayo, ukukhiqiza, kanye nempumelelo . Kusenza sikwazi ukunikeza futhi samukele impendulo eyakhayo, sabelane ngolwazi ngokunembile, futhi sixazulule izingxabano ngokuthula . Abaqashi bayawazisa amakhono amahle okuxhumana njengoba efaka isandla endaweni yokusebenza enhle nephumelelayo.



Ebudlelwaneni bomuntu siqu, amakhono amahle okuxhumana abalulekile ekugcineni ukuxhumana okunempilo . Kususiza ukuba siveze imizwa yethu, izidingo, nemingcele ngokuphumelelayo . Kusivumela ukuthi sixazulule izingxabano, siqonde imibono yomunye nomunye, futhi sakhe izibopho eziqinile ezingokomzwelo.

Amakhono amahle okukhulumisana abalulekile ngoba asisiza ukuba siziveze ngokucacile, siqonde abanye kangcono futhi sakhe ubudlelwano obuqinile . Zibalulekile empumelelweni kokubili ezicini zomuntu siqu nezomsebenzi wokuphila, ezinikela ekusebenzisaneni okuphumelelayo, uzwela, nokuxhumana okunenjongo nabanye.

## UHLU LWAMAKHONO AMAHLE OKUXHUMANANA

1. **Ukulalela okusebenzayo:** Ukunaka isikhulumi ngokugcwele, ukumbheka emehlweni, ukunqekuzisa ikhanda, nokunikeza izimpawu zomlomo nezingakhulumi ukuze ubonise ukuqonda . Isibonelo: Ukulalelisisa umngane njengoba exoxa ngokuhlangenwe nakho kwakhe siqu nezinto ezimkhathazayo.
2. **Ukucaca kanye nobufushane:** Ukuveza imicabango nemibono ngendlela ecacile neqondile, ukugwema i-jargon noma ubunkimbinkimbi obungadingekile . Isibonelo: Ukunikeza imiyalelo ecacile kulungu leqembu mayelana nomsebenzi noma iphrojekthi.
3. **Ukuzwela:** Ukuqonda nokwamukela imizwa nemibono yabanye, ukukhombisa uzwelo nokunikeza ukwesekwa. Isibonelo: Ukunikeza impendulo eduduzayo nezweleyo kumuntu osebenza naye ozizwa ecindezelekile noma ecindezelekile.
4. **Ukuxhumana okungenazwi:** Ukusebenzisa ulimi lomzimba, isimo sobuso, nokuthinta komzimba ukuze kuthuthukiswe ukuxhumana nokudlulisa imiyalelo ngempumelelo . Isibonelo: Ukugcina ukuma komzimba ovulekile nokumamatheka ukukhombisa imfudumalo nokungeneka phakathi nengxoxo.
5. **Ukuxhumana okunenhlonipho:** Ukuphatha abanye ngenhlonipho, ngesizotha, nokucabangela, ukwazisa imibono eyahlukene nokudala indawo ephephile nebandakanyayo. Isibonelo: Ukuzibandakanya engxoxweni enenhlonipho neyakhayo ngaphandle kokuhlasela komuntu siqu.
6. **Ukuzivumelanisa nezimo:** Ukulungisa indlela yokuxhumana, iphimbo, nendlela yokwenza ukuze ivumelane nezidingo, okuthandwayo, nezizinda zamasiko zabantu abahlilekile . Isibonelo: Ukusebenzisa ulimi olulula kanye nezinsiza-kubona ukuxhumana ngempumelelo nezithameli ezihlukene.
7. **Ukuqiniseka:** Ukuveza imicabango, izidingo, nemibono ngokuzethemba nangenhlonipho, kuyilapho kucutshungulwa amalungelo nemibono yabanye . Isibonelo: Ukusho ngokuqiniseka umbono wakho phakathi nomhlangano wethimba ngenkathi ulalele futhi ucabangela enye indlela yokubuka izinto.



8. **Impendulo:** Ukunikeza impendulo eyakhayo ngendlela enenhlonipho nengacunuli ukuze usize abanye bathuthukise ukusebenza kwabo noma amakhono . Isibonelo: Ukunikeza impendulo eqondile nesebenzayo kosebenza naye mayelana nesethulo sabo, ukugqamisa izindawo zamandla nokunikeza iziphakamiso zokuthuthukisa.
9. **Ukulungiswa kokungqubuzana:** Ukuphatha nokuxazulula izingxabano ngempumelelo ngokuxhumana ngokukhululekile, ukulalela ngenkuthalo, kanye nokufuna izixazululo ezizuzisanayo . Isibonelo: Ukusingatha ingxoxo phakathi kwamalungu eqembu amabili anemibono ehlukene ukuze kutholwe ukuvumelana okwanelisa izinhlangothi zombili.
10. **Umqondo ovulekile:** Ukwamukela imibono eyahlukene, imibono, kanye nempendulo, nokuzibandakanya engxoxweni enenhlonipho nokufunda kwabanye . Isibonelo: Ukufuna ngenkuthalo imibono kumalungu eqembu nokucabangela ezinye izixazululo zenkinga.
11. **Ukuxhumana okungenalo udlame:** Ukusebenzisa ulimi nezindlela zokuxhumana ezithuthukisa ukuqonda, uzwela, nokuxazulula izingxabano ngokuthula . Isibonelo: Ukusebenzisa izitatimende ezithi "Mina" ukuveza ukukhathazeka noma ukukhungatheka esikhundleni sokusola noma ukusola abanye.
12. **Ukuzethemba:** Ukuveza ukuzethemba ekuxhumaneni, kokubili ngomlomo nangokungakhulumi, ukuze kutholwe ukwethembeka nokwakha ukwethembana . Isibonelo: Ukwethula isethulo ngezwi elicacile nelizethembayo, ukubheka izethameli, nokusebenzisa ulimi lomzimba oluqinisekiso.
13. **Ukubambisana:** Ukusebenza ngempumelelo ngamaqembu, ukubamba iqhaza ngenkuthalo, ukwabelana ngemibono, nokulalela abanye ukuze kuzuzwe imigomo efanayo . Isibonelo: Ukuba nesandla esimisweni sokubonisana, ukwakha phezu kwemibono yabanye, nokukhuthaza ukubambisana phakathi kwamalungu eqembu.
14. **Ukuzivumelanisa nezimo:** Ukuguquguquka nokuvumelana nezimo endleleni yokuxhumana nendlela yokwenza okusekelwe ezidingweni zesimo noma abantu abahilelekile . Isibonelo: Ukulungisa isitayela sakho sokuxhumana lapho usebenzisana nezizukulwane ezihlukene noma izizinda zamasiko ukuze uqinisekise ukuqonda okusebenzayo nokuxhumana.
15. **Ukuxhumana okujabulisayo:** Ukubonisa ukwazisa, ukubonga, kanye nokwazisa ngeminikelo yabanye nalokho abakufezile . Isibonelo: Ukuthumela i-imeyili yokubonga esuka enhliziyweni kosebenza naye owenze ngaphezu kwalokho ukuze akusize kuphrojekthi.

Ukuthuthukisa nokwenza lawa makhono amahle okuxhumana kungathuthukisa kakhulu ikhono lakho lokuxhuma, ukuhlanganyela, nokwakha ubudlelwano obuhle nabanye ezilungiselelweni ezahlukahlukene zomuntu siqu nezomsebenzi.



## UHLU LWAMAKHONO OKUXHUMANA AMABI

1. **Ukulalela kabi:** Ukunganaki, ukuphazamisa njalo, noma ukuphazamiseka phakathi nengxoxo . Isibonelo: Ukuhlola ifoni yakho noma ukwenza izinto eziningi ngenkathi othile ekhuluma nawe.
2. **Ukushoda kokucaca:** Ukusebenzisa ulimi olungacacile noma olungacacile oluholela ekudidekeni noma ekungezwani kahle . Isibonelo: Ukunikeza imiyalelo engaphelele eshiya isikhala sokutolika.
3. **Ukuxhumana okunolaka:** Ukusebenzisa ulimi olunobutha, oluphikisanayo, noma olululazayo olunganaki imizwa nemibono yabanye . Isibonelo: Ukuthuka noma ukululaza umuntu ngesikhathi sokungaboni ngaso linye.
4. **Ukuxhumana kwe-Passive:** Ukwehluleka ukuveza imicabango, izidingo, noma imibono ngokucacile, ngokuvamile okuholela ekukhungathekeni noma ekungafezeki okulindelwe . Isibonelo: Ukugwema ukungqubuzana ngokuthula futhi ungagodli owakho umbono.
5. **Izimpawu ezingezona zamagama azifani:** Ukuthumela izimpawu ezingqubuzanayo ezingasho amazwi eziphikisana nomlayezo wakho womlomo, okubangela ukudideka noma ukungathembani . Isibonelo: Ukuthi "Ngiyaphila" ngesimo sobuso esishubile nezingalo eziphambanayo.
6. **Ukungabi nozwelo:** Ukuhluleka ukuqonda noma ukucabangela imizwa, imicabango, noma okuhlangenwe nakho kwabanye, okuholela ebuhlotsheni obungesihle . Isibonelo: Ukuchitha okukhathazayo noma imizwa yothile ngaphandle kokubonisa ukuqonda noma ububele.
7. **Ukulethwa kwempendulo embi:** Ukunikeza impendulo ngendlela enokhahlo noma engenazwelo elimaza ubudlelwano futhi ivimbele ukukhula . Isibonelo: Ukugxeka umsebenzi womuntu phambi kwabanye ngaphandle kokunikeza izixazululo ezakhayo.
8. **Ukuxhumana kokuzivikela:** Ukusabela ngokuzivikela kumpendulo noma ekugxekweni esikhundleni sokulalela nokuzibandakanya engxoxweni evulekile . Isibonelo: Ukuba nobutha noma ukuphika isibopho lapho uthola impendulo eyakhayo.
9. **Ukuxhumana kwe-Passive-aggressive:** Ukuveza imizwa engemihle noma ukukhungatheka ngokungaqondile ngokubhuqa, ukuthuka okucashile, noma ukuziphatha okukhohlisayo . Isibonelo: Ukwenza izinkulumo ezibhuqayo esikhundleni sokukhuluma obala inkinga.
10. **Ukugcwala kolwazi:** Ukuweqa abanye ngemininingwane eyeqile, ulwazi olungabalulekile, noma ukuntuleka kokuhleleka, okuholela ekudidekeni



nasekungahlangani . Isibonelo: Ukwethula umbiko omude, oyindida ongenawo amaphuzu abalulekile acacile.

11. **Ukungabi nokuqwashisa ngezimpawu ezingakhulumi:** Ukuziba noma ukutolika ngendlela engeyiyo izinkomba ezingakhulumi, ezifana nokushukuma komzimba noma isimo sobuso, okungakhinyabeza ukuxhumana nokuqonda okuphumelelayo . Isibonelo: Ukungaboni noma ukucashisa izimpawu zokungaphatheki kahle noma zokungabi nentshisekelo komunye umuntu.
12. **Ukungahloniphi ukwehlukana kwamasiko:** Ukwehluleka ukucabangela noma ukuzivumelanisa nezinkambiso, izimiso, noma amasiko ehlukeni, okuholela ekungaqondini noma ekucasuleni . Isibonelo: Ukwenza amahlaya angenandaba noma ukuphawula ngesizinda somuntu othile.
13. **Ukuqhuma kwemizwa:** Ukuvumela imizwa ukuba inqobe ukuxhumana okunengqondo, okuholela ekuziphatheni okunolaka noma okungenangqondo . Isibonelo: Izinto ezimemezayo, ezithukayo, noma ezihlabayo phakathi nengxabano eshubile.
14. **Ukuhleba:** Ukuzibandakanya enkulumweni eyize noma ukusabalalisa amahlebezi ngabanye, ukulimaza ukwethembana nokudala indawo yokuxhumana enobuthi. Isibonelo: Ukusabalalisa ulwazi olungaqinisekisiwe mayelana nempilo yomuntu osebenza naye.
15. **Ukuntula ukuzazi:** Ukungazi ngesitayela somuntu sokuxhumana, umthelela kwabanye, noma imikhuba engasebenzi, okuvimbela ukukhula komuntu siqu kanye nokuxhumana okuphumelelayo . Isibonelo: Ukukhuluma ngokweqile ngaphandle kokunikeza abanye ithuba lokukhuluma noma ukufaka isandla.

Ukubona kanye nokubhekana nalawa makhono okuxhumana ampofo kungathuthukisa kakhulu ikhono lakho lokuxhuma, ukuhlanganyela, futhi kukhuthaze ubudlelwano obuhle nabanye . Kubalulekile ukuzindla ngemikhuba yakho yokuxhumana futhi ulwele ukuthuthuka okuqhubekayo.

Amakhono okuxhumana aphumelelayo abalulekile ekwakheni ubudlelwano obunempilo nokuzazulula izingxabano.

## **ISIBONELO: AMAKHONO OKUXHUMANA AMPOFU**

UMark uyindoda eneminyaka engu-28 ubudala eye yabhekana nobunzima obukhulu ekukhulumeni kukho konke ukuphila kwayo . Lapho ekhula, wayengakwazi ukuchayeka kancane ezinhlotsheni zokuxhumana eziphumelelayo futhi wayengakhuthazwa ukuba aveze imizwa yakhe ngokukhululekile . Lokhu kuntuleka kwesiqondiso nokusekelwa, kuhlangele nokulindelwe umphakathi ngobudoda, kubangele amakhono okuxhumana ampofo athinta izici ezihlukahlukene zokuphila kwakhe.



