



Ubudlelwane obuyityhefu Reader 2025

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Intshayelelo

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

Lo mfundi uqulethe amanqaku engcaciso, imizekelo kunye nomxholo ofundisayo, kunye nesikhokelo neengcebiso.

Injongo yalo mfundi kukubonelela ngolwazi olufundisayo malunga nobutyhefu kubudlelwane, ukuze abantu abachaphazelekayo bakwazi ukwenza ukhetho olunolwazi malunga neemeko zabo zangoku nezexesha elizayo.

Yintoni Ubudlelwane obuyityhefu?

Ubudlelwane **obuyityhefu** lubudlelwane apho ii-dynamics zihlala ziyingozi kwelinye okanye omabini amaqela . Obu budlelwane buphawulwa ngeepatheni **zomonakalo ngokwasemoyeni, ngokwasengqondweni, okanye ngokwasemzimbeni** , endaweni yokuhlonelana, inkxaso, kunye nonxibelelwano olunempilo . Ngokuqaphela iimpawu zetyhefu kunye nokuphumeza izicwangciso ezisebenzayo, sinokukhusela impilo-ntle yethu kwaye senze izigqibo ezinolwazi malunga nobudlelwane.

Izimilo ezinetyhefu

Nantsi eyona mizekelo ixhaphakileyo yeendlela zokuziphatha eziyityhefu.



- **UKUKHONJWA KWEMVO**

- Ukukhanya kwegesi-Ukwenza umntu abuze ubunyani babo okanye ubukrelekrele bakhe.
- Ubutyala-Ukusebenzisa ubutyala ukulawula okanye ukuphembelela abanye.
- Ukudlala iXhoba - Usoloko uzichaza njengexhoba ukuphepha ukuphendula.
- Uthando lweBombing-Ukoyisa umntu onothando ukuze aqhubele phambili.

- **UKULAWULA NOKUGQIBELA**

- Umona Ogqithisileyo - Ukuhlala ubuza ukunyaniseka okanye ukufuna ukuqinisekiswa.

- Ukuba nezinto - Ukuzama ukulawula izenzo zomntu, ubudlelwane, okanye izigqibo.
- Ukutsiba imida-Ukungahoyi okanye ukungayihloniphi imida yobuqu-ngokwasemzimbeni nangokweemvakalelo.
- **UKUNGANyaniseki nenkohliso**
 - Ukuxoka nokuqhatha-Ukufihla inyaniso, ukujija iinyani kunye nokushiya iinyani.
 - Ukwaphula izithembiso-Ukusilela rhoqo ukugcina izibophelelo.
 - Ukuziphatha kobuso obubini-Ukwenza ngokwahlukileyo phambi kwabantu abohlukeneyo.
- **I-PASIVE-INTANDO**
 - Unyango oluthuleyo-Ukungahoyi umntu oza kubohlwaya.
 - I-Sarcasm kunye ne-Backhanded Compliments-Ukufihla izithuko njengoburharha.
 - Ukubamba uthando okanye iNkxaso-Ukusebenzisa uthando okanye imvume njengesixhobo sothethathethwano.
- **I-NEGATIVITY KUNYE NEDRAMA**
 - Uhlala Ukhalaza - Ukugxila rhoqo kwiingxaki ngaphandle kokufuna izisombululo
 - Ukudala impixano engeyomfuneko-Ukuvuselela idrama okanye ukuxhokonxa iingxabano.
 - Ukugxeka Abanye - Ukwala ukuthatha uxanduva ngezenzo
- **UKUNGAHLONIPHI NOKUNGENALUZWANE**
 - Ukujongela phantsi okanye ukuthoba abanye abantu-Ukwenza abantu bazive bebancinci okanye bengafanelekanga.
 - Iimvakalelo ezingasebenziyo-Ukugxotha okanye ukunciphisa iimvakalelo zabanye.
 - Ukunqongophala koXanduva-Ukwala ukuvuma ubugwenxa.
- **UKUZENZAKALISA KUNYE NOBUXHOMBU**
 - UBudlelwane bokuBonisa-Ukutyhala abantu kude ngenxa yoloyiko okanye ukungakhuseleki.
 - Ukwala Uncedo okanye iNkxaso - Ukwenza ngathi ufuna uncedo bubuthathaka.
 - Constant Negativity – Ukukhupha amandla kwabo babangqongileyo.

Ubuchwephesha bokuKhanyiswa kweGesi eziqhelekileyo

Ukulayita igesi luhlobo lokulawula ngokwasengqondweni apho umntu okanye iqela lenze ngabom umntu ukuba abuze ubunyani bakhe, inkumbulo, okanye iimbono zabo . Injongo kukusingela phantsi ukuzithemba kwexhoba nengqiqo yenyano, kubangele ukubhideka, ukungazithembi, nokuxhomekeka kumntu okhohlisayo . Le ndlela yokuziphatha idla ngokufihlakeleyo kwaye iyazingisa, nto leyo eyenza kube nzima ukuba ixhoba likuqaphele kwaye lixhathise.

Ubuchwephesha	Inkcazo	Umzekelo
Ukukhanyela linyano	Flat-out ukukhanyela iziganeko, iincoko, okanye izithembiso naxa kukho ubungqina.	• Andizange ndiyithethe loo nto .
Ukunciphisa iimvakalelo	Ukugxotha okanye ukujongela phantsi iimvakalelo okanye iinkxalabo zexhoba.	• Uzibaxa izinto .
Ukutyhola ixhoba	Ukubeka ityala kwixhoba, ukulenza lizive linoxanduva ngesimilo somxhaphazi.	• Ukuba ubungekho nzima kangako, bekunganyanzelekanga ukuba ndenze ngale ndlela. • “Uyaphambana, yiyo loo nto uye kunyango/uthathe amayeza”
Ukubamba Ulwazi	Ukwala ukwabelana ngolwazi okanye ukwenza ngathi awuyiqondi into ethethwa lixhoba.	• “Andazi ukuba uthetha ngantoni,” • “Undibhida nomnye umntu.”
Ukubala	Ukubuza inkumbulo okanye imbono yexhoba, ebonisa ukuba banempazamo okanye bayalibala.	• “Uqinisekile ukuba kwenzekile ngolo hlobo ? Unenkumbulo embi.” • Uyazi ukuba iyeza lakho lichaphazela inkumbulo yakho.
Ukuphambukisa	Ukutshintsha isifundo okanye ukubuza ukuthembeka kwexhoba ukuphepha ukuphendula.	• “Kutheni uzothetha ngalonto ngoku ufuna ukundiphazamisa.”
Ukujongela phantsi	Ukwenza iinkxalabo zexhoba zibonakale zingabalulekanga okanye zingabalulekanga.	• Asiyonto inkulu . Wenza intaba ngentuthumbo.
Ukukhanya kwegesi ngummeli	Ukubandakanya abanye ukuba babethelele inguqulelo yobunyani yomxhaphazi okanye babeke bucala ixhoba.	• Ukusasaza amarhe ukwenza abanye bathandabuze ubunyani bexhoba okanye ingqondo.
Ukuthanda iBombi kunye nokuthotywa kwexabiso	Ukutshintshana phakathi kwendumiso egqithisileyo kunye nokugxeka ngokukrakra ukubhidanisa ixhoba.	• “Nguwe wedwa ondiqondayo,” kulandele “Awunamsebenzi, kutheni uzikhathaza nje?” • “Ukuba uyandishiya, ndiza kuzibulala”

Ubuchwephesha	Inkcazo	Umzekelo
Ukubhala kwakhona iMbali	Ukubalisa kwakhona iziganeko ezidlulileyo ngokwahlukileyo ukuze zihambelane nebali lomxhaphazi.	"Ayizange yenzeke ngendlela oyikhumbula ngayo."

Isizathu Sokuba Abantu Baziphathe Ngendlela Eyityhefu Kubanye

Ukuziphatha kwabantu okuyityhefu ngokufuthi kubangelwa yimiba yobuqu esisiseko, iindlela abazifundileyo, okanye iingcinezelo zeemeko . Ukuqonda ezi zizathu kunokucacisa ukuba ukuziphatha okunjalo kuncinci malunga nexhoba kwaye ngakumbi malunga nokuzabalaza okanye iinjongo zomenzi wobubi.

Ukuziphatha okunetyhefu kudla ngokubangelwa kwimiba engekaconjululwa yomenzi wobubi kuneempazamo zexhoba . Nangona ukuqonda ezi zizathu kungathetheleli izenzo eziyingozi, kunokunceda ekuphuhliseni uvelwano, ukubeka imida, kunye nokufuna uncedo olufanelekileyo okanye ungenelelo.

- **UKUNGAZIKHUSELEKILEYO NOKUZIPHANTSI**
 - Abantu abaziva bengafaneleki okanye bengafaneleki banokubeka abanye abantu ukuba bazive bephakamileyo okanye benegunya.
 - **Umzekelo** : Umphathi uhlala egxeka abasebenzi ukuze bafihle uloyiko lwabo lokubonwa njengabangenabuchule.
- **IMFUNO YOLAWULO NAMANDLA**
 - Abanye abantu bafuna ukulawula ubudlelwane okanye imeko ukuze bazive bekhuselekile okanye bebalulekile.
 - **Umzekelo** : Iqabane libahlukanisa nabanye abantu ababalulekileyo kubahlobo ukugcina ulawulo nokuthintela ukuzimela.
- **UKUZIPHATHA OKUFUNDILEYO KUNYE NEEMPAWENI ZENTSAPHO**
 - Indlela yokuziphatha enetyhefu inokudluliselwa kwizizukulwana njengendlela 'eqhelekileyo' yonxulumano.
 - **Umzekelo** : Umntu okhulele kwikhaya apho ukungxola nokugxeka kuxhaphakile unokukuchaza oku kubudlelwane bakhe babantu abadala.
- **IINGXAKI OKANYE IINTLUNGU ZOMVO**
 - Ukuxhatshazwa kwangaphambili, ukungahoywa, okanye ukwenzakala kunokubangela ukuba abantu benze izinto ezimbi, beveza intlungu yabo kwabanye.
 - **Umzekelo** : Umsebenzi owakha waxhatshazwa esengumntwana unokungcungcuthekisa oogxa bakhe njengendlela engafanelekanga yokuzikhusela.

- **UXINEZELEKO NOXINZELELO LANGAPHANDLE**

- Uxinzelelo oluphezulu okanye iimeko ezinzima zobomi zinokuthoba umonde kwaye zandise ukucaphuka, okukhokelela kukuziphatha okuyityhefu.
- **Umzekelo** : Umzali oxinezelekileyo unokuwabetha rhabaxa amalungu osapho lwakhe nangona engazimiselanga kukwenzakalisa.

