



Ubudlelwano obunobuthi Reader 2025

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Isingeniso

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

Lo mfundi uqukethe amanothi achazayo, izibonelo nokuqukethwe okufundisayo, kanye neziqondiso nezeluleko.

Umgomo walo mfundi ukuhlinzeka ngolwazi olufundisayo ngobuthi ebudlelwaneni, ukuze abantu abathintekayo bakwazi ukwenza izinqumo ezinolwazi mayelana nezimo zabo zamanje nezesikhathi esizayo.

Buyini ubudlelwano obunobuthi?

Ubudlelwano **obunobuthi** ubuhlobo lapho i-dynamics iyingozi njalo komunye noma kuzo zombili izinhlangathi. Lobu budlelwano bubonakala ngamaphethini **okulimala ngokomzwelo, okungokwengqondo, noma ngisho ngokomzimba**, kunokuhloniphana, ukusekelana, nokuxhumana okunempilo. Ngokubona izimpawu zobuthi nokusebenzisa amasu asebenzayo, singavikela inhlalakahle yethu futhi senze izinqumo ezinolwazi ngalobu budlelwano.

Imikhuba Enobuthi

Nazi izibonelo ezivame kakhulu zokuziphatha okunobuthi.



• UKUKHOHLWA KOMZWELO

- I-Gaslighting - Ukwenza umuntu abuze iqiniso noma ingqondo yakhe.
- I-Guilt-Tripping - Ukusebenzisa icala ukulawula noma ukuthonya abanye.
- Ukudlala Isisulu - Ukuhlale uziveza njengesisulu ukuze ugweme ukuziphendulela.
- I-Love Bombing - Ukweqa umuntu ngothando ukumkhohlisa.

• UKULAWULA NOKUBEKA

- Umona Odlulele - Ukuhlale ubuza ukwethembeka noma ukufuna ukuqinisekiswa.
- Ukuba nezinto - Ukuzama ukulawula izenzo zomuntu, ubudlelwano, noma izinqumo.

- Ukweqa Imingcele - Ukuziba noma ukungahloniphi imingcele yomuntu siqu- kokubili ngokomzimba nangokomzwelo.
- **UKUNGATHEMBEKI KANYE NEKUKHOHLISA**
 - Amanga Nokukhohlisa - Ukufihla iqiniso, ukusonta amaqiniso nokushiya amaqiniso.
 - Ukwephula Izithembiso - Ukwehluleka njalo ukugcina izibopho.
 - Ukuziphatha Okunobuso Okubili - Ukwenza ngendlela ehlukile phambi kwabantu abahlukenene.
- **I-PASIVE- AGRSIVENS**
 - Ukwelashwa Okuthulile - Ukunganaki umuntu ozomjezisa.
 - Ukubhuqa kanye Nezincomo Ezingemuva - Ukufihla inhlamba njengamahlanya.
 - Ukugodla Uthando noma Ukwesekwa - Ukusebenzisa uthando noma imvume njengethuluzi lokuxoxisana.
- **I-NEGATIVITY KANYE NEDRAMA**
 - Ukukhononda Njalo - Ukugxila njalo ezinkingeni ngaphandle kokufuna izixazululo
 - Ukudala Ukungqubuzana Okungadingekile - Idrama eshukumisayo noma izingxabano ezisusayo.
 - Ukusola Abanye - Ukwenqaba ukuzibophezela ngezenzo
- **UKUNGAHLONIPHI NOKUNGENALO UZWA**
 - Ukululaza noma Ukwehlisa Abanye - Ukwenza abantu bazizwe bebancane noma bengafaneleki.
 - Imizwa Engavumelekile - Ukuchitha noma ukunciphisa imizwelo yabanye.
 - Ukungabi Nokuziphendulela - Ukwenqaba ukuvuma ububi.
- **UKUZINDLA OKUZILIMALAYO KANYE OKUNOBUTHI**
 - Ukucekela phansi Ubudlelwano - Ukusunduzisa abantu kude ngenxa yokwesaba noma ukungavikeleki.
 - Ukwenqaba Usizo Noma Ukusekelwa - Ukwenza sengathi udinga usizo kuwubuthakathaka.
 - Ukungabi Negativity Okuqhubekayo - Ukukhipha amandla kulabo ababazungezile.

Amasu Avamile Wokukhanyisa Igese

I-Gaslighting iwuhlobo lokukhohlisa kwengqondo lapho umuntu noma iqembu lenza othile ngamabomu abuze iqiniso lakhe, inkumbulo, noma imibono yakhe . Umgomo uwukunciphisa ukuzethemba nomuzwa weqiniso wesisulu, okubangela ukudideka, ukungabaza, nokuncika kumkhohlisi . Lokhu kuziphatha kuvame ukucashile futhi kuyaphikelela, okwenza kube nzima ngomhlukunyezwa ukuba akubone futhi amelane.