## Amakhono Okuxhumana Ampofu:

1. **Ubunzima bokuveza imizwa:** UMark uzama kanzima ukuveza imizwa yakhe futhi ngokuvamile uzizwa ecindezelekile lapho ezama ukudlulisela imizwa yakhe kwabanye . Uvame ukuvala imizwelo yakhe, okuholela ekungaqondini nasekuntulekeni kokuxhumana okungokomzwelo ebudlelwaneni bakhe . Ngenxa yalokho, angase abonakale ekude noma enqanyuliwe kwabanye.
2. **Ukulalela Okunomkhawulo:** UMark uvame ukuba nobunzima bokulalela abanye phakathi nezingxoxo . Kunokuba ahileleke ngokugcwele engxoxweni, uvame ukuphazamiseka noma akhe imiqondo esuke icatshangwe ngaphambili, evimbela ikhono lakhe lokuqonda umbono wesikhulumi . Ngenxa yalokho, angase aphuthelwe ulwazi olubalulekile noma ahluleke ukuphendula ngendlela efanele.
3. **Isixazululo Sokungqubuzana Esingasebenzi:** Lapho ebhekene nezingxabano noma ukungaboni ngaso linye, uMark uyazabalaza ukukhuluma ngezidingo zakhe nokumkhathazayo ngokuphumelelayo . Angase aphendukele ekuziphatheni kokungenzi lutho noma amaqhinga okugwema, angakhulisa ukungezwani futhi avimbele ukuxazululwa kwezingxabano . Le phethini ikhinyabeza ikhono lakhe lokuthuthukisa ubudlelwano obunempilo nokuxazulula izinkinga phakathi kwabantu.
4. **Ukungabi Nokuqina:** UMark uvame ukukuthola kuyinselele ukuveza izidingo, imingcele, nemibono yakhe . Angase agweme ukuveza ukungaboni ngaso linye noma abeke imibono yabanye kuqala kuneyakhe, okuholela ekunciphiseni umuzwa wokuzethemba nokukhungatheka . Lokhu kungaba nomthelela emizweni yokungezwakali noma ukungahlonishwa kahle ezimweni zomuntu siqu nezomsebenzi.
5. **Ukahunyushwa okuyiphutha kanye nokungakhulumisani kahle:** Ngenxa yamakhono okuxhumana ampofu, uMark uvame ukubhekana nokungezwani kanye nokuchazwa okungeyikho ekusebenzelaneni kwakhe . Angase abe nzima ukuveza imicabango yakhe ngokucacile, okuholela ekudidekeni nasekukhungathekeni kuye nakulabo akhuluma nabo. Lokhu kuphazamiseka kokuxhumana kungakhinyabeza ubudlelwano bakhe bomuntu siqu nobuchwephesile.

## Ukubhekana Namakhono Okuxhumana Ampofu:

Ebona umthelela omubi wamakhono akhe okuxhumana ampofu, uMark uzibophezele ekuthuthukiseni amakhono akhe ngalezi zindlela ezilandelayo:

1. **Ifuna Ukuqeqeshwa Kwezokuxhumana:** U-Mark unqume ukubhalisa ezingxoxweni zamakhono okuxhumana noma izifundo ukuze athole ulwazi namasu okuxhumana okuphumelelayo . Ufuna ukufunda amakhono okulalela



asebenzayo, amasu okugomela, namasu okuveza imizwa yakhe ngokucacile nangokuyiqiniso.

2. **Ukuzijwayeza Ukulalela Ngekhono:** U-Mark usebenza ngenkuthalo ukuthuthukisa amakhono akhe okulalela asebenzayo . Ugxila ekubeni khona ngokugcwele ezingxoxweni, ekugwemeni iziphazamiso, nasekuboniseni isithakazelo esiqotho emibonweni yabanye . Ngokulalela ngokuzimisela, uhlose ukuthuthukisa ukuqonda nokukhuthaza ukuxhumana okuqinile.
3. **Ukwakha ubuhlakani bomzwelo:** UMark uzinika isikhathi sokuthuthukisa ukuhlakanipha kwakhe ngokomzwelo . Ufunda ukubona nokubhala imizwa yakhe, okuyomsiza ukuba ayiveze ngokuphumelelayo . Ukwengeza, uzijwayeza uzwela ukuze aqonde kangcono imizwa yabanye kanye nokuhlangenwe nakho.
4. **Ifuna Impendulo:** U-Mark ufuna ngentshiseko impendulo kubangani abathenjwayo, amalungu omndeni, noma abeluleki mayelana nendlela yakhe yokuxhumana . Ngokuthola ukugxekwa okwakhayo, angakwazi ukubona izindawo okufanele athuthuke futhi asebenzele izinselele ezithile zokuxhumana.
5. **Ukulingisa Nokuzijwayeza:** U-Mark uzibandakanya ezimeni zokulingisa futhi usebenzise izindlela ezihlukahlukene zokuxhumana ukuze athuthukise amakhono akhe . Lokhu kumvumela ukuba athole ukuzethemba ekuvezeni imizwa yakhe, asingathe izingxabano, nokudlulisa izidingo zakhe ngokuqiniseka.

Ngomzamo oqhubekayo nokuzilolonga, uMark kancane kancane uthuthukisa amakhono akhe okuxhumana . Njengoba eba nekhono ngokwengeziwe ekuvezeni imizwa yakhe, ukulalela ngenkuthalo, nokuxazulula izingxabano, uba nobudlelwano obuthuthukisiwe, ukuqonda okungcono, kanye nokuzethemba okwengeziwe . Ngokuzibophezela okuqhubekayo ekukhuleni komuntu siqu, uzoqhubeka nokuthuthuka abe umxhumanisi osebenza kahle futhi onozwela.

## **SEBENZISA IZINDLELA ZOKUXAZULULA UKUNGQUBUZANA UKUBHEKANA NOKUNGQUBUZANA**

Amakhono amahle okuxazulula izingxabano asho ikhono lokuxazulula izingxabano ngendlela eyakhayo nenenhlonipho . Kubandakanya ukuxhumana okuphumelelayo, ukulalela ngenkuthalo, ukuzwelana, ukuxazulula izinkinga, kanye nokuthola izixazululo ezivumelanayo.

Amakhono amahle okuxazulula izingxabano abalulekile ngoba izingxabano ziyingxenywe yemvelo yempilo, kungaba kusebudlelwani bomuntu siqu, ezindaweni zokusebenza, noma ezinye izilungiselelo . Uma kuphakama izingxabano, ukuba namakhono okuzixazulula kusiza ekuvimbeleni ukwanda okuqhubekayo, ukulimala kobudlelwane, kanye nemiphumela engemihle.





Amakhono okuxazulula izingxabano akhuthaza ukuxhumana okunempilo nokuqonda . Zenza abantu ngabanye baveze okubakhathazayo kanye nemibono yabo kuyilapho belalela abanye ngentshiseko . Lokhu kukhuthaza ukuzwelana futhi kuvumela ukuqonda okujulile kwemibono yomunye nomunye, okuholela ekuxazululeni izinkinga ngokuphumelelayo.

Ngokusebenzisa amakhono amahle okuxazulula izingxabano, abantu ngabanye bangathola izixazululo ezivumelanayo futhi bafinyelele ukuvumelana okwanelisa izidingo nezintshisekelo zabo bonke abathintekayo . Lokhu kukhuthaza ukulunga, ukusebenzisana, nokugcinwa kobudlelwane.

Ebudlelwaneni bomuntu siqu, amakhono amahle okuxazulula izingxabano abalulekile ekugcineni ukuxhumana okunempilo nokuvumelanayo . Basiza ekuxazululeni ukungaboni ngaso linye nokuhlukana ngendlela eyakhayo, okuholela ekuqondeni okuthuthukisiwe, ukwethembana, nokusondelana.

Emsebenzini, amakhono amahle okuxazulula ukungqubuzana aba neqhaza endaweni yokusebenza enhle nekhizayo . Basiza amaqembu ukuthi abhekane nokungaboni ngaso linye nezingxabano, akhuthaze ukubambisana okusebenzayo, ubuhlakani, nesiko lomsebenzi omuhle . Kuphinde kunciphise umthelela omubi wokungqubuzana ekusebenzeni komuntu ngamunye kanye nokuguquguquka kweqembu kukonke.

Amakhono amahle okuxazulula izingxabano abalulekile ngoba asiza ekuxazululeni izingxabano ngendlela eyakhayo nenenhlonipho, okuholela ekuqondeni okungcono, ubudlelwano obuthuthukisiwe, kanye nemiphumela ekhizayo kakhulu . Zenza abantu ngabanye bakwazi ukuxhumana ngokuphumelelayo, bathole indawo abavumelana ngayo, futhi basebenzele ekutholeni izixazululo ezizuzisayo, ezikhuthaza ukuzwana nokubambisana emikhakheni ehluahlukene yokuphila.

## **AMASU ASEBENZAYO OKULAWULA UKUNGQUBUZANA**

### **1. Hlala uzolile**

- a. Gcina imizwa yakho ulawule futhi uzame ukuzola ngesikhathi sokungqubuzana . Thatha umoya ojulile ukuze ukusize uhlale uzolile.

### **2. Lalela ngenkuthalo**

- a. Nika omunye umuntu ukunaka kwakho ngokugcwele futhi uzame ngempela ukuqonda umbono wakhe . Gwema ukuphazamisa futhi ugxile kulokho abakushoyo.

### **3. Khulumisana ngokucacile**

- a. Veza imicabango nemizwa yakho usebenzisa ulimi olucacile nolufushane . Sebenzisa izitatimende ezithi "Mina" ukuveza ukuthi isimo sikuthinta kanjani wena mathupha.



#### **4. Thola izinto enivumelana ngazo**

- a. Bheka izintshisekelo ezabiwe noma imigomo ukuze uthole ukuqonda okufanayo . Ukuthola izinto esivumelana ngazo kungasiza ekuxazululeni ukungqubuzana.

#### **5. Funa ukuvumelana**

- a. Vuleleka ekutholeni indawo emaphakathi noma isixazululo esihlangabezana nezidingo zabo bobabili abathintekayo . Zimisele ukupha futhi uthathe ukuze ufinyelele umphumela ovumelanayo.

#### **6. Gxila enkingeni, hhayi kumuntu**

- a. Gwema ukhulaselwa komuntu siqu noma ukusolwa . Kunalokho, gxila ekuxoxisaneni ngodaba oluthile nasekutholeni isisombululo.

#### **7. Sebenzisa ulimi olunenhlonipho**

- a. Khuluma ngenhlonipho futhi ugweme ulimi oludelelayo noma olunehlamba . Phatha omunye umuntu ngesithunzi, ngisho noma ungavumelani naye.

#### **8. Thatha ikhefu uma kudingeka**

- a. Uma imizwa ikhula noma ukungezwani kuphakama, kulungile ukuthatha ikhefu . Suka kulesi simo kafushane ukuze uqoqe imicabango yakho futhi uthole ukuzola.

#### **9. Funa ukulamula uma kunesidingo**

- a. Uma ungakwazi ukuxazulula ukungqubuzana ngokwakho, cabanga ukufaka ingxenye yangaphandle engathathi hlangothi, njengomxazululi noma umuntu omethembayo, ukuze usize ekuxhumaneni futhi uthole isisombululo.

#### **10. Zijwayeze uzwela**

- a. Zama ukuqonda umbono womunye umuntu futhi uvume imizwa yakhe . Ukubonisa uzwela kungakhuthaza ukuqonda futhi kusize ekutholeni indawo esivumelana ngayo.

#### **11. Gxila ezisombululweni, hhayi ekuwineni**

- a. Shifta ukugxila ekubeni "ekuzuzeni" i-agumenti uye ekutholeni isixazululo esizuzisa izinhlangothi zombili . Ukuxazulula izinkinga ngokubambisana kuholela emiphumeleni ekhiqiza kakhulu.

#### **12. Funda engxabanweni**

- a. Zindla ngokungqubuzana kamuva futhi ukhombela noma yiziphi izifundo noma imininingwane engakusiza ukusingatha ukungqubuzana okuzayo ngempumelelo kakhudlwana.

Khumbula, ukungqubuzana kuyingxenye yemvelo yokusebenzelana kwabantu, futhi ukuyiphatha ngempumelelo kungaholela ebuhlotsheni obungcono kanye nemiphumela emihle.



## AMASU OKUXAZULULA IZINKINGA UKUBHEKANA NEZINGXABANO EBUHLOTSHENI.

### 1. HLOLA INKINGA

- a. Khomba ngokucacile inkinga ethile noma ukungezwani okudala ukungqubuzana.
- b. Qinisekisa ukuthi izinhlangothi zombili zinokuqonda okwabiwe kokuthi inkinga iyini.

### 2. LALELANI

- a. Shintshanani niveze imibono yenu futhi nilalele omunye umuntu ngaphandle kokuphazamiseka.
- b. Bonisa inhlonipho futhi uzame ukuqonda umbono wabo.

### 3. SHO IZIDINGO NEZINTO EZIKUKHATHAZAYO

- a. Khuluma ngokucacile ngezidingo zakho, okukukhathazayo, nemizwa ehlobene nokungqubuzana.
- b. Sebenzisa izitatimende ezithi "Mina" ukuveza ukuthi isimo sikuthinta kanjani wena mathupha.

### 4. IZIXAZULULO ZOMCHOPHO

- a. Ndawonye, qhamukani nezixazululo eziningi ngangokunokwenzeka, ngaphandle kokuzahlulela.
- b. Khuthaza ubuciko kanye nomqondo ovulekile ngalesi sinyathelo.

### 5. HLOLA FUTHI UXOXISANE

- a. Buyekeza izixazululo ezihlongozwayo bese uxoxa ngobuhle nobubi baso ngasinye.
- b. Thola okuvumelana ngakho futhi uzimisele ukuyekethisa ukuze ufinyelele isixazululo esamukelekayo nhlangothi zonke.

### 6. KHETHA ISIXAZULULO

- a. Khetha isixazululo izinhlangothi zombili ezivumelana ngaso futhi uzizwe ukhululekile ukusisebenzisa.
- b. Qinisekisa ukuthi ibhekana nokukhathazeka nezidingo zabo bonke abathintekayo.

### 7. DALA UHLELO LOKUSEBENZA

- a. Yenza uhlelo olucacile lwesenzo oluchaza izinyathelo ezidingekayo ukuze kusetshenziswe isisombululo esikhethiwe.
- b. Cacisa ukuthi ubani ozokwenza ini futhi nini ukuqinisekisa ukuziphendulela.

### 8. SEBENZA UHLELO

- a. Faka isixazululo okuvunyelwene ngaso esenzweni.
- b. Landela izibopho zakho futhi uxhumane ngokukhululekile phakathi nenqubo.

### 9. HLOLA FUTHI ULUNGISE

- a. Ngemva kwesikhathi esithile, hlola ukuthi ikhambi lisebenza kanjani.



- b. Hlola ukuthi ingabe ikuxazulule ngempumelelo ukungqubuzana noma uma kudingeka ukulungiswa.
- c. Yenza noma yiziphi izinguquko ezidingekayo ukuze uthuthukise isimo.