- **UKUNGABIKHO KOBUCHULE NGEMVO OKANYE UKUNGALUZI**

- Abanye abantu basenokungayiqondi indlela izenzo zabo ezibachaphazela ngayo abanye okanye indlela yokulawula iimvakalelo zabo ngendlela enempilo.
- **Umzekelo** : Umntu osoloko ephazamisa okanye egxotha abanye usenokungawuqondi umonakalo obangelwa kuko.

- **Umona nomona**

- Ukucaphukela impumelelo okanye ulonwabo lomnye kunokubangela imikhwa eyityhefu enjengokonakalisa okanye ukuhleba.
- **Umzekelo** : Umhlobo usasaza amarhe okonakalisa isidima somnye ngenxa yomona ngenxa yempumelelo yabo.

- **UKOYIKA UKUBA SEMBUTHENI OKANYE KUKAKWEBI**

- Ukuziphatha okunetyhefu kunokuba ziindlela zokukhusela ukuphepha ukucingelwa ukuba izoyikiso zokuzixabisa okanye ukhuseleko.
- **Umzekelo** : Iqabane lisebenzisa ukugxeka kunye nokulawula ukugcina umgama ngokweemvakalelo, ukoyika ukusondelelana okanye ukwaliwa.

Imizekelo yeendlela zokuziphatha ezinetyhefu kubudlelwane

Ukuziphatha Okunetyhefu	Umzekelo Wentsapho	Umzekelo wothando	Umzekelo Wobuhlobo
Ukugxekwa rhoqo	Umzali ukuthelekisa nomntakwenu "ophumeleleyo" ngakumbi kwaye uyayijongela phantsi imizamo yakho.	Iqabane lihlekisa ngenkangeleko yakho okanye umsebenzi, naphambi kwabanye, kwaye uyibiza ngokuba "yintlekisa".	Umhlobo uhlala ethetha amazwi athoba isidima kwaye akubize ngokuthi "ubuthathaka kakhulu" xa udibana naye.
Ukulawula okanye ukuLawula	Isalamane sakho sikwenza uzive unetyala xa sisithi, "Emva kwayo yonke into endikwenzele yona."	Iqabane likwahlukanisa nabantu obathandayo, lisithi "babi kuwe".	Umhlobo ugrogrisa ngokubuphelisa ubuhlobo ukuba awububeki kwindawo yokuqala.
Ukungathenjwa okanye Ukunyaniseka	Amalungu osapho asasaza iinkcukacha zakho zobuqu okanye ajije amagama akho.	Iqabane likumangalela ngokuxoka okanye ukukopela kwaye liphika yonke into.	Umhlobo uyakuhleba ngoxa ezenza ngathi uyakuxhasa.
Ukungahloneli iMida	Umzali uhlasela indawo yakho okanye akwenzele izigqibo zobomi ngaphandle kwemvume.	Iqabane linyanzelisa ukujonga imiyalezo yakho okanye ubupolisa ukuba uthetha nabani .	Umhlobo ukunyanzelela kwizinto ongakhululekanga kuzo nangona unemida ecacileyo.
Ukuguquguquka ngokweemvakalelo	Umzali uyatshintshana phakathi komsa kunye nobutshaba, okwenza uhambe phezu kwamaqokobhe amaqanda.	Iqabane lijika phakathi kothando kunye nenkohlakalo, likushiya udidekile ngokomzwelo.	Umhlobo uqalisa ukulwa ngezinto ezingenamsebenzi aze akuhoye de ucele uxolo.
Iinzame ezingalinganiyo	Ubonelela ngenkxaso yeemvakalelo okanye yezemali kodwa awufumani mbuyekezo.	Wenza konke ukucwangcisa kunye nomsebenzi weemvakalelo ngelixa iqabane lakho lingenzi mzamo.	Nguwe osoloko eqalisa; umhlobo wakho ubonisa kuphela xa kuluncedo kubo.
Ukutshintshwa kwetyala	Umzali ukubek' ityala ngongquzulwano lwentsapho, kwanaxa ngokucacileyo akulotyala lakho.	Iqabane lakho liyaqhatha okanye lixoke kodwa likugxeka ngezenzo zalo.	Umhlobo wakho uthi " uyabaxa " kwaye uyakugxeka ngokuziphatha kwakhe okubi.

Ukuziphatha Okunetyhefu	Umzekelo Wentsapho	Umzekelo wothando	Umzekelo Wobuhlobo
Umona okanye Ukuba Nobutyebi	Umntakwenu okanye umzali akayithandi impumelelo okanye ukuzimela kwakho.	Iqabane liyacaphuka xa uthetha nabanye okanye uphumelele ngaphandle kwabo.	Umhlobo uba nomona ngobunye ubudlelwane bakho kwaye uzama ukukwahlula.
Ukungahoywa okanye ukurhoxiswa	Usapho luyazihoya iimfuno zakho zeemvakalelo okanye lukuxelela ukuba "uphumelele".	Iqabane liyavala ngexesha leengxoxo ezinzulu kwaye libambe uthando.	Umhlobo uyanyamalala xa usokola kodwa ulindele inkxaso xa eyifuna.

Iimpawu eziqhelekileyo kunye neempawu zoBudlelwane obunobutyhefu

Itheyibhile engezantsi ishwankathela iimpawu eziqhelekileyo ezifumaneka kubudlelwane obuyityhefu . Khumbula ukuba ubudlelwane obuyityhefu bunokwenzeka kwiintsapho, phakathi kwabahlobo, kwintsebenziswano yothando, okanye emsebenzini. Ezi mpawu zihlala ziqokelelana ngokuhamba kwexesha, kwaye okukhona zikho, kokukhona konakala ngakumbi ulwalamano.

Iimpawu	Inkcazo	Impembelelo eqhelekileyo
Ukungabi nantlonipho	Ukungakhathaleli imida yakho, ukuzimela, ixabiso, okanye ixesha.	Ukuziva uphelelwe lixabiso okanye ungaviwa.
Unxibelelwano olubi	Ukunganyaniseki, ukuba ndlongondlongo, ukuxambulisana rhoqo, okanye ukwala ukulungisa imiba.	Ukungaqondi kakuhle, ukungquzulana okungasonjululwanga, inzondo ekhulayo.
Ukulawula	Ukusebenzisa ubutyala, ukukhanya kwegesi, okanye ukunyanzeliswa ukulawula okanye ukuphembelela izigqibo zakho.	Ukudideka, ukuzithandabuza, ukukhukuliseka kokuzithemba.
Ukulawula nokubanakho	Elinye iqela lizama ukulawula ukhetho lwelinye, ubudlelwane, okanye imisebenzi yemihla ngemihla.	Ukuphulukana nokuzimela kunye nenkululeko yomntu.
Ukuxhatshazwa ngokweemvakalelo	Ukuhlaselwa ngamazwi, ukuhlazisa, ukuthotywa, okanye iimvakalelo ezingafanelekanga.	Ukunciphisa ukuzithemba, ukuxhalaba okungapheliyo okanye ukudandatheka.
Ukungahoywa	Ukungafumaneki ngokweemvakalelo, ukubamba umsa, okanye ukungabikho rhoqo kwenkxaso.	Ukuziva wedwa naxa ukunye nomntu.
Umona nokungakhuseleki	Ukukrokrelana okungenasihlahla, ukubambelela nkqi, okanye	Ukuxinezeleka, ukungathembani, kunye nokuzahlula kwabanye.

Iimpawu	Inkcazo	Impembelelo eqhelekileyo
	ubutshaba ngokunikela ingqalelo kwabanye.	
Ukutyhola kunye nokuphambuka	Ungaze ulwamkele uxanduva kwimiba; uhlala usenza ityala lakho.	Ubutyala obungaphakathi kunye nokonakala kokuzixabisa.
Ukukhutshwa kwamandla	Ubudlelwane buhlala bukwenza uziwe udiniwe, unexhala, okanye uxinezelekile engqondweni.	Ukudinwa nokudinwa ngokweemvakalelo.
Umzamo ocalanye	Umntu omnye utyala imali eninzi ngelixa omnye enikela kancinci okanye engenzi nto.	Ukungalingani, ukudakumba, kunye nokuphelelwa yimvakalelo.
Ukungazinzi	Amahlandinyuka aqhubekayo-uxolo olulandelwa kukuziphatha okuphindaphindiweyo, i-rollercoasters yeemvakalelo.	Uxinzelelo olungapheliyo kunye nokungaqiniseki.
Ukungahloneli Ubumfihlo	Ukukroba, ukwabelana ngemicimbi yabucala ngaphandle kwemvume, okanye ukungena kwindawo yobuqu.	Ukuphulukana nokuthenjwa kunye nokuziva uxhatshaziwe.

Zeziphi Iintlobo zabantu ezisemngciphekweni wokuba kubudlelwane obuyityhefu

Abantu abavela kuzo zonke iimvelaphi banokuphelela kubudlelwane obuyityhefu, kodwa iimpawu ezithile, amava obomi, okanye iimeko zentlalo zinokwenza abanye abantu babe sesichengeni sokungena okanye sokuhlala kolu tshintsho . Apha ngezantsi kukho ukuqhekeka okucacileyo, okusebenzayo kweentlobo zabantu abasemngciphekweni ngakumbi, kunye neengcaciso ezisekelwe kwingqondo kunye nobomi bokwenyani.

Ukuba “semngciphekweni” ngakumbi akuthethi ukuba umntu ubuthathaka okanye unetyala—oko kuthetha ukuba ubuthathaka obuthile bunokusetyenziswa ngabantu abanetyhefu.

1. ABANTU ABAZIPHANTSI

- a. **Isizathu sokuba basengozini** : Basenokuziva bengakufanelekeli ukuthandwa okanye bacinge ukuba kufuneka “bathande” omnye umntu.
- b. **Ipatheni eqhelekileyo**: Banyamezela unyango olulambathayo, becinga ukuba abafanelwanga ngcono , okanye boyike ukuba bodwa.

2. ABASINDILE KUXEKO (INKCAZELO YOBUNTU BABANTWANA)

- a. **Kutheni besemngciphekweni** : Ukuchanabeka kwangethuba kubudlelwane obungasebenziyo kunokwenza ukuba ukuziphatha okuyityhefu kuqheleke.
- b. **Ipatheni eqhelekileyo**: Bafuna ngokungazi izinto eziqhelekileyo-nokuba ziyingozi-okanye bayasokola ukuchonga iiflegi ezibomvu.

3. ABANTU ABENEMFUNeko ENGALUQHUBILEYO YOKUFUMANA IMVUME

- a. **Kutheni besengozini** : Ukuzithemba kwabo kuxhomekeke kwindlela abanye abajonga ngayo.
- b. **Ipatheni eqhelekileyo**: Bazandisa kakhulu ukuphepha ukungquzulana okanye ukulahlwa, ukunyamezela unyango oluyityhefu ukuze bahlale “bethandwa” okanye befuneka.

4. ABANTU ABANOVEMBA KAKHULU

- a. **Kutheni besengozini** : Bathanda ukubeka phambili iimfuno zabanye kunezabo kwaye banokuziva benembopheleleko “yokulungisa” abanye.
- b. **Ipatheni eqhelekileyo**: Bathethelela ukuziphatha kakubi okanye bahlale ukuze “bancede” umntu atshintshe, ngeendleko zabo.

5. ABANTU ABANEKHOWUDE TENDENSI

- a. **Isizathu sokuba babe sesichengeni**: Ubuntu babo busoloko buxhomekeke kwimpilo-ntle yomnye umntu.
- b. **Ipatheni eqhelekileyo**: Baphulukana nombono weemfuno zabo kunye nemida, bangene kumandla ayityhefu.

6. ABANTU ABANEMIBA EQHELEKILEYO ENGASONZWA

- a. **Kutheni besemngciphekweni** : Abantu abanexhala okanye izimbo zokuncamathisela ezizinqandayo banokunyamezela ukungazinzi okanye ukuleqa amaqabane angafumanekiyo.

- b. **Ipatheni eqhelekileyo:** Benza impazamo yesiphithiphithi ngokweemvakalelo ngenxa yothando okanye balinganise ukungahambelani nothando . Ubudlelwane obuzinzileyo bunokuziva bukuqula kweli qela, ngoko bebeya kufuna uchulumanco lobudlelwane obuguquguqukayo.

7. ABANTU BAHLANGANISELWE UKUNYAMEZELA (INKCUBEKO, INKONZO, OKANYE IMIQATHANGO ESEKELWE NGESINI)

- a. **Kutheni besengozini :** Abanye bakhuliswe ngeenkolelo ezifana “nokugcina uxolo”, “ukuzinikela ngenxa yosapho”, okanye “uthando loyisa konke”.
- b. **Ipatheni eqhelekileyo:** Bahlala kubudlelwane obuyityhefu ngaphandle komsebenzi, uloyiko lokugwetywa, okanye uxanduva lwenkolo/yenkcubeko.

8. ABANTU ABATSHA OKANYE ABANGAMAVA

- a. **Kutheni besemngciphekweni :** Basenokungabi nayo imifuziselo yobudlelwane okanye izixhobo zeemvakalelo zokubona kunye nokugatya iipateni eziyityhefu.
- b. **Ipatheni eqhelekileyo:** Babbidanisa ukukhohlisa okanye ukulawula ngenkathalo , okanye bamkele ubutyhefu njengenxalenye yesiqhelo.

9. ABANTU KWIIMEKO EZAHLUKENEYO

- a. **Kutheni besengozini :** Ukwahluka (ngokweemvakalelo, ngokwentlalo, okanye ngokwejografi) kunciphisa ukufikelela kwinkxaso okanye imbono yangaphandle.
- b. **Ipatheni eqhelekileyo:** Baye baxhomekeke kumntu onetyhefu ngenxa yokungabi nanye indlela okanye uloyiko lokuba bodwa.

10. ABO BANEMPILO YENGQONDO

- a. **Isizathu sokuba basengozini :** Ukuxhalaba, ukudandatheka, okanye ukuxhwaleka kunokugqwetha indlela umntu azijonga ngayo aze ayenze buthathaka imida.
- b. **Ipatheni eqhelekileyo:** Basenokubambelela kubudlelwane obuyityhefu ukuzinza, nokuba kuyingozi .

Amava amadoda ngobudlelwane obuyityhefu

Amadoda ahlala efumana **ukungahoywa ngokweemvakalelo, ukulawula, okanye ukuthukwa**, nto leyo ejolise kubuntu bawo nakwiindima ezidlalwa ekuhlaleni . Ngenxa yebala elingqonge ukuba sesichengeni kwamadoda, banokucinezela iimvakalelo, baphephe ukufuna uncedo, kwaye babonise unxunguphalo ngeendlela ezingaqhelekanga, ezinjengomsindo okanye ukurhoxa.

Lo mxholo wemfundo ungezantsi utyhila indlela amadoda anokuba namava okuba kubudlelwane obuyityhefu.

1. UKUNGAkhathali ngokweemvakalelo KUNYE NONYANGO OLUTHULE

- Ukuziva ungahoywa okanye ugxothiwe xa uvakalisa iimvakalelo.
- Umzekelo** : Emva kokwabelana ngeenkxalabo malunga nengxaki, iqabane lirhoxa ngokupheleleyo kwaye alivumi ukuthetha kangangeentsuku.

2. UKUCINGA UBUDODA NOBUCHULE

- Amagqabaza achuliweyo okanye angqalileyo acel' umngeni amandla okanye ubuni bendoda.
- Umzekelo** : Iqabane lihlala ligxeka ukhetho lwakhe lomsebenzi okanye lihlekisa ngezinto azithandayo ngokuthi "ayiyondoda ngokwaneleyo."

3. UXINEZELEKO LOKUNCINISA UBUNGOZI

- Ukulindela kwezentlalo kunciphisa amadoda ukuba abonise iimvakalelo ngokuvulekileyo, okukhokelela kuxinzelelo lwangaphakathi.
- Umzekelo** : Xa ecaphukile, uxelelwa ukuba "Ndoda" okanye "Yeka ukuba neemvakalelo," nto leyo ebangela ukuba avale izinto.

4. UKUKHANYA KWEGASTI OKUGXULELEKILEYO KUBUKHONO

- Ukukhohlisa okwenza amadoda abuze izigqibo zabo okanye inkumbulo.
- Umzekelo** : Umlingane unyanzelisa ukuba akazange avume kwizicwangciso azikhumbula kakuhle, ebangela ukubhideka kunye nokungazithembi.

5. UKUHLANGABEZANA NOMZIMBI OKANYE NGENXEKO KODWA KUKUTHANDA UKUNIKA INGXELO

- Amadoda angajongana nokuxhatshazwa kodwa athandabuze ukufuna uncedo ngenxa yokoyika ibala okanye ukungakholelwa.
- Umzekelo** : Emva kokutyhalwa ngexesha lengxabano, ukhetha ukungabaxeleli abahlobo okanye abasemagunyeni ukuba baphephe ukubonakala bebuthathaka.

6. UKULAWULWA KOMVO NGENXA YOBUTYALA NOKULAWULA

- Iqabane lisebenzisa iihambo zobutyala ukulawula ukuziphatha okanye izigqibo.
- Umzekelo** : "Ukuba ubundithanda, ubuya kuchitha impelaveki nganye nam," nangona ezinye izibophelelo zakhe.

7. UKWENZAKALISWA KOLUNTU NGEMPUMELELO YAMAQELA

- Ukudimazeka ngokufihlakeleyo okanye ngokugqithisileyo ekuboneni abahlobo okanye usapho.

- b. **Umzekelo** : Iqabane liyakhalaza okanye lidala impixano ngalo lonke ixesha esenza izicwangciso nabahlobo, nto leyo ekhokelela ekubeni arhoxe ekuhlaleni.

8. UMSINDO WANGAPHAKATHI NOKUPHOXA

- a. Ubunzima bokuvakalisa intlungu, okukhokelela ekucaphukeni okanye kukundlongondlongo.
- b. **Umzekelo** : Ukungavisisani okuncinci kuyakhula kuba uyasokola ukuthetha ngeemvakalelo zakhe ngokuzolileyo.

9. UKUZIVA UBANJWE YINKXAPHO YESINI

- a. Uxinzelelo lokuba ngumboneleli, umkhuseli, okanye osoloko elawula, enciphisa ukufuna uncedo okanye ukuba sesichengeni.
- b. **Umzekelo** : Uyathandabuza ukuya kunyango okanye amaqela enxaso kuba "amadoda akayenzi loo nto."

10. UBUNZIMA BOKUQAPHELA I-ABUYE OKANYE UBUTHINI

- a. Ukuziphatha okunetyhefu kunokuncitshiswa okanye kwenziwe ulungelelwaniso "njengemiba yobudlelwane obuqhelekileyo."
- b. **Umzekelo** : Ukukholelwa ukuba izithuko eziphindaphindiweyo "ziziqhulo" okanye ukulawula ukuziphatha "kukukhathala."

ISIKHOKELO SOKUBA AMADODA AQAPHELE KWAYE AJONGANE NOBUDLELWANE OBUYITYHEFU

Ukuqaphela ubutyhefu kunye nokufuna uncedo kufuna inkalipho, ngakumbi kwiindawo apho amadoda kulindeleke ukuba "omelele." Khumbula, ukubeka phambili impilo yakho yengqondo kunye nokuba sempilweni kubalulekile kwaye luphawu lwamandla okwenene.

1. UKUQAPHELA IINDLELA EZIYITYHEFU

- a. **Thembela kwiimvakalelo Zakho**: Ukuba uhlala uziva udidekile, uxhalabile, okanye "ucimile" emva kokudibana, qaphela-kungabonakalisa ukukhohlisa okanye ukwenzakala ngokweemvakalelo.
- b. **Chonga Iimpawu eziqhelekileyo**: Kulumkele ukukhanyiswa kwegesi, ukugxekwa okuzingileyo, ukulawula ukuziphatha, ukungahoywa ngokweemvakalelo, okanye ukuba likheswa ekuhlaleni.
- c. **Gcina Ingxelo**: Bhala phantsi iziganeko ezikukhathazayo—imihla, into eyenzekayo, indlela owavakalelwa ngayo . Oku kunceda ukuqinisa amava akho kunye neepateni zendawo.
- d. **Phulaphula Kwabanye Abathenjweyo**: Nika ingqalelo ukuba abahlobo okanye usapho luvakalisa inkxalabo malunga nokutshintsha kobudlelwane.

2. UKWAKHA ULWAZI NGEMVAKALELO

- a. **Zivumele Ukuziva**: Qonda ukuba sesichengeni asibobuthathaka . Yimpilo ukuvuma iimvakalelo ezifana nosizi, uloyiko, okanye umsindo.

- b. **Funa lindawo Ezikhuselekileyo:** Thetha nabahlobo obathembileyo, abacebisi, okanye iingcali zempilo yengqondo ezinokunika inkxaso enenjongo.
- c. **Zifundise:** Funda ngokuxhatshazwa ngokwasemoyeni kunye neentshukumo eziyityhefu ukuze uqonde ngcono imeko yakho.

3. UKUBEKA IMIDA

- a. **Chaza iMida:** Nxibelelana ngokucacileyo malunga nendlela yokuziphatha engamkelekanga kuwe.
- b. **Ungaguquguquki:** Misela imida yakho ngokuqinileyo kodwa ngembeko.
- c. **Kubeke phambili Ukuzihlonipha:** Khumbula ukuba ufanelwe sisidima nentlonipho kulo naluphi na ulwalamano.