## 10. GCINA UKUXHUMANA OKUVULIWE

- a. Gcina imigudu yokuxhumana ivulekile kuyo yonke inqubo nangale kwalokho.
- b. Hlalani nihlolana ukuze niqinisekise ukuthi isixazululo sisagculisa futhi nibhekane nanoma yikuphi ukukhathazeka okusha okuvelayo.

Khumbula, ukuxazulula izingxabano ebudlelwaneni kudinga isineke, ukulalela ngenkuthalo, nokuzimisela ukusebenza ndawonye . Ukusebenzisa lezi zindlela zokuxazulula izinkinga kungasiza ukukhuthaza ukuqonda, ukuqinisa ubudlelwano, futhi kuholele emiphumeleni emihle kakhulu.

## UNGALUHLAKULELA KANJANI UZWELA NOKUQONDA PHAKATHI NEZIMO EZIYINSELELE

### 1. ZIBEKE EZICATHULWENI ZABO

- a. Cabanga indlela omunye umuntu angase azizwe ngayo noma lokho okungenzeka ukuthi ubhekene nakho.
- b. Zama ukuqonda umbono wabo nalokho ababhekene nakho.

### 2. LALELA KAHLE

- a. Naka ngokugcwele lowo okhulumayo.
- b. Bonisa ukuthi unentshisekelo ngokubheka amehlo, ukunqekuzisa ikhanda, nokuphendula ngendlela efanele.
- c. Gwema ukuphazamisa futhi uzame ngempela ukuqonda ukuthi bathini.

### 3. QINISEKISA IMIZWA YABO

- a. Vuma futhi uqinisekise imizwa yomunye umuntu.
- b. Bazise ukuthi uyaqonda nokuthi imizwa yabo ibalulekile.
- c. Sebenzisa imishwana efana nokuthi, "Ngiyabona ukuthi kungani lokho kungakwenza uzizwe ngaleyo ndlela" noma "Kuzwakala sengathi ukhungatheke ngempela."

### 4. BUZA IMIBUZO EVULELWE

- a. Khuthaza umuntu ukuthi abelane okwengeziwe ngokubuza imibuzo evulekile eqala ngokuthi "Ini," "Kanjani," noma "Ngitshele mayelana."
- b. Lokhu kukhombisa intshisekelo yakho futhi kukusiza ukuthi uthole ukuqonda okujulile ngombono wabo.

### 5. JIKELELE UKULALELA NGENXA

- a. Unganaki nje amagama ashiwoyo kuphela, kodwa nephimbo lezwi, ulimi lomzimba kanye nemizwa evezwayo.
- b. Bonisa ukuthi ulalele ngokuzimisela ukubuyisela emuva abakushilo noma ukufingqa amaphuzu abo ayinhloko.



## 6. MISISA UKWAHLULELA

- Zama ukubekela eceleni izahlulelo zakho kanye nemibono osuyicabangile.
- Yiba nomqondo ovulekile futhi uzimisele ukucabangela eminye imibono.
- Yazi ukuthi ulwazi nemibono yawo wonke umuntu kuhlukile.

## 7. BONISA UBUDWWANE NGAMAZWI

- Bonisa uzwela ngokuzwakalisa ukuqonda kwakho nokusekela kwakho.
- Sebenzisa imishwana efana nokuthi, "Ngingacabanga ukuthi lokho kufanele kube inselele ngempela kuwe" noma "Ngilapha ngenxa yakho futhi ngifuna ukuqonda."

## 8. ZENZANI UMUSA NOKUBUZWA

- Phatha abanye ngomusa nangozwela, ngisho nalapho isimo sinzima.
- Bonisa ukuthi uyayikhathalela inhlalakahle yabo futhi uzimisele ukubasekela ezikhathini ezinzima.

## 9. BEKEZELA FUTHI UNGAZIVIKELI

- Gwema ukuzivikela noma ukuxosha.
- Nikeza umuntu isikhathi nendawo ayidingayo ukuze aziveze ngaphandle kokuphazamisa noma ukujaha ukuphendula.
- Ukubekela kusiza ukudala indawo ephephile yezingxoxo ezivulekile.

## 10. CABANGA NGEMIZWA YAKHO

- Zinike isikhashana ucabange ngemizwa yakho nokusabela kwakho.
- Qonda ukuthi imizwa yakho ingaba nomthelela kanjani ekuqondeni kwakho isimo.
- Ukuqaphela ukuchema kwakho kungakusiza uhlakulele uzwela.

Khumbula, uzwela nokuqonda amakhono angathuthukiswa ngokuhamba kwesikhathi . Ngokuzijwayeza la masu alula, ungakhuthaza ukuxhumana okunenjongo kakhudlwana futhi uzulazule ezimweni eziyinkelele ngozwela nokuqonda okukhulu.

## INDABA EYISIBONELO: AMAKHONO ANGEMIHLE WOKUXAZULULA IZINGXABANO

UJames uyindoda eneminyaka engu-32 ubudala obenenkinga yokuxazulula izingxabano ukuphila kwakhe konke . Lapho ekhula, wabhekana nesimo somkhaya esinezingxabano lapho izingxabano zazivame ukwanda futhi zingaxazululeki kahle . Ngenxa yalokho, uJames wahlakulela amakhono angasebenzi okuxazulula izingxabano avimbela ikhono lakhe lokuxazulula ukungezwani nokugcina ubudlelwano obunempilo.

### Amakhono Ampofu Okuxazulula Izingxabano

- Ukugwema Ukungqubuzana:** UJames uvame ukugwema ukungqubuzana nezingxoxo ezinzima, ngokuvamile enethemba lokuthi izingxabano zizozixazulula ngokwazo ngokuhamba kwesikhathi . Leli su lokugwema lingase likudambise okwesikhashana ukungezwani kodwa lihluleke ukubhekana nezinkinga



eziwumsuka, okuholela ezingxabanweni ezingaxazululiwe kanye nentukuthelo eqhubekayo.

2. **Impendulo esuka ku Aggressive:** Lapho uJames ehileleka ezingxabanweni, uvame ukusabela ngobudlova . Angase azivikele, athethise, noma asebenzise ulimi olunokhahlo ukuze aveze umbono wakhe . Le ndlela enolaka ikhulisa izingxabano, ilimaza ubudlelwano, futhi ivimbele inkhulumomphendvulwano ekhiqizayo.
3. **Ukuntula Ukulalela Ngokukhuthela:** Ngesikhathi sokungqubuzana, uJames uzama ukulalela ngenkuthalo umbono welinye iqembu . Kunokuba afune ukuqonda nokuzwelana naye, ugxila ekuvikeleni isikhundla sakhe . Lokhu kuntuleka kokulalela okukhuthela kuvimbela ukuxhumana nokubambisana okuphumelelayo, kuqhubekisela phambili ukunqondani kahle futhi kuvimbele ukuxazululwa.
4. **Ukuxazulula Izinkinga Okungasebenzi:** UJames ukuthola kuyinselele ukubhekana nezingxabano ngomqondo wokuxazulula izinkinga . Angase azimisele ngokusola esikhundleni sokufuna izixazululo ezizuzisayo . Le ndlela ingadala isimo esinobutha futhi ivimbele inqubekelaphambili ekuxazululeni.
5. **Ubunzima bokuphatha imizwa:** UJames unobunzima bokulawula imizwa yakhe phakathi nezingxabano . Angase agajwe intukuthelo, ukukhungatheka, noma ngisho nokwesaba, okulimaza ikhono lakhe lokucabanga ngendlela ehluzekile futhi asabele ngendlela eyakhayo . Lokhu kusebenza kabusha kwemizwelo kwandisa izingxabano futhi kuvimbela indlela ezolile nenengqondo yokuxazulula.

### Ukubhekana Namakhono Okuxazulula Izingxabano:

Ebona umthelela omubi wamakhono akhe ampofu wokuxazulula izingxabano, uJames uzibophezele ekuthuthukiseni amakhono akhe ngalezi zindlela ezilandelayo:

1. **Ukuzindla Nokuqwashisa:** U-James uzibandakanya ekuzihlaziyeni ukuze abone amaphethini nezibangeli ezinomthelela ekuxazululeni kwakhe ukungqubuzana okungenamsebenzi . Ngokwazi okwengeziwe ngokusabela kwakhe ngokomzwelo nezinqubo zokucabanga, angathola ukuqonda ngokuziphatha kwakhe futhi enze imizamo eqotho yokukushintsha.
2. **Amasu okuxazulula izingxabano zokufunda:** UJames ufuna izinsiza, njengezincwadi, izindatshana, noma ama-workshops, ukuze afunde amasu asebenzayo okuxazulula izingxabano . Uhlola amasu anjengokulalela ngenkuthalo, ukuxhumana ngokugomela, kanye nokuxazulula izinkinga ngokuhlanganyela . Lolu lwazi lumnikeza amathuluzi okuzulazula izingxabano ngendlela eyakhayo.



3. **Ukuzijwayeza Ukuzola Nokulawulwa Kwemizwa:** UJames ugxile ekuthuthukiseni amakhono okulawula imizwa ukuze alawule imizwa yakhe ngesikhathi sokungqubuzana . Ufunda amasu anjengokuphefumula okujulile, ukucabanga kahle, noma ukuthatha ikhefu ukuze azole ngaphambi kokuba aphendule . Ngokuhlakulela ukulawula imizwelo, angabhekana nezingxabano ngomqondo ocacile nonengqondo.
4. **Ukufuna Ukulamula noma Ukwelulekwa :** Ezingxabanweni eziyinselele ikakhulukazi, uJames ucabangela ukufuna usizo lomuntu wesithathu ongathathi hlangothi, njengomlamuli noma umeluleki . Lezi zingcweti zingenza kube lula ukuxhumana okwakhayo, zinikeze isiqondiso, futhi zisize u-James kanye nelinye iqembu ukuthi basebenzele ekufinyeleleni ezinqumweni ezamukelekayo ngokufanayo.
5. **Ukuzibophezela Ekulaleleni Okusebenzayo Nozwela:** UJames wenza umzamo oqotho wokulalela ngenkuthalo imibono yabanye ngesikhathi sokungqubuzana . Ufuna ukuqonda izinto ezibakhathazayo, aqinisekise imizwa yabo, futhi azwelane nokuhlangenwe nakho kwabo . Ngokukhuthaza uzwela nokuqonda, angakwazi ukuvala izikhala futhi enze inkhulumomphendvulwano ephumelelayo.

Ngokuzijwayeza okungaguquki kanye nokuzimisela ukushintsha, uJames angathuthukisa amakhono akhe okuxazulula izingxabano . Ngokusebenzisa izindlela ezakha ngokwengeziwe, angathuthukisa ubuhlobo obunempilo, akhuthaze ukuxhumana okuphumelelayo, futhi axazulule izingxabano ngendlela ezuzisayo.



## IMVUME KANYE NEMINGCELE

Imvume isho isivumelwano sokuzithandela noma imvume enikezwa umuntu okwazi ukwenza isinqumo enolwazi. Kubalulekile ukuthi amadoda nabafana baqonde ukuthi imvume isebenza kanjani ngoba ibeka imingcele, ikhuthaza inhlonipho, futhi iqinisekisa ukuthi bonke abathintekayo kunoma yikuphi ukuxoxisana bakhululekile futhi banokumela imizimba yabo nezinqumo zabo.

Nazi izizathu ezimbalwa zokuthi kungani ukuqonda imvume kubalulekile emadodeni nakubafana:

1. **Inhlonipho Nesithunzi:** Imvume igcizelela ukubaluleka kokuhlonipha ukuzimela nobuqotho bomzimba wabanye . Iyavuma ukuthi umuntu ngamunye unelungelo



lokuzenzela izinqumo ngomzimba wakhe nokuthi kwenzekani kuwo . Ukuqonda nokwenza imvume kusiza ekukhuthazeni isiko lenhlonipho nesithunzi.

2. **Ukuxhumana Okucacile:** Imvume ikhuthaza ukuxhumana okuvulekile nokucacile phakathi kwabantu . Kudinga ukulalela ngenkuthalo, ukuxhumana okuphumelelayo, nokuhlonipha imingcele . Ngokuqonda imvume, amadoda nabafana bangafunda indlela yokuxhumana ngezifiso nezinhliso zabo ngokwethembeka, kuyilapho benaka futhi behlonipha imingcele nezifiso zabanye.





3. **Ukuvimbela Ukulimala:** Imvume idlala indima ebalulekile ekuvimbeleni ukuhlukunyezwa ngokocansi, ukuhlukumeza, nezinye izinhlobo zokuziphatha okungavumelani . Ngokufuna nokuthola imvume ecacile nenentshiseko, abantu ngabanye baqinisekisa ukuthi izenzo zabo ziyafunwa futhi zamukelekile . Ukuqonda imvume kusiza amadoda nabafana bahlukanise phakathi kokusebenzelana okuvumelanayo nokungavumelani, kuvimbela ngenkuthalo ukulimala kwabanye.
4. **Ukunika amandla kanye ne-Ejensi:** Imvume inika abantu amandla okwenza izinqumo ngemizimba yabo nezenzo zabo . Ngokuhlonipha imvume, amadoda nabafana bafaka isandla ekudaleni indawo lapho wonke umuntu ezizwa ephephile, ezwiwa, futhi elawula ukukhetha kwakhe siqu . Ukuqonda imvume kusiza inselele imikhuba ye-patriarchal ebukela phansi i-ejensi nokuzimela kwabanye.

Kubalulekile ukubhekana nesihloko semvume ngokuzwela, njengoba ulwazi lomuntu siqu nezizathu zokunganikezeli imvume ecacile zingahluka. Nakuba kungenakwenzeka ukuhlanganisa noma ukukhuluma kubo bonke abantu besifazane, nazi izizathu ezimbalwa zokuthi kungani abanye besifazane bengase bangayiniki imvume ecacile:

1. **Ukwesaba Noma Ingcindezi:** Abesifazane bangase bazizwe besaba ukuveza imingcele yabo ngenxa yokwesaba imiphumela engaba khona, njengokuziphindiselela, udlame, noma ukwahlulela . Bangase futhi babhekane nokucindezela okuvela kulokho okulindelwe umphakathi, imibono engaqondile, noma ithonya labanye, okungenza kube inselele ukuveza izifiso zabo.
2. **Izithiyo Zokuxhumana:** Izitayela zokuxhumana namazinga wokunethezeka kungahluka phakathi kwabantu ngabanye . Abanye besifazane bangase bathwale kanzima ukuze babeke imingcele yabo noma baveze izifiso zabo ngenxa yokuntula ukuzethemba, imikhuba yamasiko, ulwazi lwangaphambili, noma izithiyo zolimi.
3. **Ukungalingani kwamandla:** Ukuguquguquka kwamandla phakathi kobudlelwano, ikakhulukazi lezo ezibandakanya izibalo zeziphathimandla noma umehluko omkhulu weminyaka yobudala, kungenza kube nzima kwabesifazane ukunikeza imvume ecacile . Ezimweni lapho kukhona ukungalingani kwamandla, abesifazane bangase bazizwe bephoqwe noma bekhohliswa ukuthi bahambisane nento abangayizwa kahle.
4. **Izici Zamasiko Nezenhlalakahle:** Izinkambiso zomphakathi, okulindelwe ngamasiko, kanye neqhaza lobulili kungaba nomthelela endleleni abesifazane ababona ngayo futhi baveze ngayo imvume . Amanye amasiko noma izindawo zomphakathi zingase zingakhuthazi izingxoxo ezivulekile mayelana nocansi noma zibeke phambili izifiso zabesilisa kunokusebenzela abesifazane.



5. **Ukuhlukumezeka Okudlule noma Ukuhlaselwa:** Abesifazane abake babhekana nokuhlukumezeka esikhathini esidlule noma ukuhlukunyezwa ngokocansi bangase bathwale kanzima ukuze bathole imvume ecacile ngenxa yomthelela womzwelo nongokwengqondo wokuhlangenwe nakho kwabo . Ukuhlukumezeka kungase kuthinte umuzwa womuntu wokuphepha, ukwethenjwa, nokuzethemba, kukwenze kube inselele ukuzulazula ezimweni ezijulile.

Kubalulekile ukwakha isimo lapho abesifazane bezizwa bephephile, behlonishwa, futhi benamandla okuveza imingcele yabo futhi banikeze imvume ecacile . Ukukhuthaza ukukhulumisana okukhululekile, ukulalela ngenkuthalo, kanye nokukhuthaza umoya wokwethembana nokuqondana kungasiza ekuxazululeni ezinye zezithiyo abesifazane abangabhekana nazo lapho benikeza imvume ecacile . Kubalulekile futhi ukukhuthaza imfundo yokuvuma nokuqwashisa ngokubaluleka kokuhloniphana nokuxhumana ekuhlanganyeleni ngokocansi.

### IZINKINGA EZIHAMBISANA NEMVUME

1. **Ukushoda Kwemfundo:** Abantu abaningi, okuhlanganisa amadoda nabafana, bangase bangayitholi imfundo efanele mayelana nemvume . Lokhu kungaholela emibonweni eyiphutha, ukudideka, nokungaqondi mayelana nokuthi yini ehlanganisa imvume nokuthi ingatholwa kanjani . Leli gebe lolwazi linomthelela ezigamekweni zokuziphatha okungavumelani.
2. **Ingcindezi Nokuphoqwa:** Ingcindezi noma ukuphoqwa kungabukela phansi imvume . Lapho abantu besebenzisa ukukhohlisa, izinsongo, noma ingcindezi yemizwa ukuze bathole imvume, kwenza isivumelwano sokuzithandela singasebenzi . Ukuqonda imvume kusiza amadoda nabafana babone futhi benqabe amaqhinga okubaphoqa.
3. **Imvume Ezimweni Ezidakiwe:** Imvume ayikwazi ukunikezwa uma umuntu edakiwe noma engakwazi ukusebenza kahle . Ukwehluleka ukukubona lokhu kungaholela ezenzweni zokungavumelani . Kubalulekile ukuqonda ukuthi ukwahlulela okungalungile ngenxa yotshwala noma izidakamizwa kuvimbela ikhono lokunikeza imvume unolwazi neyokuzithandela.
4. **Ukuhoxiswa Kwemvume:** Imvume ingahoxiswa noma kunini, ngisho noma ibinikezwe ngaphambilini . Ukwehluleka ukuhlonipha ukuhoxiswa kwemvume kusho ukwephula . Ukuqonda imvume kuhlanganisa ukwamukela ukuthi imvume eqhubekayo iyadingeka kukho konke ukusebenzisana kanye nokusabela kuzingquku noma izinkomba zokuhoxa.

Ngokuqonda ukubaluleka kwemvume kanye nezindaba ezizungezile, amadoda nabafana bangaba neqhaza elikhulu ekwakheni isiko elazisa imvume, elithuthukisa ubuhlobo obunempilo, futhi elivimbela ukulimala . Inika abantu amandla okwenza izinqumo



ezinolwazi ngemizimba nezenzo zabo kuyilapho behlonipha imingcele nokuzimela kwabanye.

## ISIQONDISO SAMADODA: UKUQONDA UKUBALULEKA KWEMVUME KANYE NEMINGCELE ENEMPILO

1. **Zifundise:** Thatha isinyathelo sokuzifundisa mayelana nemvume nemingcele enempilo . Funda izincwadi, izindatshana, nezisetshenziswa ezihlinzeka ngolwazi lwemvume, ukuxhumana, nobudlelwano obuhloniphayo . Ukuqonda imiqondo nezimiso ngemuva kwemvume kuzokusiza ukuthi uzulazule ebudlelwaneni ngokuqaphela okukhulu nenhlonipho.
2. **Khulumisana Ngokukhululekile:** Beka kuqala ukuxhumana okuvulekile nokwethembeka kubo bonke ubudlelwano bakho . Khuluma ngokukhululekile mayelana nemvume nemingcele nozakwenu, abangani, namalungu omndeni . Kwenze umkhuba ukuxoxa ngalokho okulindele, imingcele, nezifiso, uqinisekise ukuthi wonke umuntu ohilelekile uzizwa ezwiwa futhi ehlonishwa.
3. **Funa Imvume Ecacile:** Imvume kufanele ngaso sonke isikhathi ibe nomdlandla, inolwazi, futhi iqhubeka . Akufanele neze icatshangwe noma iphoqeletwe . Beka kuqala ukufuna imvume ecacile necacile ngaphambi kokuhlanganyela kunoma yimuphi umsebenzi wocansi, futhi khumbula ukuthi imvume ingahoxiswa noma kunini. Hlonipha imingcele yomlingani wakho futhi ungalokothi umcindezele noma umkhohlise kunoma yini abangakhululekile ngayo.
4. **Naka Izimpawu Ezingakhulumisi:** Imvume ayigcini ekukhulumisaneni ngomlomo kuphela . Naka izimpawu ezingasho amazwi, njengomzimba kanye nesimo sobuso . Uma othile ebonakala engakhululekile, emanqikanqika, noma engaphenduli, thatha isinyathelo emuva futhi uhlale ukuze uqinisekise ukuthi imvume yakhe ikhona futhi iyaqhubeka.
5. **Misa futhi Uhloniphe imingcele yomuntu siqu:** Qaphela futhi uzibekele imingcele yakho siqu , futhi uhloniphe imingcele ebekwe abanye. Lokhu kuhlanganisa imingcele engokomzwelo, engokomzimba, neyobulili . Zijwayeze ukulalela ngokucophelela futhi unake izidingo nezifiso zomlingani wakho . Njalo funa imvume ecacile ngaphambi kokweqa imingcele yothile.
6. **Thuthukisa Isiko Lemvume :** Khuthaza ngenkuthalo isiko lokuvuma kanye nemingcele enempilo emibuthanweni yakho yokuxhumana nabantu . Cela inselele izimo zengqondo eziyingozi nokuziphatha okukhuthaza izezo zokungavumelani noma ukunganaki imingcele . Khuthaza izingxoxo ezivulekile mayelana nemvume futhi ufundise abanye ngokubaluleka kwayo.
7. **Ziphendulele Futhi Uhloniphe:** Zibophezele ngezenzo zakho futhi uvume noma yimaphi amaphutha noma imibono eyiphutha okungenzeka ukuthi ubunayo



mayelana nemvume nemingcele . Zindla ngokuziphatha kwakho futhi uzibophezele ekukhuleni kwakho nasekuthuthukiseni . Phatha wonke umuntu oxhumana naye, ngokunganaki ubulili, ngenhlonipho, isithunzi, nokulingana.

8. **Ukusekela Abasindile** : Iba ngumngane owesekayo wabasinde kokuhlangenwe nakho okungavunyelwene . Lalela ngozwela, uqinisekise ulwazi lwabo, futhi ubakhuthaze ukuthi bafune izinsiza ezifanele nokusekelwa . Bonisa ukuqonda nokuhlonipha uhambo lwabo oluya ekwelapheni nasekululameni.
9. **Hlala Unolwazi Futhi Ubuyekeziwe:** Imvume nemingcele yizihloko ezishintshayo, futhi kubalulekile ukuhlala unolwazi mayelana nocwaningo lwakamuva, izingxoxo, nentuthuko yezomthetho ehambisana nalezi zinkinga . Zigcine unolwazi lwakamuva ngemithetho yemvume nemihlahlandlela endaweni yakho , futhi ulungele ukulungisa ukuqonda kwakho kanye nezinqubo ngokufanele.
10. **Hola Ngesibonelo:** Izenzo zakho nesimo sakho sengqondo sinamandla okuthonya labo abaseduze kwakho . Hola ngesibonelo ekukhuthazeni imvume, imingcele enemphilo, nobudlelwano obunenhlonipho . Gqugquzela indawo lapho wonke umuntu ezizwa ephephile, ehlonishwa, futhi ezwiwa . Khuthaza abanye ukuthi bakujoyine ekudaleni isiko elibeka phambili ukuhloniphana nokuvumelana.

Ngokuqonda ukubaluleka kwemvume nemingcele enemphilo, kanye nokufaka le migomo ngenkuthalo ebudlelaneni bakho, unikela emphakathini ophephile nohlonipheke kakhudlwana . Khumbula ukuthi imvume iyinqubo eqhubekayo, futhi ukuyamukela kudala indawo lapho ukwethembana, inhlonipho, nokulingana kungachuma khona.

## UKUTHOLA IMVUME ECACILE

Ukuthola imvume ecacile kubalulekile ekuqinisekiseni ukusebenzelana okunenhlonipho nokuvumelana . Nawa amanye amathiphu okuthi ungayithola kanjani imvume ecacile:

1. **Ukuxhumana:** Ukukhulumisana okuvulekile nokwethembeka kubalulekile . Veza ngokucacile izinhloso nezifiso zakho, futhi ulalele ngentshiseko imingcele yomunye umuntu, izidingo, namazinga okunethezeka . Qiniseka ukuthi uyaziqonda futhi uyazihlonipha izimpawu zabo zomlomo nezingakhulumi.
2. **Cela Imvume:** Cela imvume ngokucacile nangokuqondile . Sebenzisa ulimi olucacile bese ubuza imibuzo edinga impendulo eqondile . Isibonelo, "Ingabe kulungile uma ngi...?" noma "Ingabe uzizwa ukhululekile nge...?"
3. **Nikeza Isikhala Semvume:** Dala indawo ephephile nengaphoqelesi muntu lapho omunye umuntu ezizwa enegunya lokuveza imvume yakhe ngokukhululekile noma ukuntula kwayo . Bavumele isikhathi nendawo ukuze bacabange futhi baphendule ngaphandle kwengcindezi noma ithonya.



4. **Hlonipha Ukungavunyelwa:** Uma othile ezwakalisa ukuntula imvume noma ehoxisa imvume yakhe nganoma yisiphi isikhathi, hlonipha isinqumo sakhe ngokushesha futhi ngaphandle kokungabaza . Kubalulekile ukuhlonipha imingcele yabo futhi ungaphusheli noma uthathe imvume.
5. **Imvume Eqhubekayo:** Khumbula ukuthi imvume iyinqubo eqhubekayo . Ngena nomunye umuntu kukho konke ukuxhumana ukuze uqinisekise ukunethezeka nokuzimisela kwakhe . Imvume ingahoxiswa noma nini, ngakho ukuxhumana okuqhubekayo kubalulekile.
6. **Izimpawu Ezingezona Amazwi:** Naka izimpawu ezingasho amazwi njengolimi lomzimba, isimo sobuso, nephimbo . Izimpawu ezingakhulumi zinganikeza izinkomba ezibalulekile zezinga lokunethezeka lothile noma ukungaphatheki kahle . Nokho, khumbula njalo ukuthi ukuxhumana ngomlomo kuyindlela enokwethenjela kakhulu yokuthola imvume.
7. **Ukushisekela Okuhlanganyelwe:** Funa ukubamba iqhaza okunomdlandla nokukhuthela kuzo zombili izinhlangothi . Imvume kufanele inikezwe ngokuzithandela nangokulangazela . Uma kukhona ukungaqiniseki noma ukuntuleka komdlandla, yima kancane futhi ucacise imizwa yomunye umuntu.
8. **Zifundise:** Funda mayelana nemvume eshisekayo futhi uzijwayeze namandla emvume . Qonda ukubaluleka kwemvume yokuqinisekisa kanye nama-nuances ezimo nezimo ezahlukahlukene.

Khumbula, imvume kufanele kube isivumelwano esivumelanayo nesiqhubekayo phakathi kwabo bonke abathintekayo . Akufanele neze icatshangwe noma iphoqelelwe . Ukuthola imvume ecacile kukhuthaza ubudlelwano obunenhlonipho nokuvumelana, kuqinisekisa inhlalakahle ne-ejensi yabo bonke abantu abahililekile.



## Ukuhlonipha Abanye



### UZWELO NOZWELO:

Hlakulela uzwela nobubele kwabanye, uqaphela ulwazi lwabo kanye nemibono yabo.

### UKUTHUTHUKISA UZWELA

Uzwela yikhono lokuqonda nokuhlanganyela imizwa yabanye . Kuhilela ukuzifaka ezicathulweni zomunye umuntu, ukucabanga ngendlela okungenzeka ukuthi uzizwa ngayo, nokuphendula ngokucophelela nangokuqonda.

Uzwela lubalulekile ngoba lususiza ukuba sakhe ubuhlobo obuqinile nobunenjongo nabanye . Uma singakwazi ukuqonda futhi sihlobane nemizwa yomunye umuntu, kudala umuzwa wokuxhumana nokwethembana . Kusivumela ukuthi sinikeze ukwesekwa, induduzo, kanye nokuqinisekisa kulabo okungenzeka babhekene nezikhathi eziyinselele . Uzwela luphinde lusize ekuvimbeleni ukungezwani nokungqubuzana ngokuthuthukisa ukuxhumana nokuqondana okungcono phakathi kwabantu . Ekugcineni, uzwela lususiza ukuthi sakhe umhlaba onozwelo nokhathalelayo lapho singaqondana kangcono futhi sisekelane.