4. UKUFUNA INKXASO

- a. **Uncedo lobuNgcali:** Iingcali zonyango okanye abacebisi abakhethekileyo kubudlelwane bobudlelwane banokunceda ukuqhuba iimvakalelo kunye nokucwangcisa amanyathelo phambili.
- b. **Amaqela eNkxaso:** Ukunxulumana namanye amadoda ajongene nemiba efanayo kunokunciphisa ukuba likheswa kwaye kunikelwe iingcebiso eziluncedo.
- c. **Iinombolo zoNcedo eziyimfihlo:** Sebenzisa iinkonzo ezinikezela ngenkxaso engaziwa ukuxoxa ngamava akho ngokukhuselekileyo.

5. UCWANGCISO LOKHUSELEKO NOTSHINTSHO

- a. **Vavanya imingcipheko:** Ukuba ubudlelwane bubandakanya naluphi na uhlobo lokuxhatshazwa ngokwasemzimbeni okanye ukwenzakala okukhulu ngokwasemoyeni, beka kuqala ukhuseleko lwakho kuqala.
- b. **Yenza iSicwangciso sokuPhuma:** Ukuba kuyimfuneko, cwangcisa indlela yokuzihlukanisa okanye ukushiya ubudlelwane ngokukhuselekileyo, ngenkxaso ukuba kuyimfuneko.
- c. **Thatha Ixesha Lakho:** Ukushiya ulwalamano oluyityhefu kudla ngokuba nzima; qhubela phambili ngesantya sakho ngaphandle kobutyala.

6. UKUHLAWULA UBUDLELWANE OBUYIMPILO

- a. **Cinga ngeMfuno:** Qonda ukuba intlonipho, ukuthemba, kunye nenkxaso ibonakala njani kuwe.
- b. **Ziqhelanise nokuzithemba:** Thetha ngeengcinga zakho kunye neemvakalelo zakho ngokunyaniseka nangentlonipho.
- c. **Zingqonge ngeempembelelo ezilungileyo:** Yakha ubuhlobo kunye nonxibelelwano oluphakamisayo nolukuqinisekiso.

Amava abasetyhini obudlelwane obuyityhefu

Abasetyhini badla ngokujamelana nokuxhatshazwa ngokuthe ngqo ngokweemvakalelo nangokwasemzimbeni, kunye nezithethe zasekuhlaleni ezibakhuthazayo ukuba bafune inkxaso kodwa maxa wambi banyamezele iintshukumo eziyityhefu ngenxa yosapho okanye ukulondoloza ubudlelwane . Unxunguphalo lwabo ludla ngokubonakaliswa ngokuphandle, kodwa ukuba sesichengeni kwabo kunokusetyenziswa.

1. UkuLawula ngokweemvakalelo kunye nokuKhanya ngeGesi

- Ukwenziwa ukuthandabuza iimvakalelo zomntu, inkumbulo, okanye ingqondo.
- **Umzekelo** : Iqabane liyanyanzelisa, "Unobuntununtunu kakhulu, ayizange yenzeke loo nto," emva kokuba evakalise ubuhlungu malunga nengxelo.

2. Ulawulo kunye nokuThintelwa kokuzimela

- Iqabane linciphisa intsebenziswano yoluntu, ukhetho lomsebenzi, okanye inkululeko yomntu.
- **Umzekelo** :
 - Uxelelwe ukuba akakwazi ukubona abahlobo okanye usapho ngaphandle kwemvume okanye udimazekile ekulandeleni ithuba lomsebenzi.
 - Uxelelwe ukuba isoftware yokulandelela indawo efana ne-life360 ikwiifowuni zokhuseleko, kodwa ihlala isetyenziselwa ukulandelela iintshukumo kwaye ifuna ukuba ezo ntshukumo zithandabuze.

3. Ukuxhatshazwa ngokwentetho nangokwengqondo

- Ukuthukwa rhoqo, ukuthotywa, okanye izoyikiso eziphelisa ukuzithemba.
- **Umzekelo** : Ukubizwa ngokuba "sisidenge" okanye "ungento yanto" ngokuphindaphindiweyo ngexesha lengxabano.

4. Ukuxhatshazwa ngokwasemzimbeni kunye nezigrogriso

- Ubundlobongela obuyinyani okanye obusoyikiswayo budala uloyiko kunye nomonzakalo.
- **Umzekelo** : Utyhale okanye uqhwyatywe ngempama ngexesha lokungavisisani, okanye woyikiswe ngokwenzakaliswa ukuba uzama ukuhamba.

5. Ukwahlukaniswa kwiiNethiwekhi zeNkxaso

- Iqabane liyamhlukanisa ngabom kubahlobo okanye kusapho.
- **Umzekelo** : Umlingane usasaza amarhe okanye udala impixano ukuze ajike abathandekayo bamchase.

6. Ulawulo lweMali

- Ukunciphisa ukufikelela kwimali okanye ukulawula inkcitho ukwandisa ukuxhomekeka.
- **Umzekelo** : Umlingane uthatha umvuzo wakhe okanye akafuni ukufaka isandla ngokufanelekileyo kwiindleko zekhaya.

7. Ulindelo Olungekho ngqiqweni kunye Nokutyhola

- Ukumbeka uxanduva lwazo zonke iingxaki okanye ukulindela imfezeko.

- **Umzekelo** : "Ukuba ubungumfazi/umama ongcono, ngekhe sibe nayo le miba."

8. Uthando olungangqinelaniyo (Uthando lwebhombu kunye nokuthotywa kwexabiso)

- Ukutshintshana phakathi kwendumiso egqithisileyo kunye nokugxekwa rhabaxa ukubhidanisa nokulawula.
- **Umzekelo** : Ukumpha izipho kunye nothando ngenye imini, uze ungamhoyi okanye umjongele phantsi.

9. Ukuxhalaba Okungapheliyo kunye noloyiko

- Ukuzikhathaza rhoqo malunga nokuqalisa impixano okanye ukuhamba kumaqokobhe amaqanda.
- **Umzekelo** : Ukutshintsha indlela yokuziphatha ukuphepha iingxabano okanye ukugqabhuka, ukucinezela iimvakalelo eziyinyani.

10. UkuZithandabuza kunye nokulahleka kwesazisi

- Ukuphulukana nokuzithemba ngokuthe ngcembe kunye nokuziva ungumntu wobuqu ngenxa yoxhatshazo oluqhubekayo.
- **Umzekelo** : Ukuziva engakwazi ukwenza izigqibo okanye ukuthembela kwisigqibo sakhe.

ISIKHOKELO SOKUBA ABASETYHINI BAQAPHELE KWAYE BAJONGANE NOBUDLELWANE OBUYITYHEFU

1. UKUQAPHELA IINDLELA EZIYITYHEFU

- a. **Thembela kwi-Intuition yakho**: Ukuba uhlala uziva unexhala, uloyiko, okanye utyhafile xa ukunye nomntu, yithathele ingqalelo le nto—isoloko ibonisa ukwenzakala ngokweemvakalelo.
- b. **Chonga limpawu eziphambili zesilumkiso**: Lumkela ukulawula ukuziphatha, ukuxhatshazwa ngokwasemphefumleni okanye ngokwasemzimbeni, ukukhanyiswa ngegegi, ukugxekwa ngokugqithisileyo, okanye amaqhinga okuzahlula ekuhlaleni.
- c. **Iziganeko Zoxwebhu**: Gcina ijenali yeziganeko ezikhathazayo-imihla, iinkcazo, kunye neemvakalelo zakho-ukukunceda ukucacisa imeko kunye nokuchonga iipateni eziphindaphindiweyo.
- d. **Funa limbono zaNgaphandle**: Mamela iinkxalabo zabahlobo abathembekileyo, usapho, okanye iingcali ezinokuqaphela iintshukumo ezingafanelekanga onokuthi ungahoyi.

2. UKWAKHA ULWAZI LWEMVENKO NENKXASO

- a. **Zivume iimvakalelo Zakho**: Yazi ukuba iimvakalelo zoloyiko, unxunguphalo, okanye ukubhideka ziimpendulo ezifanelekileyo kwisimilo esiyingozi.
- b. **Fikelele**: Zityand' igila kubantu obathembayo abanokukunika inkxaso namacebiso asebenzisekayo.

- c. **Zifundise:** Funda malunga nokuxhatshazwa ngokweemvakalelo, ukukhanya kwegesi, kunye nezinye iindlela zokuziphatha eziyityhefu ukuqonda amava akho ngcono.

3. UKUBEKA NOKUNYANISELELA IMIDA

- a. **Yazi imida Yakho:** Cacisa ngokucacileyo ukuba zeziphi iindlela zokuziphatha ezingamkelekanga kuwe kwaye kutheni.
- b. **Nxibelelana Ngokucacileyo:** Yibethelele imida yakho ngokuzolileyo kodwa ngokuqinileyo, kwaye ungalibazisi ukuyibethelela xa iwela.
- c. **Yibeke phambili Impilo Yakho:** Khumbula ukuba ukugcina impilo yakho yengqondo kunye nomzimba kubalulekile.

4. UCWANGCISO LOKHUSELEKO NOTSHINTSHO

- a. **Vavanya uKhuseleko Lwakho:** Ukuba kukho ukuxhatshazwa ngokwasemzimbeni okanye ukoyikiswa, beka phambili ukhuseleko lwakho olukhawulezileyo kwaye ufune uncendo olungxamisekileyo ukuba luyafuneka.
- b. **Phuhlisa iSicwangciso sokuPhuma esiKhuselekileyo:** Ceba ngenyameko indlela yokulushiya ulwalamano oluyityhefu, kuquka ukufumana imali, indawo yokuhlala, kunye nenkxaso yeemvakalelo.
- c. **Yithathe Inyathelo ngenyathelo:** Ukushiya ubudlelwane obuyityhefu kunzima; inkqubela ngesantya esiziva silawuleka ngaphandle kokuzibeka ityala.

5. UKWAKHA KWAKHONA NOKULONDOLOZA UBUDLELWANE OBUYIMPILO

- a. **Camngca koko uKufaneleyo:** Qonda ukuba intlonipho, ukuthembana, kunye nokuxhasana akuyothethwano kubudlelwane obunempilo.
- b. **Ziqhelise ukuZikhathalela:** Beka phambili imisebenzi kunye nobudlelwane obubuyisela ukuzithemba kwakho kunye nolonwabo.
- c. **Zixhobise:** Funda izakhono zokuqinisekisa kwaye uthembe ilizwi lakho ekusetheni nasekugcineni imida esempilweni.
- d. **Misela imida esempilweni:** khumbula ukuba abo ebomini bakho bafuna imida, baya kuba nempendulo engalunganga kwimida . Zilungiselele oko kwangethuba.
- e. Amaxesha amaninzi uya kuzifumana usengqondweni yokufuna “ukugcina uxolo.” Uxolo asiyonto ekufuneka igcinwe, ukuba kukho uxolo, yinto nje . **Umntu ‘ogcina uxolo’ akanaluxolo.**

Kutheni Awunaxanduva lokulawula ukuziphatha komntu onetyhefu

Kubalulekile ukuqonda ukuba **awunaxanduva lokulungisa okanye ukulawula indlela yokuziphatha eyityhefu yomnye umntu** . Ubuthi buvela kwimibandela enzulu yobuqu, ukhetho, kunye neepateni ezizezomnye umntu, hayi wena.