### UHLU LWEZINDLELA ZOKUZIPHATHA EZINOZWELA

1. **Ukulalela Okugcwele:** Ukunaka isikhulumi ngokugcwele, ukubheka amehlo, nokusebenzisa izimpawu zokukhuluma nezingakhulumi ukukhombisa ukuqonda



nokuzibandakanya . Isibonelo: Ukunqekuzisa ikhanda nokunikeza izimpendulo ezikhuthazayo kuyilapho umngane abelana ngezinkinga zakhe zomuntu siqu.

2. **Ukuqinisekisa:** Ukubona nokwamukela imizwa, okuhlangenwe nakho, kanye nemibono yabanye ngaphandle kokwahlulela . Isibonelo: Ukuthi, "Ngiyaqonda ukuthi kungani uzizwa ngaleyo ndlela" noma "Izinkathazo zakho zivumelekile" lapho othile ezwakalisa ukukhungatheka kwakhe.
3. **Ukuthatha Umbono:** Ukuzicabangela usesimweni somunye umuntu futhi uzama ukuqonda imicabango, imizwa nezisisa zabo . Isibonelo: Ukuzibeka esicathulweni sozakwenu ukuze uqonde izinselele okungenzeka ukuthi ubhekene nazo futhi uphendule ngozwela.
4. **Ukusekela Kwemizwa:** Ukunikeza induduzo, isiqinisekiso, nokuqonda kumuntu obhekene nesikhathi esinzima . Isibonelo: Ukwanga noma ukumbambatha emhlane okududuzayo kumngane ophatheke kabi noma okhungathekile.
5. **Ukusekela Okungekhona Ngezwi:** Ukusebenzisa isimo sobuso, isimo somzimba, nokuthinta komzimba ukuze kudluliselwe uzwela nokunakekela . Isibonelo: Ukubamba isandla somunye noma ukumthinta kancane engalweni ukukhombisa ukweseka nobumbano ngesikhathi esiyinselele.
6. **Ukulalela Okucabangayo:** Ukufingqa nokubeka amagama esikhulumi ukukhombisa ukuqonda nokukhuthaza ukuhlola okwengeziwe kwemicabango nemizwelo yabo . Isibonelo: Ukuthi, "Kuzwakala sengathi ukhungathekile ngempela ngoba awuzwakali kuleso simo."
7. **Imibuzo Ezwelayo:** Ukubuza imibuzo evulekile ukuze uhlole imizwa yomunye, ulwazi, nezidingo ngokuqhubekayo . Isibonelo: "Kukwenze wazizwa kanjani lokho?" noma "Yini engaba usizo kakhulu kuwe kulesi simo?"
8. **Izitatimende Ezizwelayo:** Ukuveza ukuqonda nozwela ngokusebenzisa iziqinisekiso zamazwi nezitatimende zokusekela . Isibonelo: Ukuthi, "Ngingacabanga ukuthi lokho kufanele kube inselele ngempela kuwe" noma "Ngilapha ngenxa yakho, futhi ngifuna ukusiza nganoma iyiphi indlela engingasiza ngayo."
9. **Ukuqwashisa Ngemizwa:** Ukujwayelana nemizwa yakho kanye neyabanye, ukuyibona nokuyiqinisekisa ngaphandle kokwahlulela . Isibonelo: Ukuqaphela ukudabuka komngane phakathi nengxoxo nokukuvuma ngokuthi, "Ngiyabona ukuthi lokhu kunzima ngempela kuwe."
10. **Ukubekwezela Nobukhona:** Ukuvumela abanye isikhathi nendawo abayidingayo ukuze baveze imizwa yabo ngokugcwele, ngaphandle kokuxhamazela noma ukuphazamisa . Isibonelo: Ukuhlala uzolile futhi unesineke ngenkathi othandekayo ekhipha ukukhungatheka kwakhe, okuhlinzeka indawo ephephile ukuze azwakale.



11. **Ulimi Lomzimba Oluzwelayo:** Ukusebenzisa ulimi lomzimba oluvulekile nolwemukelayo, olufana nokubheka amehlo, ukuncika ngokucophelela, nokuba nokuma okukhululekile, ukukhombisa isithakazelo nokuqonda . Isibonelo: Ukubhekana nomuntu ngokuqondile futhi ubonise indlela akhuluma ngayo ukukhombisa ukusebenzelana nozwela.
12. **Ukuthula Okuzwelayo:** Ukuvumela izikhathi zokuthula phakathi nengxoxo ukunikeza omunye umuntu isikhala sokucubungula imicabango nemizwa yakhe . Isibonelo: Ukunikeza umngane imizuzwana embalwa yokuthula ngemva kokwabelana ngokuthile okunzima, okumnikeza isikhathi sokuqoqa imicabango yakhe.
13. **Izitatimende Ezisekelayo:** Ukunikeza amazwi esikhuthazo, isiqinisekiso, nesiqinisekiso sokuthuthukisa ukuzethemba nenhlalakahle yomuntu . Isibonelo: Ukuthi, "Ngiyakholelwa kuwe," "Unamandla futhi uyakwazi," noma "Ngilapha ngenxa yakho noma ngabe kwenzekani."
14. **Ilukuluku Lenhlonipho:** Ukubonisa isithakazelo esiqotho kokuhlangenwe nakho kwabanye nasemibonweni yabo, ukubuza imibuzo ngesifiso sokuqonda kunokwahlulela . Isibonelo: Ukubuza ilungu lomndeni ngamasiko abo, ukulalela ngenkuthalo izindaba zabo, nokubonisa ukwazisa ngesizinda sabo esiyinqayizivele.
15. **Izenzo Zomusa:** Ukwenza izenzo zomzimba ezincane noma izenzo zomusa ukukhombisa ukunakekela nokucabangela inhlalakahle yabanye . Isibonelo: Ukuthumela inothi elibhalwe ngesandla elicatshangelwayo noma ukuletha into eyintandokazi kumngane obhekene nesikhathi esinzima.

Lokhu kuziphatha okuzwelayo, lapho kwenziwa ngobuqotho, kungakhuthaza ukuqonda, ukuxhumana, nokusekelwa ebudlelaneni bomuntu siqu, kusize ukwakha umphakathi onozwela nozwela.

## INDABA EYISIBONELO: AMAKHONO OZWELA AMPOFU

Sawubona u-Alex . Uyindoda eneminyaka engu-30 ubudala osekuyiminyaka eminingi esebenza njengomphathi endaweni ematasatasa . Nakuba u-Alex aziwa ngamakhono akhe obuholi aqinile nekhono lakhe lobuchwepheshe, udonsa kanzima ekuboniseni uzwela kozakwabo kanye nabangaphansi kwakhe.

Ngolunye usuku, ilungu leqembu okuthiwa uSarah laya ku-Alex ngokukhathazeka . Uthi ubezizwa ekhungathekile ngomsebenzi wakhe futhi unezinkinga zomuntu siqu ezithinta ukusebenza kwakhe . USarah uzwakalisa isidingo sakhe sokusekelwa nokuqonda okuthile ngalesi sikhathi esiyinselele.

Nokho, esikhundleni sokubonisa uzwela nokulalela, u-Alex uyakuchitha ukukhathazeka kukaSarah futhi ululaza umthelela wesimo sakhe . Uphendula ngezitatimende ezinjengokuthi, "Sonke sinokuningi emapuletini ethu, ngakho-ke udinga nje ukusebenza





kanzima" noma "Izinkinga zomuntu siqu akufanele zithinte umsebenzi wakho, ngakho-ke thola."

Le mpendulo ishiya u-Sarah ezizwa engazwakali, engasekelwe, futhi ekhungatheke nakakhulu . Uqala ukuhoxa ekufuneni usizo, esaba ukuthi ukukhathazeka kwakhe ngeke kuthathwe ngokungathi sína u-Alex noma lonke iqembu . Ukuntula uzwela komphathi wakhe kunomthelela endaweni yokusebenza enobuthi futhi kukhinyabeza ugqozi nokukhiqiza kwakhe.

Ngokuhamba kwesikhathi, u-Alex uqala ukuqaphela ukwehla kokuziphatha nokusebenza kweqembu. Ucabanga ngokusebenzelana kwakhe noSarah futhi ubona umthelela omubi wamakhono akhe ozwela ampofo . Uyavuma ukuthi isimo sakhe sengqondo sokuphika izinto ezimkhathazayo asigcinanga ngokuphazamisa inhlalakahle yakhe kodwa futhi kulimaze ukwethembana nokubumbana eqenjini.

Ebona ukubaluleka kozwela ebuholoni nokwakha ubudlelwano obunempilo, u-Alex unquma ukwenza ushintsho . Uzibandakanya ekuzihlaziye futhi ufuna ngenkuthalo ukuthuthukisa amakhono akhe ozwela . Uqala ngokuzifaka ezicathulweni zozakwabo, ecabangela imibono yabo, imizwelo, nokuhlangenwe nakho kwabo . U-Alex ufunda ukulalela ngenkuthalo, ngaphandle kokwahlulela, futhi uphendula ngokunakekela nokuqonda kwangempela.

Uthatha isinyathelo kuqala ukuze axoxe ubuso nobuso noSarah, axolise ngobuqotho ngokuntula kwakhe uzwela ngaphambili . Imnikeza indawo ephephile yokuveza izinto ezimkhathazayo nezimkhathazayo, futhi imlalele ngentshiseko ngaphandle kokumphazamisa noma ukuyichitha imizwa yakhe . U-Alex uzibophezela ngezenzo zakhe futhi uzibophezela ekusekeleni nasekuboniseni uzwela esikhathini esizayo.

Emasontweni alandelayo, u-Alex wenza umzamo obonakalayo wokukhombisa uzwela kumalungu eqembu lakhe . Uzinika isikhathi sokungena kubo, evuma izinselele zabo, futhi abasekele . Ukhuthaza ukukhulumisana okukhululekile nokwethembeka, kwakha indawo lapho abantu bezizwa bebalulekile futhi beqondwa.

Ngemizamo yakhe, u-Alex uqala ukwakha kabusha ukwethembana eqenjini futhi ubona izinguquko ezinhle ekukhuthazeni nasekubambisaneni kwabo . Amakhono akhe ozwela athuthukisiwe awazuzisi nje kuphela ozakwabo kodwa futhi anomthelela ekukhuleni kwakhe siqu njengomholi . U-Alex uyaqaphela ukuthi uzwela alubalulekile nje kuphela ekukhuthazeni ubudlelwano obunempilo kodwa futhi nokudala isiko lomsebenzi omuhle kanye nokuzuza imiphumela engcono.

Ngokubona umthelela wamakhono ampofo ozwela nokusebenza ngenkuthalo ukuthuthukisa uzwela, u-Alex uba umholi osebenza kahle futhi udala indawo yokusebenza esekelayo nezweyayo . Uhambo lwakhe lugqamisa amandla aguqulayo



ozwelo futhi lusebenza njengesikhumbuzo sokubaluleka kokuqonda nokwazisa imizwa nolwazi lwabanye.

## IMIKHUBA ENOBUTHI EYINSELELE

Ngokubona izimpawu zobuthi nokusebenzisa amasu asebenzayo, singavikela inhlalakahle yethu futhi senze izinqumo ezinolwazi mayelana nalobu budlelwano.

## UMSEBENZI: UKUHLONZA IMIKHUBA ENOBUTHI

Dala uhlu lokuziphatha ocabanga ukuthi kuwubuthi. Zindla ngokuhlangenwe nakho kwakho nabantu abanobuthi kanye nomthelela lokho kuziphatha okube nawo kuwe.

## AMATHIPHU OKUHLONZA UBUDLELWANO OBUNOBUTHI

Nalu uhlu lokuhlola olungasiza othile ukuthi abone uma esebudlelwaneni obunobuthi . Ubudlelwano bubhekisela kunoma yiluphi uhlobo lobudlelwano, okuhlanganisa ubudlelwano bomsebenzi kanye nomndeni.

1. **Ukuntula Inhlonipho:** Ingabe uzizwa udelelwa njalo, ululazwa, noma ululazwa yilo muntu?
2. **Ukulawula nokukhohlisa:** Ingabe lo muntu uzama ukulawula izenzo zakho, izinqumo, noma ukukhulukanisa nabangane nomndeni?
3. **Ukugxekwa Okuqhubekayo:** Ingabe lo muntu uvame ukukugxeka futhi akubeke phansi, ebukela phansi ukuzethemba kwakho?
4. **Ukuhlukumeza ngokomzwelo:** Ingabe uhlangabezana neziqephu ezivamile zokuhlukumeza ngokomzwelo, njengokukhanyiswa ngegese, ukukhubeka, noma ukusolwa njalo?



5. **Ukuhlukunyezwa ngamazwi noma ngokomzimba:** Ingabe uke wabhekana noma wesaba noma yiluphi uhlobo lokuhlukunyezwa ngamazwi noma ngokomzimba kumuntu?
6. **Amandla Amandla Angalingani:** Ingabe unomuzwa wokuthi lowo muntu unawo wonke amandla ebudlelwaneni, ethatha zonke izinqumo futhi echitha izidingo nemibono yakho?
7. **Ukuntula Ukwethenjwa:** Ingabe kukhona ukungathembeki okungaguquki ebudlelwaneni, lapho umuntu ehlala ekubuza noma ekungabaza?
8. **Ukunganaki Imingcele:** Ingabe lowo muntu uhlale enganaki noma ephula imingcele yakho, ngokomzimba nangokomzwelo?
9. **I-Emotional Rollercoaster:** Ingabe uvamise ukuzizwa ukhathazekile, unovalo, noma ucindezekile ngokomzwelo ngenxa yezikhathi ezinzima nokwehla ebudlelwaneni?
10. **Ukuzihlukanisa Nokuncika:** Ingabe lo muntu ukuhlukanisile nabangane, umndeni, noma amanethiwekhi okusekela, okwenza uncike kuye kukho konke?
11. **Ukusola kanye nezaba:** Ingabe lowo muntu uvame ukukusola noma enze izaba ngokuziphatha kwakhe, enqaba ukuziphendulela?
12. **Ukuntuleka Kokuziphendulela:** Ingabe umuntu uhlala egwema ukuziphendulela ngezenzo zakhe futhi enqaba ukuxolisa noma ukulungisa?
13. **Umzamo ongalingani:** Ingabe uwena owenza umzamo omkhulu ebudlelwaneni kuyilapho umuntu ehlala enganaki noma engenandaba?
14. **Idrama Eqhubekayo:** Ingabe ubudlelwano buphawulwa idrama engaguquki, izingxabano, noma umuzwa wokuhamba emagobolondweni amaqanda?
15. **Ukukhathala ngokomzwelo:** Ingabe uvame ukuzizwa ukhathele ngokomzwelo, ukhathele, noma ungenathemba ngenxa yezingquko ebudlelwaneni?

Kubalulekile ukukhumbula ukuthi uphawu olulodwa noma ezimbalwa kulolu hlu zingase zingabonisi ubudlelwano obunobuthi. Kodwa-ke, uma uhlonza ezimbalwa zalezi zimpawu futhi uzithole uzizwa ungajabulile njalo, kungase kube isikhathi sokuphinda uhlole impilo nokusebenza kobudlelwano . Ukufuna ukusekelwa kubangani, umndeni, noma ochwepheshe kungakunikeza isiqondiso futhi kukusize uzulazule izinketho zakho.

Nazi izibonelo ezibonisa ukuziphatha okunobuthi.

1. **Ukuntula Inhlonipho :** Umuntu uhlala egcona imibono yakho futhi uyayichitha imibono yakho, akwenze uzizwe ungelutho futhi ungelutho.
2. **Ukulawula nokukhohlisa:** Umuntu uqapha ifoni yakho kanye nemisebenzi yenkundla yezokuxhumana, uyala ukuthi ungachitha nobani isikhathi, futhi akwenze uzizwe unecala ngokuba nemingcele yomuntu siqu.



3. **Ukugxekwa Okuqhubekayo:** Umuntu uvame ukugxeka ukubukeka kwakho, ukuhlakanipha, noma amakhono, njalo ethola iphutha kukho konke okwenzayo.
4. **Ukuhlukumeza ngokomzwelo:** Umuntu uvame ukukukhanyisela ngokuphika izehlakalo noma izingxoxo, akwenze ungabaze inkumbulo yakho kanye nombono wakho weqiniso.
5. **Ukuhlukunyezwa ngamazwi noma ngokomzimba:** Umuntu uyaklabalasa, akuthuke, noma akulimaze ngokomzimba phakathi nezingxabano, okubangela ukulimala ngokomzwelo nangokomzimba.
6. **Amandla Amandla Angalingani:** Umuntu uthatha zonke izinqumo ezinkulu ngaphandle kokucabangela lokho okufakile noma ukudelela izifiso zakho, akushiye uzizwa ungenamandla futhi ungabalulekile.
7. **Ukuntula Ukwethenjwa:** Umuntu uhlale ekubeka icala ngokukopela noma ngokungathembeki ngaphandle kwesizathu esizwakalayo noma ubufakazi, okudala indawo yokusola nokungathembani.
8. **Ukunganaki Imingcele :** Umuntu uhlala engena endaweni yakho siqu, ufunda imilayezo yakho eyimfihlo, noma aziba izicelo zakho zobumfihlo.
9. **I-Emotional Rollercoaster:** Umuntu uyashintshana phakathi kokubonisana okudlulele kothando nothando, okulandelwa yizikhathi zokubanda, ukungabi nandaba, noma ibanga elingokomzwelo, okukushiya uzizwa ungagxilile futhi ukhathazekile.
10. **Ukuhlukaniswa Nokuncika:** Umuntu ukuhlukanisa ngamabomu kubangani bakho nomndeni wakho, ukudikibalisa ekuphishekeleni izithakazelo zakho, futhi uba ukuphela komthombo wakho wokusekelwa ngokomzwelo nokuqinisekisa.
11. **Ukusola kanye nezaba:** Umuntu uhlale ebeka icala kuwe ngezenzo zakhe, ekwenza ube necala ngamaphutha noma ukushiye kwakhe, kuyilapho enqaba ukuthatha umthwalo wemfanelo.
12. **Ukuntuleka Kokuziphendulela:** Umuntu akalokothi axolise ngokuziphatha kwakhe okulimazayo, aphike noma yikuphi ukona okungalungile, noma afulathele isibopho ngezenzo zakhe.
13. **Umzamo ongalingani:** Uchitha isikhathi esiningi, amandla, kanye nezinsiza ebudlelwaneni, kuyilapho umuntu ebonisa umzamo omncane noma intshisekelo ekuhlangabezaneni nezidingo zakho noma ukufaka isandla ekukhuleni kobudlelwano.
14. **IDrama Eqhubekayo:** Ubudlelwano bakho buphawulwa ngezingxabano ezivamile, ukusabela okuyihaba, nomuzwa oqhubekayo wokungazinzi kanye nezinxushunxushu.



15. **Ukukhathala ngokomzwelo:** Uhlala uzizwa ukhathele ngokomzwelo, ungenathemba, futhi ukhungathekile ngenxa yezingquko eziqhubekayo ebudlelwaneni, okukushiya unamandla amancane kwezinye izindawo zempilo yakho.

Lezi zibonelo zihlose ukugqamisa izimo ezingase zenzeke ebudlelwaneni obunobuthi . Kubalulekile ukuqaphela lezi zimpawu futhi uhlole wonke umthelela ezinawo enhlalakahleni nasenjabulweni yakho.

## UKUBHEKANA NAMALUNGU OMNDENI ANOBUTHI

Ukusebenzelana namalungu omndeni anobuthi kungaba inselele, kodwa akhona amasu ongawasebenzisa ukuze uzulazule kulobu budlelwano obunzima . Nazi ezinye iziqondiso zokuthi ungabhekana kanjani namalungu omndeni anobuthi:

1. **Misa Imingcele:** Misa imingcele ecacile ukuze uzivikele ekuziphatheni okunobuthi . Nquma ukuthi iyiphi impatho eyamukelekayo nengamukeleki evela kulungu lomndeni wakho . Khuluma le mingcele ngokuzola nangokuqiniseka , futhi ungaguquguquki ekuyiphoqeeleni.
2. **Khawulela Othintana Naye:** Uma kungenzeka, nciphisa ukuthintana kwakho namalungu omndeni anobuthi . Lokhu kungase kuhlanganise ukunciphisa imvamisa yokuvakasha noma ukusebenzelana . Dala ibanga elingokomzimba nelomzwelo ukuze uvikele inhlalakahle yakho.
3. **Funa Usekelo:** Xhumana namanye amalungu omndeni, abangani, noma amaqembu okusekela angakunikeza ukuqonda nozwela . Ukuhlanganyela okuhlangenwe nakho kwakho nabanye abaye babhekana nezimo ezifanayo kungakunikeza isiqondiso esibalulekile nokusekelwa ngokomzwelo.
4. **Zijwayeze Ukuzinakekela:** Beka kuqala ukuzinakekela ukuze ulondoloze impilo yakho engokomzimba nengokomzwelo . Zibandakanye emisebenzini ekulethela injabulo futhi ekusiza uphumule . Lokhu kungahlanganisa izinto zokuzilibazisa, ukuzivocavoca, ukuzindla, noma ukwelapha.
5. **Phatha Okulindelekile:** Qaphela ukuthi awukwazi ukushintsha amalungu omndeni anobuthi noma ukuziphatha kwawo . Lungisa okulindele futhi ugxile ekwamukeleni ukuthi ziyikho, kuyilapho ubeka phambili inhlalakahle yakho.
6. **Yakha Amasu Okubhekana Nawo :** Thola izindlela ezinempilo zokubhekana nezinselele ezivela ekusebenzelaneni namalungu omndeni anobuthi . Lokhu kungase kuhlanganise ukuvivinya umzimba kokuphefumula okujulile, ukubhala ijenali, noma ukufuna usizo lochwepheshe ukuze ucubungule imizwa yakho futhi uthuthukise izindlela ezisebenzayo zokubhekana nesimo.
7. **Zijwayeze Ukuhlukaniswa Kwemizwa:** Ukuhlukaniswa kwemizwelo kungakusiza ekvikeleni kumthelela omubi wokuziphatha okunobuthi . Funda ukubheka



nokwehlukanisa emazwini noma ezenzweni zabo ezilimazayo, uqonde ukuthi ukuziphatha kwabo kuwukubonakaliswa kwezindaba zabo kunokuba kubonakale ukubaluleka kwakho.

8. **Gcina Imingcele Ekuxhumaneni:** Lapho ukhuluma namalungu omndeni anobuthi, hlala uqinile futhi uzolile ekugomeleni imingcele yakho . Gwema ukuzibandakanya ezingxabanweni noma ukuzama ukuguqula umbono wabo . Gcina izingxoxo zimfushane futhi zigxile ezihlokweni ezingathathi hlangothi, uma kungenzeka.
9. **Cabangela Usizo Lochwepheshe:** Uma ubuthi nokucindezeleka ngokomzwelo kuba namandla, ukufuna isiqondiso somelaphi noma umeluleki kunganikeza ukwesekwa okubalulekile namasu okulawula ukuguquguquka komndeni okunzima.
10. **Beka kuqala Impilo Yakho:** Khumbula ukuthi inhlalakahle yakho ibalulekile . Yenza izinqumo ezivikela impilo yakho engokwengqondo, engokomzwelo, nengokomzimba, ngisho noma kusho ukuziqhelelanisa namalungu omndeni anobuthi . Zizungeze ngamathonya amahle kanye nobudlelwano obukuphakamisayo futhi obukwesekayo.

Ukusebenzelana namalungu omndeni anobuthi kungaba inselele ngokomzwelo, futhi ayikho indlela elingana yonke into . Zithembe futhi ubeke inhlalakahle yakho kuqala njengoba uzulazula kulezi zindlela eziyinkimbinkimbi.

Uma manje usebudlelwaneni obunobuthi, thuthukisa isu lokuphuma eliqinisekisa ukuphepha kwakho nokuphila kahle . Cabangela ukufuna ukwesekwa kubangani, umndeni, noma ochwepheshe abangakusiza kule nqubo . Zindla ngohlelo lwakho futhi ululungise njengoba kudingeka.

## UKULINGANA NENHLONIPHO

Lesi sigaba sidingida izindaba zocansi kanye nobunikazi bobulili . Umehluko phakathi kobulili nobulili umi kanje:

### UMEHLUKO PHAKATHI KOBULILI NOBULILI

**Ucansi :** Ucansi lubhekisela ezicini zebhayoloji zomuntu, ngokuvamile ezinikezwa ngesikhathi sokuzalwa ngokusekelwe kuzici zomzimba ezifana nezitho zokuzala, ama-chromosome, namahomoni . Ngokuvamile kuhlukaniswa njengowesilisa noma owesifazane, ngokusekelwe kuzici zobulili eziyisisekelo (izitho zangasese) nezici zobulili besibili (amabele, izinwele zomzimba, ukuphakama kwezwi, njll.) . Kodwa-ke, kubalulekile ukuqaphela ukuthi akuwona wonke umuntu olingana kahle kule mikhakha kanambambili, njengoba kukhona abantu bobulili obuhlukile abangaba nokwehluka ezicini zabo zobulili begazi.

**Ubulili :** Ngakolunye uhlangothi, ubulili buyisakhiwo senhlalo namasiko esihlanganisa izindima, ukuziphatha, imisebenzi, kanye nokulindelwe umphakathi okuhlobanisa



nokuba yindoda noma owesifazane . Isici esiyinkimbinkimbi nesomuntu siqu sobuntu bomuntu esidlulela ngalé kwezinto eziphilayo . Ubulili buthonywa inhlanganisela yezinto zomphakathi, amasiko, kanye nezici zomuntu ngamunye, okuhlanganisa ulwazi lomuntu siqu, indlela akhuliswe ngayo, kanye nokuzazisa.

Nakuba ucansi ngokuvamile lunikezwa ngesikhathi sokuzalwa ngokusekelwe kuzici zomzimba, ubulili buwumqondo ojulile womuntu siqu wokuba owesilisa, owesifazane, noma obunye ubunikazi bobulili abantu abangabubona . Ubunikazi bobulili bungahle buhambisane noma bungahambisani nobulili obabelwe ngesikhathi sokuzalwa . Isibonelo, othile owabelwe owesifazane lapho ezalwa angase ahlonze njengowesifazane (cisgender) noma ahlonze njengendoda (i-transgender).

Kubalulekile ukuhlonipha nokuqaphela ukuthi ubulili bomuntu bungase buhluke kubulili ababelwe bona ngesikhathi sokuzalwa, futhi ulwazi lwawo wonke umuntu ngobulili luvumelekile.

## UBULILI, UBUNIKAZI BOBULILI KANYE NEZINKULUMO ZOBULILI

Nansi incazelo yobulili obuhlukahlukene, ubunikazi bobulili, nokuchazwa kobulili:

- Ubulili** : Ubulili buyizindlela ezahlukene abantu abazikhomba futhi bazibone ngayo ngokobulili babo . Kudlula ukuba ngowesilisa noma owesifazane . Obunye ubulili obujwayelekile buhlanganisa:
  - Owesilisa: Umuntu oziveza njengomfana noma indoda.
  - Owesifazane: Umuntu oziveza njengentombazane noma owesifazane.
- Ubunikazi Bobulili**: Ubunikazi bobulili yindlela umuntu azizwa ngayo futhi aziveza ngayo ngokobulili bakhe . Ingahle ihambelane noma ingahambelani nobulili ababunikezwa ngesikhathi sokuzalwa . Ezinye izibonelo zobunikazi bobulili zifaka:
  - I-Cisgender** : Uma ubulili bomuntu bufana nobulili abunikezwa ngesikhathi sokuzalwa . Isibonelo, umuntu owabelwe owesifazane ekuzalweni futhi abonakale njengentombazane noma owesifazane u-cisgender.
  - I-Transgender** : Uma ubulili bomuntu bungahambisani nobulili abunikezwa ngesikhathi sokuzalwa . Isibonelo, umuntu owabelwe owesilisa ekuzalweni kodwa aziveze njengentombazane noma owesifazane usuke eshintshe ubulili.
  - Ubulili Isisho** : Ukuchazwa kobulili yindlela umuntu aziveza ngayo emhlabeni ngokobulili bakhe, ngokubukeka kwakhe, ukuziphatha, okokugqoka, nokunye okwengeziwe . Kuyindlela yokuveza ubunjalo bobulili bomuntu . Ezinye izibonelo zokuvezwa kobulili zifaka:



- **Owesilisa** : Uma ubulili bomuntu buhambisana nokulindelwe ngokwesiko kobudoda . Lokhu kungabandakanya ukugqoka izingubo "zowesilisa", ukuba nezinwele ezimfishane, kanye nokukhombisa ukuziphatha okuhambisana nobudoda.
- **Okowesifazane** : Uma ubulili bothile buhambisana nokulindelwe ngokwesiko kowesifazane . Lokhu kungase kuhlangukise ukugqoka izingubo "zowesifazane", ukuba nezinwele ezinde, kanye nokuziphatha okuhlotschaniswa nobufazi.
- **I-Androgynous**: Lapho ubulili bothile bungahambisani ngokuqinile nobudoda noma ubufazi . Bangase baziveze ngendlela ehlanganisa noma eyedlulele okulindelwe ubulili bendabuko.