Ukulindela ukuba siza kuzitshintsha ngenxa yomonde okanye ukuxolela kudla ngokuba yinto engekho ngqiqweni yaye kuyingozi ngokweemvakalelo . Ugxininiso lwakho kufuneka lube kukhuseleko lwakho, intlalontle, kunye nokuphilisa . Utshintsho lokwenyani luvela kukhetho lomntu onetyhefu—hayi kwiinzame zakho zokulawula okanye ukunyamezela indlela aziphethe ngayo.

- **Awukwazi ukulawula okanye ukutshintsha indlela abaziphatha ngayo .** Kungakhathaliseki ukuba unomonde, uxolele, okanye uqonda kangakanani na, izenzo zabo ekugqibeleni ziyimbopheleleko yabo.
- **Ukuzama “ukulawula” okanye “ukuzilungisa” kudla ngokukhokelela ekudinweni nasekubhidekeni .** Inokudala umjikelo apho uncama impilo yakho ukuze ulungele ukutyhefa kwabo, okungalunganga kwaye kungazinzanga.
- **Ukuziphatha kwabo okunetyhefu kuyimbonakaliso yomzabalazo wabo, hayi ukubaluleka okanye izenzo zakho .** Ukuzibeka ityala okanye ukucinga ukuba unokuzitshintsha zihlala zikumgibe kubudlelwane kwaye kulibazise ukuphiliswa kwakho.

Inyani yokutshintsha umntu onetyhefu ngokuXolela kunye nomonde

- **Utshintsho lufuna ukuzimisela nomgudu onyanisekileyo womntu onetyhefu .** Uxolelo kunye nomonde kwicala lakho akuqinisekisi ukuba baya kutshintsha . Ngumntu kuphela onokukhetha ukuvuma ukuziphatha kwakhe kwaye afune uncedo okanye ukukhula.
- **Abantu abaninzi abanetyhefu baphinda iipatheni ngaphandle kokuba bazisebenzele ngokwabo .** Ngaphandle kokuzazi nokuzibophelela, ukuziphatha okuyityhefu kuthande ukuqhubeka nangona uxolelo lwangaphandle.
- **Uxolelo lwakho kufuneka lubeke phambili ukuphiliswa kwakho, hayi utshintsho lwabo .** Ukuxolela kunokukukhulula kwinzondo, kodwa akukunyanzeli ukuba uhlale okanye unyamezele umonakalo oqhubekayo.
- **Ukumisela imida kubalulekile .** Ukuzikhusela ngemida ecacileyo kusebenza ngakumbi kunokuba unethemba lokuba umonde wodwa uya kubangela utshintsho.

Ngaba Kukuchaphazela Njani Ukuba Kubudlelwane Obutyhefu?

Ukuba nolwalamano oluyityhefu—enoba lulothando, lwentsapho, lukaplatonic, okanye luqeqeshelwe umsebenzi—kunokuba nemiphumo enzulu nefikelela kude kwimpilo-ntle yakho yengqondo, yeemvakalelo kwanasemzimbeni . Ezi mpembelelo zihlala zihamba kancinci, zizenza kube nzima ukuzibona de ube uchatshazelwe ngokunzulu . Ulwalamano oluyityhefu alwaneli nje okwangoku—lulungisa kwakhona indlela ozijonga ngayo wena, abanye kunye nehlabathi . Okukhona uhlala kwenye, kokukhona uya usiba nzulu umonakalo.

Apha ngezantsi kukho ukucazululwa okucwangcisiweyo kweziphumo eziphambili, kunye nemizekelo ebonakalayo.

IMPILO YENGQONDO NEMOYENI IYAHHALA

Isiphumo	Inkcazo	Imizekelo
Ukuxhalaba	Uxinzelelo oluqhubekayo lokuhamba kumaqokobhe amaqanda, ukwesaba ingxabano elandelayo okanye ukuqhuma kweemvakalelo.	Ukuziva uxinezelekile ngalo lonke ixesha ifowuni yakho ikhala okanye ulindele ungquzulwano mihla le.
Ukudakumba	Ukuziva uvaleleke, ugenathemba, okanye udinwe ngokweemvakalelo.	Ukulahlekelwa ngumdla kwimisebenzi, ukuzenza ikheswa, okanye ukuziva ndindisholo.
Ukuzijongela phantsi	Ukugxekwa rhoqo, ukungasebenzi, okanye ukukhohlisa kuphelisa ukuzithemba ekuhambeni kwexesha.	Uqala ukukholelwa ukuba awulunganga ngokwaneleyo okanye ubuze ukubaluleka kwakho.
Ukungazinzi ngokweemvakalelo	Ukutshintshatshintsha kweemvakalelo okubangelwa kubudlelwane obungalindelekanga, obungenasiphithiphithi.	Ukuziva bezolile umzuzu omnye kwaye kwaphula olandelayo ngenxa yokuziphatha kwabo.

IZIPHUMO ZEMPILO YOMZIMBA

Isiphumo	Inkcazo	Imizekelo
Iingxaki zokulala	Ukuxinezeleka nokucinga ngokugqithiseleyo kuphazamisa ubuthongo.	Iingxaki yokuwa okanye ukuhlala ulele, okanye amaphupha amabi ngomntu lowo.
Ukudinwa okungapheliyo	Ukudinwa ngokweemvakalelo kuphumela kukudinwa komzimba.	Ngalo lonke ixesha uziva udiniwe, ulivila, okanye uswele inkuthazo.
Amajoni omzimba abuthathaka	Uxinzelelo olude lunciphisa ukugonywa.	Ukugula rhoqo okanye ukuthatha ixesha elide ukuchacha.

Isiphumo	Inkcazo	Imizekelo
Iimpawu zeSomatic	Umzimba ubonakalisa uxinzelelo lweemvakalelo ngokwasemzimbeni.	Intloko ebuhlungu, isisu esibuhlungu, okanye ukuxinezeleka kwemisipha ngaphandle kwesizathu sonyango.

IZIPHUMO ZENGQONDO

Isiphumo	Inkcazo	Imizekelo
Ukuthandabuza kunye nokudideka	Ukukhanya kwegesi okanye ukukhohlisa kukwenza ubuze ubunyani bakho.	Okwesibini-ukuthelekelela inkumbulo yakho, iimvakalelo, okanye izigqibo.
Ubunzima bokugxila	Uphazamiso lweemvakalelo rhoqo luchaphazela ingqalelo.	Ukuzabalaza ukugxila emsebenzini okanye esikolweni.
Ukungabi nazigqibo	Ukoyika ukwenza ukhetho olungalunganga ngenxa yokugxeka okanye ukugxeka.	Ukucinga ngaphezulu kwanezigqibo ezisisiseko ezifana nokunxiba okanye ukuthetha.

IMIPHUMELA YOKUZIPHATHA NEZENTLALO

Isiphumo	Inkcazo	Imizekelo
Ukurhoxa ekuhlaleni	Ihlazo okanye ukukhohlisa kubangela ukuba ube yedwa.	Ukutsala kude kubahlobo okanye kusapho ukunqanda idrama okanye ukucacisa.
Utyekelo lokukholisa abantu	Ukuze ugweme ungquzulwano, unokuhlala ngaphezulu.	Ukuhlala uvuma, ucela uxolo, okanye ucinezela iimfuno zakho.
Ukutyeshelela ukuzinyamekela	Ugxininiso lutshintsha ngokupheleleyo ekulawuleni umntu onetyhefu.	Ukuyeka umthambo, ukutya okunempilo, okanye izinto ozonwabisa ngazo.

IMPEMBELELO KUBUDLELWANE LWEXESHA

Isiphumo	Inkcazo	Imizekelo
Imiba yokuthembela	Emva kokungcatshwa okanye ukwenzakaliswa ngokweemvakalelo, ukuthembana kuba nzima.	Ukrokrela abanye ngeenjongo ezimbi, naxa kungafanelekanga.
Ukuxhatshazwa ngokweemvakalelo	Uyavala ukuze uzikhusele.	Ukuzabalaza ukudibanisa okanye ukuziva ukhuselekile ukuba sesichengeni kwakhona.
Ukuphindaphinda iipateni	Ngaphandle kokuphiliswa, unokutsalela kumandla afanayo.	Ukuzifumana ukwiimeko eziyityhefu ezifanayo ngokuphindaphindiweyo.

Ukuchonga ubudlelwane obunobutyhefu obunokwenzeka

Kubalulekile ukukhumbula ukuba enye okanye iimpawu ezimbalwa zisenokungabonakalisi ubudlelwane obuyityhefu. Nangona kunjalo, ukuba uchonga uninzi lwale miqondiso kwaye uzifumana uziva ungonwabanga rhoqo, kusenokuba lixesha lokuphonononga impilo kunye nokusebenza kobudlelwane.

1. **UKUNGAHLONIPHI:** Ngaba usoloko uziva ungahlonelwa, ujongelwa phantsi, okanye uthotywe isidima saloo mntu?
2. **ULAWULO NOKUSEBENZA:** Ngaba lo mntu uzama ukulawula izenzo zakho, izigqibo, okanye ukwahlula kubahlobo nakwintsapho yakho?
3. **UKUGXEKA RHOQO:** Ngaba lo mntu usoloko ekugxeka aze akubeke phantsi, ethoba isidima sakho?
4. **Ukuphathwa gadalala ngokweemvakalelo:** Ngaba ufumana iziqendu rhoqo zokuxhatshazwa ngokwasemphefumleni, njengokukhanyiswa ngegese, ukuziva unetyala, okanye ukutyholwa rhoqo?
5. **I-UNBALANCED POWER DYNAMICS :** Ngaba uvakalelwa kukuba umntu unamandla onke kobudlelwane, ukwenza zonke izigqibo kunye nokugxotha iimfuno kunye nezimvo zakho?
6. **UKUNGATHEMBA:** Ngaba kukho ukungathembeki okungaguqukiyo kobudlelwane, kunye nomntu osoloko ekubuza okanye ekuthandabuza?
7. **UKUXHAPHAZA NGENXA OKANYE NGOMZIMBA:** Ngaba ukhe wanamava okanye woyika naluphi na uhlobo lokuxhatshazwa ngamazwi okanye ngokwasemzimbeni emntwini?
8. **KUNGANANJWA NGEMIDA:** Ngaba umntu uhlala engahoyi okanye aphule imida yakho, ngokomzimba nangokweemvakalelo?
9. **I-ROLLERCOASTER YOMVO:** Ngaba uhlala uziva uxhalabile, usoyika, okanye udinga emoyeni ngenxa yamahlala ndinyuka kobudlelwane?
10. **UKWAHLULWA KWAKUNYE NOKUXHOMEKA:** Ngaba lo mntu ukwahlule kubahlobo, kusapho, okanye kuthungelwano lwenkxaso, ekwenza ukuba uxhomekeke kuye ngayo yonke into ? Ngaba umntu, ngaphandle kwesizathu esivakalayo, uneempendulo ezingalunganga xa uchitha ixesha nabahlobo okanye usapho?
11. **UKUTHWALA KUNYE NEZIXABA:** Ngaba lo mntu uhlala ebeka ityala kuwe okanye enze izizathu zokuziphatha kwakhe, esala ukuthatha uxanduva?
12. **UKUNGABIKHO KOXANDUVA:** Ngaba umntu uhlala ekuphepha ukuphendula ngezenzo zakhe kwaye ale ukucela uxolo okanye ukulungisa?
13. **UMZAMO ONGALINGANISANGA:** Ngaba nguwe ofaka umzamo omkhulu kobudlelwane ngelixa umntu ehlala engahoyanga okanye engakhathali?
14. **IDRAMA EQHELEKILEYO:** Ngaba ubudlelwane buphawulwa yidrama engaguqukiyo, iingxabano, okanye imvakalelo yokuhamba kumaqokobhe amaqanda?
15. **UKUKHIPHA NGOMVUZO:** Ngaba uhlala uziva udiniwe ngokwasemoyeni, udiniwe, okanye uphelelwe lithemba ngenxa yokutshintshatshintsha kobudlelwane?