Kubalulekile ukukhumbula ukuthi ukuzizwisa kwawo wonke umuntu ngobulili kuhlukile, futhi kukhona okunye ukukhunjwa kobulili nokuchazwa okuningi ngale kwezibonelo ezinikeziwe . Ukuqonda nokwamukelwa kobulili obuhlukene, ukukhunjwa kobulili, kanye nezinkulumo zobulili kunomthelela ekudaleni umphakathi obandakanya wonke umuntu futhi ohlukahlukene.

## ISHO UKUTHINI I-LGBTIQA?

Nansi incazelo elula yegama elithi LGBTIQA:

I-LGBTIQA isifushaniso esimelela uhla oluhlukahlukene lwezimo zobulili, ubunikazi bobulili, nezinkulumo . Uhlamvu ngalunye kusifinyezo lumelela ubunikazi obuhlukahlukene, futhi nakhu ngokuvamile abamele:

L - Lesbian: Kubhekiselwa kwabesifazane abakhangwa ngokothando, ngokomzwelo, noma ngokocansi kwabanye besifazane.

G - Gay: Ngokuvamile kusetshenziselwa ukuchaza amadoda akhangwa ngokothando, ngokomzwelo, noma ngokocansi kwamanye amadoda . Iphinde isetshenziswe njengetemu elibandakanyayo lomphakathi obanzi we-LGBTQ+.

B - Ubulili obubili: Ichaza abantu abakhangwa ngokothando, ngokomzwelo, noma ngokocansi kubo bobabili abesilisa nabesifazane . Ubulili obubili bungahlangukisa izinhlobo ezikhanyayo.

I-T - Transgender: Ibhekisela kubantu abathile ubulili babo obuhlukile ebulilini ababunikezwa ngesikhathi sokuzalwa . Abantu abashintsha ubulili bangase baguquke ngezindlela ezihlukahlukene ukuze baqondanise ubunikazi babo bobulili nobunjalo babo bangempela.





I - Intersex: Abantu bobulili obuhlukile bazalwa benezici zobulili ezingahambisani nezigaba ezijwayelekile zabelisa noma abesifazane . Kungukuhluka okungokwemvelo kokwakheka komuntu kanye nebhayoloji.

Q - Queer noma Imibuzo: I-Queer igama eliyisambulela elisetshenziswa abantu abathile ukuze lihlanganise ukukhetha ocansini kanye nokukhonjwa kobulili okungahambelani nezigaba zendabuko . Kungaba yitemu elizazisayo lalabo abenqaba amalebula acace kakhudlwana . Ukubuza kubhekise kubantu abahlola ukukhetha kwabo ubulili noma ubunikazi bobulili.

A - Asexual: Ichaza abantu abangakhangeni abanye ngokocansi . I-Asexuality iyindlela evumelekile yocansi, futhi abantu abathandana nobulili obufanayo basengaba nokukhangwa kwezothando noma ngokomzwelo.

Isifinyezo se-LGBTIQA siyaqhubeka nokushintsha futhi singase sifake izinhlamvu ezengeziwe noma okuhlukile ukumela obunye ubunikazi nomuzwa phakathi komphakathi we-LGBTQ+.

Kubalulekile ukukhumbula ukuthi ubunikazi bobulili nesimo sobulili kuyizici eziyinkimbinkimbi futhi izici zomuntu siqu zobunikazi bomuntu . Abantu bangase bahlonze ngohlamvu olungaphezu kolulodwa kusifinyezo noma bangasebenzisa amanye amagama ukuchaza ubunikazi babo . Kubalulekile ukhlonipha nokwazisa amalebula nobunikazi bomuntu ngamunye, njengoba benegunya lokuzichaza nokuziveza.

## KUYINI UKULINGANA KOBULILI

Ukulingana kobulili kubhekisela esimisweni sokuthi bonke abantu, kungakhathaliseki ubulili babo noma ubunikazi babo, kufanele babe namalungelo alinganayo, amathuba, kanye nokwelashwa kuzo zonke izici zokuphila . Kubandakanya ukubekela inselele imibono yobulili, ukugqogquzela ukulunga, nokuqeda ukucwasa nokuchema okusekelwe ebulilini . Abesilisa nabafana badlala indima ebalulekile ekuthuthukiseni ukulingana ngokobulili ngokuthuthukisa izimo zengqondo ezibonisa inhlonipho kwabanye, kungakhathalekile ubulili noma ukuthi ungubani.

Ukulingana ngobulili kuhloswe ukuqeda ukucwasa okusekelwe ebulilini, imibono engaguquki, nokuchema okukhawulela amathuba futhi kuqinise ukungalingani kwamandla . Ikhuthaza inkolelo yokuthi bonke abantu, kungakhathaliseki ubulili babo, kufanele babe nenkululeko yokuphishekela izifiso zabo, benze izinqumo, futhi babe neqhaza emphakathini ngaphandle kokubhekana nokucwaswa noma imigoqo.

Izici ezibalulekile zokulingana ngokobulili zifaka:



1. **Amalungelo Alinganayo:** Ukuqinisekisa ukuthi abantu babo bonke ubulili banamalungelo afanayo omthetho kanye nokuvikelwa, okuhlanganisa namalungelo emfundo, ukunakekelwa kwezempilo, ukuqashwa, nokubamba iqhaza empilweni yomphakathi nepolitiki.
2. **Amathuba Alinganayo:** Ukunikeza ukufinyelela okulinganayo emfundweni, emsebenzini, nasekuthuthukisweni komsebenzi ngaphandle kokucwasa noma ukuchema okusekelwe ebulilini . Lokhu kuhlanganisa ukugqugquzela ukumeleleka ngokobulili ezikhundleni zobuholi nasemikhakheni evame ukubuswa abesilisa.
3. **Ukuqedwa Kwemibono Ehlukile Yobulili:** Ukuphonsela inselelo nokwephula imibono engaguquki eyingozi nokulindelwe umphakathi okuhlotshaniswa nezindima zobulili, ukuziphatha, kanye nezimfanelo . Ikhuthaza abantu ukuba baveze imizwa yabo ngokweqiniso, ngaphandle kwemikhuba yobulili enemingcele.
4. **I-Equal Pay:** Ukuvala igebe lomholo wobulili nokuqinisekisa ukuthi abantu bathola inkokhelo elinganayo ngomsebenzi olinganayo nenani elilinganayo . Lokhu kubandakanya ukubhekana nezici zesistimu ezifaka isandla ekwehlukeni kwenkokhelo, njengokuhlukaniswa komsebenzi kanye nokuchema engazi lutho.
5. **Ukuqeda Udlame Olusekelwe Ngokobulili:** Ukuthatha izinyathelo zokuvimbela nokusabela kuzo zonke izinhlobo zodlame olusekelwe kubulili, okuhlanganisa udlame lwasekhaya, ukuhlukunyezwa ngokocansi, nokucwasa . Ukukhuthaza isiko lokuhlonipha, imvume, kanye nokungabekezeleli nhlobo udlame kubalulekile ekuzuzeni ukulingana ngokobulili.

Ukulingana kobulili kuzuzisa abantu ngabanye, imindeni, imiphakathi, nemiphakathi yonkana . Ikhuthaza ubulungiswa bezenhlalakahle, yenza ngcono inhlalakahle jikelele, ikhuthaze ukukhula komnotho, futhi iholela emhlabeni obandakanya wonke umuntu futhi olinganayo wawo wonke umuntu.

## UNGAKUSEKELA KANJANI UKULINGANA NGOBULILI?

1. **Imfundo Nokuqwashisa:** Abesilisa nabafana bangaqala ngokuzifundisa ngokulingana kobulili, okuhlanganisa nokuqonda izici zomlando nezomphakathi eziholele ekuhlukeni kobulili . Lokhu kuhlanganisa ukuqaphela ukuthi ukulingana kobulili kuzuzisa wonke umuntu kanye nokubekela inselele noma imiphi imibono ecatsangwayo noma imibono engaguquki abangaba nayo.
2. **Cabanga Ngelungelo:** Bona futhi ucabange nganoma yimaphi amalungelo ahlobene nobunikazi bobulili angase anikeze izinzuzo emphakathini . Lokhu kuzicabangela kusiza ukuthuthukisa uzwela kanye nokuqonda okujulile kokuhlangenwe nakho nezinsalele abantu abangazuzi ngamalungelo afanayo . Ukwazisa amalungelo kuyisinyathelo esibalulekile ekukhuthazeni amathuba alinganayo kanye nokubandakanywa.



3. **Inhlonipho Nozwelo:** Phatha bonke abantu ngenhlonipho nangozwela, kungakhathalekile ubulili noma ubunikazi babo . Lokhu kuhlanganisa ukulalela abanye ngenkuthalo, ukwazisa imibono yabo nolwazi lwabo, nokudala indawo lapho wonke umuntu ezizwa ephephile futhi ezwiwa . Gwema ukwenza ukucabangela okusekelwe ebulilini futhi uphonsele inselelo noma yikuphi ukuchema noma ukuziphatha okucwasayo okungase kuvele.
4. **Inselele ngemibono yobulili:** Zibandakanye ekucabangeni okujulile futhi uphonse inselelo imibono engokwesiko yobulili ekhawulela amathuba futhi iqhubekisele phambili ukungalingani . Khuthaza ukuvezwa okuhlukahlukene kobunikazi bobulili futhi usekele ukukhetha komuntu ngamunye ekuphishekeleni izintshisekelo zabo kanye nezifiso zabo, ngaphandle kwalokho okulindelwe umphakathi noma imikhawulo.
5. **Ukusekelwa Okusebenzayo kanye Nokubambisana:** Sekela ngenkuthalo imizamo yokulingana ngobulili futhi ulwele amalungelo alinganayo namathuba abo bonke abantu, kungakhathaliseki ubulili . Lokhu kungabandakanya ukuhlunganyela emikhankasweni, izinhlangano ezisekelayo ezisebenzela ukulingana ngokobulili, kanye nokuba umfelandawonye wabantu ababhekene nokucwaswa noma ukuchema okusekelwe ebulilini noma ngobunjalo babo.
6. **Foster Ubudlelwano Obubandakanyayo:** Thuthukisa ubudlelwano obunempilo, obulinganayo, futhi obubandakanyayo nabangane, ozakwethu, namalungu omndeni . Phatha bonke abantu njengabalinganayo, uhloniphe iminikelo nemibono yabo . Zibandakanye ngentshiseko ekukhulumisaneni okuvulelekayo nangenhlonipho, ukwabelana ngezibopho, kanye nokukhuthaza ukusatshaliswa okulinganayo kwamandla ebuhlotsheni.
7. **Ukuba Ngumzali kanye Nesibonelo Sendima:** Uma ungumzali noma uyisibonelo kubafana abancane, khuthaza ukulingana kobulili ngamazwi nangezenzo . Khuthaza izingane ukuba zibuze imikhuba yobulili yendabuko, zizifundise mayelana nemvume, futhi uzinikeze amathuba okuhlola inhlobonhlobo yezinto ezithakaselwayo nemisebenzi, ngaphandle kokubheka okulindelwe ubulili emphakathini.
8. **Sekela Ukulingana Kobulili Emsebenzini:** Gwema amathuba alinganayo nokuphathwa ngendlela efanele emsebenzini . Sekela izinhlelo zokuhlukahluka nokufakwa, inselele ukuchema kobulili kanye negebe elikhokhelayo, futhi uqinisekise ukuthi bonke abantu banethuba elilinganayo lokuphumelela nokuthuthuka emisebenzini yabo.
9. **Zibandakanye Engxoxweni Nokubambisana:** Zibandakanye engxoxweni evulekile neyakhayo nabanye mayelana nokulingana kobulili . Hlanganyela nabantu ngabanye, izinhlangano, kanye nemiphakathi esebenzela ukulingana ngokobulili ukuze ufunde emibonweni eyahlukene futhi ufake isandla oguqukweni oluhle.



10. **Ukufunda Nokukhula Okuqhubekayo:** Ukulingana ngobulili kuyinqubo eqhubekayo . Hlala unolwazi, qhubeka ufunda, futhi uphonsele inselelo ukuchema nokucabanga kwakho . Zibandakanye ekuzihlaziyeni, funa impendulo, futhi uvulekele ukukhula komuntu siqu kanye nokwenza ngcono ukuqonda kwakho ukulingana ngokobulili.

Ngokuhlola umqondo wokulingana ngobulili nokuthuthukisa izimo zengqondo zenhlonipho ngabanye, kungakhathaliseki ubulili noma ubunikazi, amadoda nabafana baneqhaza ekwakheni umphakathi onobulungiswa futhi obandakanya wonke umuntu . Ngezenzo zabo, basiza inselele imikhuba eyingozi, bakhuthaze amathuba alinganayo, futhi bakhuthaze izindawo lapho bonke abantu bengachuma khona.

## UKULINGANA NGOBULILI KUWATHINTA KANJANI AMADODA NABAFANA?

Amadoda kufanele athathele phezulu ukulingana ngokobulili ngenxa yezizathu ezimbalwa ezibalulekile:

1. **Ukulingana Nobulungiswa:** Ukulingana kobulili kuyindaba yamalungelo abantu ayisisekelo kanye nobulungiswa bezenhlalo . Iqaphela ukuthi bonke abantu, kungakhathaliseki ubulili babo, bafanelwe amathuba alinganayo, inhlonipho nesithunzi . Ukuthatha ukulingana ngokobulili njengento ebalulekile kusho ukwazisa ukulunga kanye nokumela umphakathi lapho wonke umuntu enamalungelo alinganayo kanye nokufinyelela ezinsizeni.
2. **Ukwephula I-Stereotypes Nezinkambiso:** Ukulingana kobulili kuphonsela inselelo imibono engaguquki eyingozi kanye nezinkambiso zobulili eziqinile ezikhawulela abesilisa nabesifazane . Ngokuthatha ukulingana ngokobulili ngokungathi sína, amadoda angakwazi ukubekela inselele lokho okulindelekile mayelana nobudoda bendabuko, bazikhulule emisebenzini yobulili ekhawulelwe futhi bakhuthaze ukuqonda okubandakanyayo nokuhlukahlukene kokuthi kusho ukuthini ukuba indoda.
3. **Ukwakha Ubudlelwano Obuhle:** Ukwamukela ukulingana ngobulili kuvumela amadoda ukuthi akhe ubudlelwano obunempilo nobunenhlonipho kakhudlwana nabanye . Ikhuthaza ukuxhumana okuvulekile, uzwela, kanye nokwenza izinqumo okwabelwana ngazo . Ngokwenqaba ukungalingani kwamandla okusekelwe ebulilini, amadoda angakhuthaza ukubambisana okulinganayo nokwanelisayo, kokubili ngokomuntu siqu nangokomsebenzi.
4. **Ukukhula Nokuthuthukiswa Komuntu Siqu:** Ukuthatha ukulingana kobulili ngokungathi sína kunikeza ithuba lokuba amadoda azindle ngokuchema nokucabanga kwawo . Ngokuhlola nokukhipha izimo zengqondo nokuziphatha okuyingozi, amadoda angakhula mathupha futhi abe nengxenye ekushintsheni



okuhle kwezenhlalo . Ivumela ukuzazi kanye nethuba lokuzibekela inselele nokuzithuthukisa.

5. **Ukudala Umhlaba Ongcono Wabo Bonke:** Ukulingana kobulili kuzuzisa wonke umuntu . Ngokukhuthaza amalungelo alinganayo namathuba abesifazane nobulili obubandlululwayo, amadoda afaka isandla ekwakheni umphakathi obandakanya wonke umuntu, olinganayo, nonobunye . Ukulingana ngobulili kuholela emiphumeleni yezomnotho ethuthukisiwe, ukubumbana komphakathi okuthuthukisiwe, kanye nenhlalakahle jikelele yomuntu ngamunye nemiphakathi.
6. **Ukulingisa Indima Yezizukulwane Ezizayo:** Amadoda adlala indima ebalulekile njengezibonelo kubafana abancane nasezizukulwaneni ezizayo . Ukuthatha ngokungathi sína ukulingana kobulili kuvumela amadoda ukuba abe amathonya amahle, alolonge izimo zengqondo nokuziphatha okwenqaba ukucwaswa futhi amukele ukulingana . Amadoda angabonisa ukuthi ukwamukela ukulingana ngokobulili akuzuzisi abesifazane kuphela kodwa nomphakathi uwonke .

Ngokubheka ukulingana kobulili njengento ebalulekile, amadoda abambe iqhaza ekuqedeni ukucwasa okusekelwe ebulilini nokudala umhlaba onobulungiswa futhi olinganayo . Kuyisibopho esihlangene ukubekela inselele imikhuba yobulili, ukugqguzela ukubandakanywa, kanye nokusebenzela umphakathi lapho wonke umuntu engachuma khona, kungakhathaliseki ukuthi ungowaphi ubulili.

## Ukuba Yisibonelo Esihle

Nalu uhlu lwezenzo amadoda angazenza ukuze aqonde indima yobuholi kanye nesibopho esihambisana nakho, kugqguzele ushintsho oluhle emiphakathini yabo:

1. **Zifundise:** Thatha isinyathelo sokuzifundisa ngezindaba ezihlukahlukene zomphakathi, ezihlanganisa ukungalingani kobulili, ukucwasa, ubumpofu, nokukhathazeka ngemvelo . Funda izincwadi, izindatshana, namaphepha ocwaningo ukuze uthole ukuqonda okujulile kwalezi zinkinga nokuthi ziwuthinta kanjani umphakathi wakho.
2. **Lalela Futhi Ufunde Kwabanye:** Zibandakanye ekulaleni ngenkuthalo futhi ufune imibono kubantu abanezizinda ezihlukene kanye nolwazi oluhlukene . Ngena emihlanganweni yomphakathi, imihlangano yokucobelelana ngolwazi, kanye nemicimbi ukuze ufunde emazwini ahlukahlukene futhi uqonde izidingo nokukhathazeka kwamalungu omphakathi ahlukene.
3. **Inselelo Yezindima Zobulili Bendabuko:** Bona futhi uphonde inselelo izindima zobulili zendabuko kanye nemibono engaguquki ekhawulela abesilisa nabesifazane . Khuthaza ukulingana ngokobulili kuzo zonke izici zokuphila, okuhlanganisa ekhaya, emsebenzini, nasezihlanganweni zomphakathi .



Khuthaza imikhuba ebandakanyayo eyazisa ukuhlukahluka futhi ihloniphe iminikelo yawo wonke umuntu.

4. **Hola Ngesibonelo:** Yiba yisibonelo esihle ngokubonisa izimfanelo zobuholi obubandakanyayo nobunokuziphatha . Bonisa inhlonipho, uzwela, nobuqotho ekusebenzelaneni kwakho nabanye . Khuthaza ukubambisana, ukusebenzisana, nokuxhumana okukhululekile emphakathini wakho.
5. **Ukuqondisa Nokusekela Abanye:** Nikeza ukuqondisa nokusekelwa kubantu ngabanye, ikakhulukazi labo abangase babhekane nezithiyo noma ukucwaswa . Khuthaza futhi unikeze abanye amandla okuthuthukisa amakhono abo obuholi futhi babambe iqhaza ngenkuthalo ezinhlelweni zomphakathi.
6. **Advocate for Change:** Sebenzisa izwi lakho nenkundla ukuze ukhulumele izinqubomgomo nezinqubo ezikhuthaza ukulingana, ubulungisa bezenhlalakahle, nentuthuko esimeme . Khuluma ngokumelene nokubandlulula nokungabi nabulungisa futhi usebenzele ukudala izindawo ezibandakanya wonke amalungu omphakathi.
7. **Hlanganyela Nenethiwekhi:** Funa amathuba okuhlanganyela nezinhlangano zomphakathi, amabhizinisi, nabantu ababelana ngezinhloso ezifanayo . Yakha amanethiwekhi nobudlelwano ukuze ukhulise umthelela wakho futhi ukhuthaze imizamo ehlangene ekubhekaneni nezinselele zomphakathi.
8. **Zibandakanye Nesevisi Yomphakathi:** Volontiya ngesikhathi sakho namakhono ukuze usekele imizamo yokusiza umphakathi . Zibandakanye kumaphrojekthi wendawo adingida izindaba zomphakathi, njengemfundo, ukunakekelwa kwezempilo, ukongiwa kwemvelo, noma ukuqeda ubumpofu . Ngena ngenentshiseko kushintsho oluhle ngokubamba iqhaza kwakho.
9. **Zibonele futhi Ziphenduke:** Hlala ucabanga ngokuchema kwakho, izimo zengqondo, nokuziphatha kwakho . Vuleleka ekuphenduleni futhi usebenze ngenkuthalo ekukhuleni komuntu siqu nasekuzithuthukiseni . Yamukela umqondo wokukhula okuvumela ukuthi ufunde emaphutheni akho futhi uguqule indlela yakho njengoba kudingeka.
10. **Khuthaza Ingxoxo Nokubambisana:** Yenza inkhulumomphendvulwano evulekile nenenhlonipho emphakathini wakho . Khuthaza izingxoxo ezithuthukisa ukuqonda, uzwela, nokusebenzisana ukuze kubhekwane nezinselele futhi kutholwe izixazululo ezintsha ndawonye.

Ngokwenza lezi zenzo, amadoda angadlala indima ebonakalayo ekuqondeni izibopho eziza nobuholi kanye nokugqugquzela ushintsho oluhle emiphakathini yawo . Kubalulekile ukubhekana nalezi zenzo ngokuzithoba, uzwela, nokuzibophezela ekuhlanganiseni kanye nobulungiswa bezenhlalakahle.



## UKWELULEKA KANYE NOKWESEKWA

Nalu uhlu lwezenzo amadoda angazenza ukuze afunde ukuthi angaba kanjani umeluleki owesekayo, umngane, noma umsizi kwabanye, enikeza isiqondiso nesikhuthazo:

1. **Zifundise:** Zifundise ngezinsalele amaqembu abukelwa phansi, okuhlanganisa abesifazane, abantu be-LGBTQ+, abantu bebala, nabantu abakhubazekile . Funda izincwadi, izindatshana, nama-akhawunti omuntu siqu ukuze uthole imininingwane mayelana nolwazi lwabo kanye nemibono yabo.
2. **Lalela Ngenkuthalo:** Zijwayeze ukulalela ngokugcwele lapho uzibandakanya nabanye . Dala indawo ephephile nengenakho ukwahlulela ukuze babelane ngemicabango yabo, imizwa, kanye nolwazi lwabo . Naka izidingo zabo nezinto ezibakhathazayo, futhi ugweme ukuphazamisa noma ukulahla imibono yabo.
3. **Ukuzwelana Nokuqonda:** Hlakulela uzwela futhi ufune ukuqonda ulwazi lwabanye kanye nemibono yabo . Zibeke ezicathulweni zabo ukuze wazise kangcono izinsalele nemizwa yabo . Qinisekisa imizwa yabo futhi unikeze ukusekelwa ngokomzwelo lapho kudingeka.
4. **Yiba Nomqondo Ovulekile:** Inselele ekukhetheni kwakho kanye nemibono yakho . Gcina umqondo ovulekile futhi uzimisele ukufunda kokuhlangenwe nakho nolwazi lwabanye . Yamukela ukwehluka futhi wazise imibono eyahlukene.
5. **Foster Trust and Respect:** Yakha ukwethembana nenhlonipho ebudlelwaneni bakho . Thembeka, gcina imfihlo, futhi ubonise ubuqotho . Phatha abanye ngesizotha nangenhlonipho, kungakhathaliseki isizinda sabo noma ubuwena.
6. **Nikeza Isiqondiso Nesikhuthazo:** Nikeza isiqondiso nokusekelwa kwabanye abafuna ukuqeqeshwa noma ubungane bakho . Yabelana ngolwazi lwakho nolwazi ukuze ubasize bazulazule ngezinsalele noma bafinyelele imigomo yabo . Khuthaza ukukhula kwabo, bungaza impumelelo yabo, futhi unikeze impendulo eyakhayo lapho kudingeka.
7. **Thuthukisa ukulingana nokufakwa:** Gwema ukulingana nokufakwa kuzo zonke izici zokuphila . Inselele imikhuba yokubandlulula kanye nemibono ecatshangwayo . Dala izikhala ezibandakanyayo nezipephile ukuze wonke umuntu aziveze ngokuyiqiniso.
8. **Vuka Umelene Nokungabi Nabulungisa:** Khuluma ngokumelene nobandlululo, ukuhlukunyezwa, nokungabi nabulungisa . Sebenzisa ilungelo lakho ukukhulisa amazwi abencishwe amathuba futhi usekele izimbangela zawo . Yenza njengozakwethu ngokubhekana ngenkuthalo futhi ubhekane nokuziphatha noma izimo zengqondo ezibandlululayo.



9. **Yiba Yisibonelo Esihle:** Hola ngesibonelo futhi ulingise ukuziphatha okuhle nezimo zengqondo . Bonisa umusa, uzwela, nokuqonda ekusebenzelaneni kwakho nabanye . Bonisa ukuthi kungenzeka ukuba namandla nokusekela.
10. **Funda futhi Ukhule Ngokuqhubekayo:** Zibophezele ekufundeni okuqhubekayo nasekuzithuthukiseni . Zibandakanye ekuzihlaziyezi okuqhubekayo ukuze uqonde kangcono ukuchema kwakho kanye nezindawo eziyimpumputhe . Funa impendulo futhi uvulele ukukhula komuntu siqu nokuthuthuka.

Ngokwenza lezi zenzo, amadoda angafunda ukuba abeluleki abesekayo, abangani, nabasekeli kwabanye . Le mizamo ingaba nomthelela ekukhuthazeni umphakathi obandakanya wonke umuntu nozwela lapho wonke umuntu ezizwa ehlonishwa futhi esekelwa.

## UHLELO LWESENZO OLUHLE

Yakha uhlelo lokusebenza lomuntu siqu ukuze ukhuthaze ngenkuthalo ubudoda obuhle ekuphileni kwakho kwansuku zonke, uchaze imigomo ethile nezinyathelo zokuyifinyelela . Nazi ezinye izeluleko ezingakusiza ukuthi uthuthukise uhlelo lwakho lokusebenza.

1. Ngizokweseka ukulingana ngokobulili ngokuthi....
2. Ngizoyinakekela kangcono impilo yami engokomzimba, engokomzwelo neyengqondo ngoku....
3. Ngizophonsela inselelo ubudoda obunobuthi empilweni yami yomuntu siqu neyomsebenzi ngo-.....
4. Ngizoba yisibonelo esihle sowesilisa
5. Ngizothuthukisa uzwela lwami kwabanye ngokuthi ... ..
6. Ngizothuthukisa amakhono ami okuxhumana ngoku....
7. Ngizothuthukisa indlela engilawula ngayo ingcindezi empilweni yami ngoku....
8. Ezinye izinto engizozenza...

## Uhlu Lwezimbalo Zokuthintana ZaseNingizimu Afrika Zosizo Ngengcindezi Nokukhathazeka

I-Adcock Ingram Helpline & Anxiety Helpline	0800 70 80 90
I-Akeso Psychiatric Response Unit Amahora angama-24	0861 435 787
Cape Mental Health Society	(021) 447 9040
I-Cipla Mental Health Helpline	0800 456 789
Inombolo Yosizo Yezempilo Yengqondo kaDkt Reddy	0800 21 22 23





Inombolo Yosizo Yenethiwekhi Yokunakekelwa Kwabasebenzi Bezempilo	0800 21 21 21
I-LifeLine	0861 322 322
I-South Africa Suicide Crisis Helpline	0800 12 13 14
Iqembu laseNingizimu Afrika Lokudangala Nokukhathazeka	011 234 4837
Inombolo Yosizo Yezinhlekelele Zokuzibulala	0800 567 567

Izithombe: I-Microsoft ne- PxHere .



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