Uyangua Ngaba Ubudlelwane Obutyhefu?

Ubudlelwane obuyityhefu abusoloko bubonakala, ngakumbi xa utyale ngokweemvakalelo . Kodwa ukuba olu lwalamano lukwenza ulahlekelwe noxolo, ukuzixabisa, okanye ukhuseleko, aluseyompilo —kungakhathaliseki ukuba ngubani na.

1. UZIVA NJANI IXESHA IXESHA ELININZI KULE BUDLELWANO?

- Ngaba uziva udiniwe, unexhala, okanye ungonqeni ngakubo?
- Ngaba uyazoyika iindibano, nangona ubukade ukunandipha ukuba kunye nabo?
- Ngaba uziva unetyala okanye ukuzingca ngokuvakalisa iimfuno zakho?

Ukuba uhlala uziva ubi kakhulu emva kokuchitha ixesha nomntu, leyo yiflegi ebomvu.

2. INGABA KUKHO INDLELA YOKUZIPHATHA OKUNGAHLONIPHI OKANYE OKWENZAKAZI?

- Ngaba imida yakho ayihoywa okanye iyagculelwa?
- Ngaba usoloko ugxeke, ujongelwa phantsi, okanye usenziwa uzive “ungaphantsi”?
- Ngaba basebenzisa ubutyala, ukukhohlisa, okanye izoyikiso ukuze bakulawule?

Intlonipho ayixoxiswa . Ukwaphulwa kwemida okuphindaphindiweyo akuyompazamo— ngumzekelo .

3. INGABA UHAMBAMA EMAQAPHENI?

- Ngaba uyakuphepha ukunyaniseka kuba usoyika ukubashiya?
- Ngaba uhlala uzama "ukugcina uxolo" okanye ukulawula iimvakalelo zabo?
- Ngaba basabela ngokugqithisileyo kwimiba emincinane?

Ubudlelwane obunempilo akufunekanga buvakalelwe njengokuhambahamba kwindawo yesigcayiseli.

4. INGABA UNXIBELELWANO LICALA LINGENYE OKANYE LUBUTSHA?

- Ngaba ziyakuvala, zibe ngamatye, okanye ziqhume xa uzama ukuthetha?
- Ngaba nguwe osoloko ucela uxolo, naxa ungonanga ?
- Ngaba bayawajija amagama akho okanye bayakhanyela izinto ozaziyo ukuba zenzekile (igesu)?

Unxibelelwano olusebenzayo luyintsika yalo naluphi na ubudlelwane obusebenzayo . Ukungabikho kwayo kubangela ukubhideka kunye nengqumbo.

5. INGABA UBUDLELWANE AYIQHELEKILEYO?

- Ngaba uchitha ixesha, amandla, okanye umsebenzi onzima ngakumbi kunabo?
- Ngaba babonisa kuphela xa befuna into ethile, kodwa banyamalale ngenye indlela?

- Ngaba iimfuno zakho zichithwa rhoqo okanye zijongelwa phantsi?

Umzamo omnye ubalulekile . Ukuzincama kwicala elinye ayilo “uthando” — kukuxhaphaza .

6. INGABA UWEHLULE?

- Ngaba uphulukene nobunye ubudlelwane ngenxa yalo mntu?
- Ngaba ziyakudimaza okanye ziyakuthintela ekubeni uchithe ixesha nabanye?
- Ngaba uziva uvaliwe kwinkqubo yakho yenkxaso?

Ukwahlula liqhinga eliqhelekileyo lolawulo . Abantu abasempilweni abakoyiki ukuzimela kwakho.

7. UZIVA NGATHI UZILAHLEKILE?

- Ngaba uyekile ukwenza izinto ozithandayo?
- Ngaba uziva ungaqinisekanga ukuba ungubani?
- Ngaba uhlala uqikelela ixabiso lakho, inkumbulo, okanye inyaniso?

Ubudlelwane kufuneka buphucule isazisi sakho, singacimi.

KHAWULEZA UZIJONGE IBHAYIBHILE

Bala ukuba zingaphi na ezi ngxelo ezivakala ziyinyani.

1. Ndihlala ndiziva ndibi ngakumbi emva kokunxibelelana nabo.
2. Ndifihla iindawo zam ukuze ndiphephe ingxabano.
3. Ndiyazithethelela ngokuziphatha kwabo kwabanye.
4. Ndiziva ndidiniwe okanye ndivalelwe.
5. Ndiyoyika ukuthetha okanye ukwala.
6. Ndiziva ndikhuselekile , ndixatyiswa, okanye ndihlonitshwa.

lingxelo ze-0-1 : Mhlawumbi aziyotyhefu, nangona bonke ubudlelwane bufuna umsebenzi.

2-3 lingxelo: Lumka—kusenokubakho iipateni ezingafanelekanga ekufuneka zijongwe.

lingxelo ezi-4+: limpawu ezinamandla zetyhefu . Kusenokuba lixesha lokubeka imida enzulu okanye uphume ngokupheleleyo kubudlelwane.

Yintoni onokuyenza malunga nobudlelwane obuyityhefu

Ufanelwe kulwalamano olukwakhayo—kungekhona ukukudiliza . Ukuthatha la manyathelo asebenzayo kuya kubuyisela imvakalelo yakho yokusebenzela, kukhusele impilo yakho -kwaye kukuncede ubuyisele ubudlelwane okanye uphume ngokukhuselekileyo . Ukuba nangaliphi na ixesha uziva ungakhuselekanga, beka phambili ukhuseleko lwakho lomntu kwaye ufikelele kwiinkonzo zobuchwephesha okanye ezingxamisekileyo ngokukhawuleza.

1. YENZA UHLOLO LOKWENENE

- Bhala amava akho:** Bhala imihla, iziganeko kunye nendlela oziva ngayo.
- Chonga iipateni:** Khangela iindlela zokuziphatha eziphindaphindiweyo (umz. ukulayita igesi, ukulawula).
- Amanqaku ngokuchasene nokuzijonga -:** Phinda ujonge -imibuzo yokuzivavanya yangaphambili.

2. BEKELA KWAYE UNYANZELEKILE IMIDA

- Chaza imida ecacileyo:** Gqiba ngento eyamkelekileyo nengamkelekanga (ixesha elichithiweyo, izihloko ekuxoxiwe ngazo, ithoni yelizwi).
- Nxibelelana ngokuzolileyo, ngokuthe ngqo:** “Xa uphakamisa ilizwi lakho, ndiba nexhala . Ndifuna sithethe ngokuzolileyo.”
- Ukunyanzelisa iziphumo:** Ukuba bawela umda, nqumama ukudibana okanye uphume kwigumbi.

3. PHUCULA INKXASO YAKHO NETWEKHI

- Zityand’ igila kubantu obathembileyo:** Yabelana ngejenali yakho nomhlobo, umcebisi okanye ilungu losapho.
- Joyina iqela lenkxaso:** Khangela amaqela asekuhlaleni okanye akwi-intanethi yokuxhomekeka, amaxhoba okuxhatshazwa kwasekhaya, njl.
- Ukwahlula umda:** Cwangcisa imisebenzi eqhelekileyo nabantu abakuphakamisayo nabakuhloniphayo.

4. TYALA -KUZIKHATHALELWA NOKUXHOTYWA KOMNTU

- ngokwesiqhelo -:** Ukulala, ukutya okunesondlo, ukwenza umthambo—kwanohambo olufutshane okanye imithambo yokuphefumla ibalulekile.
- Fumana kwakhona umdla:** Phinda uqhagamshelane nezinto ozithandayo okanye izinto ozishiyileyo.
- Zakhele -ixabiso lakho:** Funda -iincwadi zokuzinceda, mamela iipodcasts ezixhobisayo, okanye uziqhelanise noqinisekiso.

5. FUNDA IZAKHONO ZONXIBELELWANO EZISEMPILO

- Sebenzisa " -lingxelo":** “Ndiva kabuhlungu xa...,” hayi “Usofoloko...”
- Ukumamela ngokukhuthaleyo:** Hlaziya into abayithethayo ukuqinisekisa ukuqondana.
- Khetha ixesha elifanelekileyo:** Musa ukuzama iingxoxo ezinzulu xa nixambulisana.

6. FUNA INKQUBO YOBUCHULE

- a. **Unyango lomntu ngamnye:** Ugqirha wengqondo okanye umcebisi unokukunceda ukhulule ukwenzakala kwaye uphinde wakhe imida.
- b. **Izibini okanye unyango losapho:** Kuphela ukuba elinye iqela lizimisele kwaye bobabini banokuzibophelela ekutshintsheni.
- c. **Ingcebiso yomthetho:** Ukuba kukho nayiphi na isoyikiso kukhuseleko lwakho okanye ukusetyenziswa kakubi kwemali.

7. ISICWANGCISO SOKUPHUMA NGOKUKHUSELEKILEYO (UKUBA KUFUNeka)

- a. **Yenza iqhinga lokuphuma:** Chonga indawo oza kuhlala kuyo, indlela oza kuzifumana ngayo iimali, kunye nokuba uyamazisa bani .
- b. **Gcina izinto ezibalulekileyo zilungile:** Izitshixo ezigciniweyo, itshaja ephathwayo, amaxwebhu abalulekileyo.
- c. **Yazisa abantu abaphambili:** Yazisa ummelwane, umhlobo okanye umphathi weHR azi isicwangciso sakho kwaye umcele ukuba ahlole.

8. LANDELA UZE UBESE INKQUBELA

- a. **Phonononga ijenali yakho qho ngeveki:** Ngaba imida iyahlonitshwa ? Ngaba ukuziphatha kuyaphucuka?
- b. **Lungisa isicwangciso sakho:** Qinisa okanye ukhulule imida njengoko kufuneka.
- c. **Nakana iipateni ezingenakulungiseka:** Ukuba ubutyhefu buyaqhubeka ngaphandle kwemizamo yakho, cinga ngokwahlukana okusisigxina.

Ukujongana naMalungu oSapho anetyhefu

Ukujongana namalungu osapho anetyhefu kunokuba ngumceli mngeni, kodwa kukho iindlela onokuthi uzisebenzise ukujongana nobudlelwane obunzima. Akukho ndlela ilinganayo . Zithembe kwaye ubeke phambili impilo-ntle yakho njengoko ujonga ezi ntshukumo zinzima.

- **MISELA IMIDA:** Misela imida ecacileyo yokuzikhusela kwihambo eyityhefu . Qinisekisa ukuba loluphi unyango olwamkelekileyo nolungamkelekanga kwilungu losapho lwakho . Nxibelelana ngale mida ngokuzolileyo nangokuzingisa, kwaye ungaguquguquki ekuyinyanzeliseni.
- **UMDA UQHAGAMSHELWANO:** Ukuba kunokwenzeka, nciphisa unxibelelwano lwakho namalungu entsapho anetyhefu . Oku kunokubandakanya ukunciphisa amaxesha otyelelo okanye unxibelelwano . Yenza umgama womzimba kunye neemvakalelo ukukhusela impilo-ntle yakho.
- **LAWULA OKULINDELEKILEYO:** Qaphela ukuba awukwazi ukutshintsha amalungu osapho anetyhefu okanye ukuziphatha kwawo . Lungisa ulindelo lwakho kwaye ugxile ekwamkeleni ukuba bangobani, ngelixa ubeka phambili impilo-ntle yakho.
- **PHUHLISA AMAQHINGA OKUMELANA :** Fumana iindlela eziphilileyo zokumelana nemiceli mngeni evela ekusebenzisaneni namalungu osapho anetyhefu . Oku kunokubandakanya umthambo wokuphefumla nzulu, ukubhala iphepha-ndaba, okanye ukufuna uncedo lobuchwephesha ukusetyenzwa kweemvakalelo zakho kunye nokuphuhlisa iindlela ezisebenzayo zokuhlangabezana.
- **ZIQEQESHE UKWAHLUKANA EMVAWENI:** Ukuzibamba ngokweemvakalelo kunokukunceda ekukhuseleni kwimpembelelo engalunganga yokuziphatha okuyityhefu . Funda ukujonga kunye nokwahlula kumazwi okanye izenzo zabo ezenzakalisayo, ukuqonda ukuba ukuziphatha kwabo kukubonakalisa imiba yabo kunokuba kubonakaliswe ukubaluleka kwakho.
- **GCINA IMIDA KUNXIBELELWANO:** Xa unxibelelana namalungu osapho anetyhefu, hlala uqinile kwaye uzolile ekuqinisekiseni imida yakho . Kuphephe ukuxambulisana okanye ukuzama ukuguqula imbono yabo . Gcina iincoko zibe mfutshane kwaye zijolise kwimixholo engathathi hlangothi, ukuba kunokwenzeka.
- **YIBA PHAMBILI IMPILO YAKHO:** Khumbula ukuba impilo yakho ibalulekile . Yenza ukhetho olukhusela impilo yakho yengqondo, yeemvakalelo, neyomzimba, kwanokuba oko kuthetha ukuzahlukanisa namalungu entsapho anetyhefu . Zingqonge ngeempembelelo ezintle kunye nobudlelwane obukuphakamisayo kunye nenkxaso yakho.

Ukumisela imida ephilileyo

Nasi isikhokelo sesinyathelo-nge-nyathelo sokubeka nokulawula imida enemphilo.

INYATHELO 1: CHANGELA IMIDA YAKHO NGOKUCACILEYO

- Cinga ngendlela oziphatha ngayo owamkelekileyo noko ungakwenziyo .
- **Imizekelo :**
 - "Ndifuna unxibelelwano olunyanisekileyo ngaphandle kokungxola."
 - Andikuthandi ukuphazanyiswa.
 - "Ndifuna ixesha lokuba ndedwa ukuze ndihlaziye emva komsebenzi."

INYATHELO LESI-2: NXIBELELANA NGEMIDA YAKHO NGOKUZOLE NAKCACAYO

- Sebenzisa amazwi athi "Ndi" ukuchaza iimfuno zakho ngaphandle kokugxeka.
- **Umzekelo amabinzana:**
 - Ndiziva ndingahlonelwa xa ndiphazanyiswa, ngoko ke kufuneka sivumelane sigqibezele ukuthetha."
 - "Ndidinga ixesha elithile elizolileyo emva komsebenzi ukuze ndithobe amandla, ngoko ke andiyi kuphendula ngokukhawuleza kwimiyalezo."
 - Andilunganga ngokugxekwa rhabaxa; ndicela uthethe nam ngembeko."

INYATHELO LESI-3: JONGA IMPENDULO YOMNYE UMNTU

- Ubudlelwane obunempilo buhlonipha imida . Qaphela ukuba bayamamela kwaye balungise indlela yokuziphatha.
- Ukuba basabela kakuhle: "Enkosi ngokuqonda intswelo yam yendawo."

INYATHELO LESI-4: QINISEKISA IMIDA YAKHO XA INGASANGAWANGA

- Bakhumbuze ngokuqinileyo kodwa ngembeko ukuba baphinda bawela imida yakho.
- **Umzekelo amabinzana:**
 - Ndikucelile ukuba ungaliphakamisi ilizwi lakho xa sithetha .
 - "Ndifuna ukuba uyeke ukundiphazamisa; kwenza kube nzima ukunxibelelana."
 - Ukuba kuyimfuneko, nciphisa okanye unqumame ukusebenzisana:
 - Ekubeni umda wam ungahlonelwa, kufuneka ndikhe ndiphumle kule ncoko."

INYATHELO LESI-5: YITHATHA INGCACISO IZIPHUMO

- Ukuba umntu uyaqhubeka engayihloneli imida yakho, cinga ngemiphumo efanelekileyo.
- **Imizekelo yeziphumo:**
 - Ukunciphisa ixesha elichithwa kunye.
 - Ukufuna inkxaso kwabanye okanye kwiingcali.
 - Ukuphelisa ubudlelwane ukuba ubutyhefu buyaqhubeka kwaye bulimaza impilo yakho.
- **Ingxelo yomzekelo:**

- "Ndizichaze ngokucacileyo iimfuno zam amatyeli amaninzi . Ukuba oku kuyaqhubeka, kuza kufuneka ndizibeke kude ukuze ndikhusele impilo yam."

INYATHELO LESI-6: YIBA PHAMBILI IMPILO YAKHO

- Gcina imida rhoqo; musa ukubeka esichengeni impilo yakho yengqondo okanye yomzimba.
- Funa inkxaso kubahlobo abathembekileyo, usapho, okanye iingcali xa kuyimfuneko.
- Khumbula ukuba, ukuhlonela imida yakho kubonisa ukuzihlonela nokomelela.

Isishwankathelo Umzekelo

- **Umda:** Ndinga unxibelelwano olunentlonipho ngaphandle kokungxola.
- **Seta:** Nceda uthethe ngokuzolileyo xa sixoxa ngemibandela."
- **Ukuba akuhoywa:** Ndicela kwakhona unxibelelwano oluzolileyo . Ukuba oku kuyaqhubeka, ndiza kuyiyeka incoko."
- **Ukuba isangahoywa:** "Ekubeni ungawuhloneli umda wam, ndiyaphumla kolu lwalamano de ndikwazi ukunxibelelana ngentlonelo."

Kutheni Ukuseta imida esempilweni akuzicingeli okanye kungalunganga

Ukumisela imida yinxalenye ebalulekileyo yokugcina imbeko, isidima, nempilo-ntle kulo naluphi na ulwalamano . Kubalulekile ukuqonda ukuba imida ayikho malunga nokulawula okanye ukunciphisa abanye, kodwa malunga nokuzikhusela kunye nokukhuthaza ukusebenzisana okunempilo.

Ukumisela imida yindlela eyimfuneko, engenamkhethe nentlonelo yokugcina ulungelelwano kulwalamano . Sisenzo sokuzinyamekela, kungekhona ukuzingca, kwaye kubalulekile ekukhuthazeni unxibelelwano oluphilileyo, oluzinzileyo olusekelwe ekuqondeni kunye nentlonipho.

1. IMIDA IKHUTHAZA UKUHLONIPHA OKUNYE

- Imida icacisa ukuba yeyiphi indlela yokuziphatha eyamkelekileyo, ikhuthaza intlonipho kumacala omabini.
- Benza isakhelo apho bobabini abantu baziva bekhuselekile kwaye bexatyisiwe, kunokuba baxakeke okanye bangahoywa.
- Imida ixhasa iNtlalontle yoMntu
- Wonke umntu unemida koko anokukunyamezela ngokweemvakalelo, ngokwasemzimbeni, nangengqondo.
- Ukumisela imida kuqinisekisa ukuba iimfuno zakho ziyafezekiswa kwaye kuthintela ukudinwa, ukucaphuka, okanye ukwenzakala.

2. IMIDA YOPHUMLA UBUDLELWANE EMNGWENI

- Imida ecacileyo inciphisa ukungaqondani kunye neengxabano ngokubeka izinto ezilindelekileyo.
- Bavumela ubudlelwane ukuba buqhubele phambili ekuthembekeni nakunxibelelwano olunyanisekileyo.

3. IMIDA YIFOMU YOKUZIHLOMELA, AYIKUZITHANDI

- Ukukhathalela iimfuno zakho kubalulekile; ukuzityeshela kunokukhokelela kumandla angasebenziyo.
- Ukubeka impilo-ntle yakho kwindawo yokuqala akuthethi ukungabakhathaleli abanye—kuthetha ukuzixabisa ngokulinganayo.

4. IMIDA AYIYIMNIKELELO INKULULEKO YABANYE

- Unoxanduva lwemida yakho, hayi indlela abanye abakhetha ukuphendula ngayo.

- Imida enempilo imema abanye ukuba bahloniphe indawo yakho kunye nokukhetha ngaphandle kokubanyanzela ukuba batshintshe ngokuchasene nentando yabo.

Izifundo

"IZITHUNZI ENTLIZIYWENI"

UNaledi noThemba babeneminyaka emibini bethandana . Ekuqaleni, yonke into yayibonakala igqibelele—incoko efudumeleyo, amaphupha ababelana ngawo, ukuhleka . Kodwa ekuhambeni kwexesha, iinguqu ezifihlakeleyo zaqala ukutshabalalisa ubunyani bukaNaledi.

Nanini na uNaledi evakalisa inkxalabo ngokulala kukaThemba ebusuku okanye iminxeba eyimfihlo, wayephendula:

"Ucinga ngezinto .

Kutheni usoloko ufikelela kwizigqibo ?

Ngesinye isihlandlo, uNaledi wajongana naye ngentetho ebuhlungu awayenzayo ngexesha bexambulisana . UThemba wakhanyela ukuba akazange athethe.

Uphinda uwajije amazwi am . Uyayazi indlela ovakalelwa ngayo.

"Mhlawumbi uyikhumbula kakubi."

Waqala wathandabuza uNaledi . Wayezibuza enoba wayexakiwe okanye wayeneemvakalelo ezigqithiseleyo . UThemba wayesoloko emxelela:

"Unenkumbulo embi . Kufuneka uphumle."

Njengoko iinyanga zaziqengqeleka, lo mzekelo wawusiya usiba qatha . UThemba wayeyifihla imiyalezo, aphinde atyhole uNaledi ngokukroba xa eqaphela . Wamahlukanisa nabahlobo bakhe ngendlela echuliweyo, emxelela ukuba "abaluqondi" ulwalamano lwabo . Xa uNaledi wayezama ukuvakalisa iimvakalelo zakhe, uThemba wamtyhola "ngokubaxaka" okanye "ukulawula."

Impembelelo kaNaledi yayimbi kakhulu :

- Wabhideka ziimbono neemvakalelo zakhe.
- Ukuzithemba kwakhe kwehla, eziva ukuba akanakuzithemba .
- Wayeziva elilolo yaye evaleleke ngokweemvakalelo, engaqinisekanga ukuba abhenele kubani .
- Ixhala nokudandatheka kwangena, nto leyo eyayichaphazela umsebenzi wakhe nobomi bemihla ngemihla.

Kude kube yilapho uNaledi ezityand' igila kumhlobo wakhe osenyongweni waza wafuna unyango awathi waziqonda iimpawu zokukhanyiswa yigesu . Ngenkxaso, wafumana ukucaca waza waqalisa ukumisela imida.

Ibali likaNaledi ngumzekelo obuhlungu wokukhatywa kwegesi kubudlelwane bothando—umjikelo oyinkohliso ophelisa ukuthembana, ubuntu nokhuseleko ngokweemvakalelo . Amaxhoba asoloko eziva elilolo kwaye edidekile, ethandabuza ukuba yinyani.

Ukuqonda oku kuguquguquka kubalulekile ekubuyiseleni ulawulo kunye nokukhululeka kuxhatshazo lweemvakalelo . Akukho mntu ufanele ukuba ubunyani bakhe bugqwethwe, ngakumbi ngumntu amthandayo.

"XA IGAZI LINGONELANGA"

UNandi ukhulele kwikhaya elikumgangatho ophantsi eThekwini, umdala kubantwana basekhaya abathathu . Ngaphandle, intsapho yabonakala njengesiqhelo-isidlo sangeCawa, ukuya ecaweni, iifoto zokuzalwa ezifakwe kwi-Facebook . Kodwa emva kweengcango ezivaliweyo, ii-dynamics zazikude kunesiqhelo.

Umama wakhe, uLillian, wayelawula yonke into . Into eyayinxitywa nguNandi, wayethetha nabani, indlela awayezilungisa ngayo iinwele zakhe—nokuba leliphi ikhondo lomsebenzi awayelikhetha . ULillian wayesoloko egquma amandla akhe enkxalabo.

"Ndikugxeka kuba ndiyazi ukuba ihlabathi linjani," wayedla ngokutsho. "Unobuntununtunu kakhulu , Nandi ."

Nge-15, uNandi wonga imali ukuze azithengele isiginkci esisetyenzisiweyo . ULillian wayithengisa kwiveki kamva, esithi "yinkcitha-xesha" kunye "nokuphazanyiswa kwizifundo zakhe." Wathi akulila uNandi, umama wakhe wahleka:

Awuphathwa kakubi .

ULillian akazange ababethe abantwana bakhe, kodwa wasebenzisa **ukuziva enetyala , walubamba uthando ,** kwaye **wasebenzisa ukulawulwa ngokweemvakalelo njengesixhobo sokulawula** . Nakuphi na ukutyhala kuNandi kwahlangatyezwana nokuthula okanye ukuqumba okungapheliyo.

"Emva kwayo yonke into endikwenzele yona, yindlela ondibuyekeza ngayo le?" Mhlawumbi abantakwenu baya kundixabisa ngakumbi."

Kwiminyaka yakhe yokuqala yama-20, uNandi wanikwa imali yokufunda kwelinye ilizwe . Wala — hayi kuba engafuni ukuhamba, kodwa kuba uLillian wathi:

Ukuba uhamba, ngubani oza kundinceda ngobhuti wakho ?

Ngelo xesha, uNandi wayenoluvo oluyityhefu lomsebenzi . Wayekholelwa ukuba ukubaluleka kwakhe kuxhomekeke ekuzincameni . Wayeyiphepha ingxabano . Wahlala emncinci.

Impembelelo yangena ngokuthe ngcembe :

- Uye **wanexhala elingapheliyo** , ngakumbi malunga nokujongana okanye ukugxekwa.

- Wayeluphepha unxulumano olusondeleyo, esoyika ukuba uya kuba swele kakhulu okanye anganelanga.
- Wayengazithembi izigqibo zakhe, esoloko efuna ukuqinisekiswa kwangaphandle .

Xa wayeneminyaka engama-30, uNandi wayephumelele ephepheni—umsebenzi, iflethi, neqabane . Kodwa wayesangcangcazela kukuva umnxeba wakhe ukhala negama likamama wakhe . Incoko nganye yayimshiya exinezelekile, eziva enetyala yaye echithakele ngokweemvakalelo.

Kwakungekho de waqala unyango apho weva la mazwi:

nayo luhlobo oluthile lokuxhatshazwa ngokweemvakalelo . Kungenxa yokuba kusapho lwakho akulungisi . Ukwabelana ngeDNA nomntu asiyomvume nje yokuvumela ukuziphatha okubi/okwenzakalisayo."

Loo mzuzu wawukhulula **kwaye woyikeka** .

UNandi akazange amnqumle ngokupheleleyo umama wakhe, kodwa wayeka ukwabelana ngeenkukacha zakhe kwaye wabeka imida eqinileyo:

- Akukho matyelelo angachazwanga.
- Akukho nxaxheba yakhe kwezemali okanye kwizigqibo zomsebenzi.
- Akukho tyala-sikhubekiso sivumelekileyo.

linyanga ezimbalwa zokuqala zazimbi—uLillian wambiza ngokuba uzicingela yedwa, emtyhola ngokuba "uxhatshazwe lunyango." Kodwa uNandi wayebambe umgca.

Ngokuthe ngcembe, inkungu yenyuka . Walala ngcono . Wahleka ngakumbi . Labuyisela ilizwi lakhe.

Ibali likaNandi ngumzekelo ocacileyo wokuba **iintshukumo zosapho eziyityhefu azisoloko zikhangeleka zigqithile—kodwa umphumo wazo uyingozi kakhulu** . Impatho-mbi ngokwasemoyeni evela kumzali isenokungacacanga, ibekwe kulindelo lwenkcubeko okanye ukwenzakala okubangelwa zizizukulwana . Kodwa umphumo uyafana: **umntu ofunda ukukuthandabuza ukubaluleka kwawo, ithuku nelungelo lakhe lokuthi hayi** .

"UBUHLOBO OBUYE BANDIPHELISA"

UThandi noLerato bebengabahlobo abasenyongweni ukusukela kumabanga aphakamileyo . Babelana ngeemfihlo, amaphupha, neentetho ezingenakubalwa zasebusuku . Kodwa ekuhambeni kwexesha ubuhlobo babo baqalisa ukuguquguquka—yaye ababi bubuhle.

ULerato wayenomtsalane kwaye eyonwabisa, kodwa ekwafuna ngamandla . Wayelindele ukuba uThandi alahle yonke into xa efuna inkxaso ngokweemvakalelo.

*"Ndihamba kwindawo enzima, ungaza ngoku?"
"Awukhe undimamele xa ndithetha ngeengxaki zam!"*

UThandi wazibona **esoloko epha** , emamele izikhalazo zikaLerato ezingapheliyo ngaphandle kokuvunyelwa ukuba abelane ngeyakhe ingxaki . Xa uThandi ezama ukuveza imiba yakhe, uLerato wayephendula ngokuthi:

"Ucinga ukuba iingxaki zakho zimbi njengezam?"

"Andinaxesha ledrama yakho ngoku."

Naye uLerato wayenomkhwa wokuhleba emva komqolo kaThandi aphinde enze msulwa xa ejongiwe.

"Bendiqhula," watsho encumile, kodwa ubuhlungu khangе buphele.

Wayedla ngokurhoxisa izicwangciso ngomzuzu wokugqibela okanye afike emva kwexesha, eshiya uThandi eziva engabalulekanga . Wathi uThandi akuvakalisa ukuphoxeka kwakhe, uLerato wamtyhola ngokuba "unobuntununtunu kakhulu" kwaye "akangomhlobo wenene."

Impembelelo kuThandi yayibalulekile :

- Waziva **ediniwe kwaye engaxabisekanga** , ezibuza ukuba ingaba wayengumhlobo olungileyo kusini na.
- **Ukuzithemba** kwakhe kwaba yimpumelelo kuba uLerato wayemgxeka kabukhali kwaye engatshintshi.
- Waqalisa **ukuziphepha iimbutho zolonwabo** kuba esoyika ukuphoxeka okanye ukuphoxeka.
- Waba **nesithukuthezi** , nangona wayenomhlobo "osondeleyo".

Ekugqibeleni, uThandi wafikelela kwinqanaba lokuqhawula umtshato waza wagqiba ekubeni athethe ngokunyaniseka noLerato ngendlela obumchaphazela ngayo ubuhlobo bakhe . ULerato wayikhaba inkxalabo yakhe, ngoko ke uThandi wakhetha ukuzikhwelisa.

Ibali likaThandi ngumzekelo ocacileyo wobuhlobo obuyityhefu, apho umntu ehlala ethatha ngaphandle kokupha, esebenzisa ubuqhetseba, aze akhuphe imida . Ubuhlobo obuyityhefu bunokuba yingozi njengobothando okanye izalamane kuba buphelisa ukuthembana nokhuseleko ngokweemvakalelo.

Ukufunda ukuqaphela le miqondiso kunye nokuzixabisa ngokwaneleyo ukuba ubuyele umva kubalulekile kwimpilo yakho yengqondo kunye nokukhula kwakho.



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