Icebo	Incazelo	Isibonelo
Ukuphika Amaqiniso	Ukuphika obala izehlakalo, izingxoxo, noma izithembiso noma kunobufakazi.	• Angikaze ngisho lokho . Kumelwe ukuba uyazicabangela izinto.
Ukunciphisa Imizwa	Ukuchitha noma ukubukela phansi imizwelo noma ukukhathazeka komhlukunyezwa.	• “ Usabela ngokweqile . Uzwela kakhulu.”
Ukusola Umgilwa	Ukuphendulela icala kumhlukumezi, kumenze azizwe enecala ngokuziphatha komhlukumezi.	• “Ukube ubungenzima kangako, bekungeke kudingeke ngenze ngale ndlela.” • “Uyahlanya, yingakho uya kokwelapha/uphuza imithi”
Ukubamba Ulwazi	Ukwenqaba ukwabelana ngolwazi noma ukwenza sengathi awuqondi ukuthi isisulu sithini.	• “Angazi ukuthi ukhuluma ngani,” • “Uyangidida omunye umuntu.
Ukubala	Ukubuza inkumbulo noma umbono womuntu ohlukunyeziwe, okuphakamisa ukuthi banephutha noma bayakhohlwa.	• “Uqinisekile ukuthi kwenzeke kanjani lokho ? Unenkumbulo embi.” • “Uyazi ukuthi imithi yakho ithinta inkumbulo yakho.”
Iyaphambukisa	Ukushintsha isihloko noma ukungabaza ukwethembeka komuntu ohlukunyeziwe ukuze kugwenywe ukuziphendulela.	• “Kungani ukhuluma kanjalo manje ufuna ukungiphazamisa.”
Ukwenza kancane	Ukwenza okukhathazayo ohlukunyeziwe kubonakale kungabalulekile noma kungenamsebenzi.	• “ Akuyona into enkulu . Wenza intaba ngemvukuzane.”
Ukukhanyisa igesi ngommeleli	Ukubandakanya abanye ukuze kuqiniswe uhlobo lwangempela lomhlukumezi noma bahlukanise ohlukunyeziwe.	• Ukusabalalisa amahemuhemu ukwenza abanye bangabaze iqiniso noma ingqondo yomuntu ohlukunyeziwe.
Uthando lokuqhunyiswa kwamabhomu kanye	Ukushintshana phakathi kokudumisa okwedlulele nokugxeka kanzima ukuze kudide isisulu.	• “Nguwe wedwa ongiqondayo,” kulandele ngokuthi “Awusizi ngalutho, uzihluphelani?” • “Uma ungishiya ngizozibulala”

Icebo	Incazelo	Isibonelo
nokwehliswa kwamanani		
Ukubhala kabusha Umlando	Ukulandisa kabusha izehlakalo ezedlule ngendlela ehlukile ukuze zivumelane nendaba yomhlukumezi.	"Akukaze kwenzeke lokho ngendlela okhumbula ngayo."

Okwenza Abantu Baziphathe Ngendlela Enobuthi Kwabanye

Ukuziphatha kwabantu okunobuthi kuvame ukuvela ezindabeni zomuntu siqu, amaphethini afundiwe, noma izingcindezi zesimo . Ukuqonda lezi zizathu kungacacisa ukuthi ukuziphatha okunjalo kuncane ngomuntu ohlukunyeziwe kodwa kumayelana nokuzabalaza noma izinhloso zomenzi wobubi.

Ukuziphatha okunobuthi ngokuvamile kubangelwa izinkinga ezingakaxazululwa zomenzi wobubi esikhundleni samaphutha esisulu . Nakuba ukuqonda lezi zimbangela akuzithetheleli izenzo ezilimazayo, kungasiza ekuthuthukiseni uzwela, ukubeka imingcele, nokufuna usizo olufanele noma ukungenelela.

- **UKUNGAZIPHETHEKILE KANYE NOKUZENZA OKUPHANSI**
 - Abantu abazizwa bengafaneleki noma bengafaneleki bangase babeke abanye phansi ukuze bazizwe bephakeme noma benegunya.
 - **Isibonelo** : Umphathi uhlala egxeka abasebenzi ukuze bafihle ukwesaba kwabo ukubhekwa njengabangafaneleki.
- **ISIDINGO SOKULAWULA NAMANDLA**
 - Abanye abantu bafuna ukubusa ubudlelwano noma izindawo ukuze bazizwe bephephile noma bebalulekile.
 - **Isibonelo** : Uzakwethu uhlukanisa abantu ababalulekile kubangani ukuze agcine ukulawula futhi avimbele ukuzimela.
- **OKUFUNDILE UKUZIPHATHA KANYE NEZIMPAWU ZOMNDENI**
 - Ukuziphatha okunobuthi kungadluliselwa ezizukulwaneni ngezizukulwane njengendlela 'evamile' yokuhlobana.
 - **Isibonelo** : Umuntu okhulele ekhaya lapho ukuklabalasa nokusola kwakuvamile angase akufanise lokhu ebudlelwani bakhe babantu abadala.
- **UKUHLUKANA UNGAXAZULULIWE NOMA UBUHLUNGU BOMZWELO**
 - Ukuhlukumeza okwedlule, ukunganakwa, noma ukuhlukumezeka kungabangela abantu ukuthi benze izinto ezimbi, baveze ubuhlungu babo kwabanye.

- *Isibonelo* : Umsebenzi owake waxhashazwa esemncane angase aqinele ozakwabo njengendlela engafanele yokuzivikela.
- **UKUCINDEZELEKA KANYE NEMICINDEZI YAPHANDLE**
 - Ingcindezi ephezulu noma izimo ezinzima zempilo zingehlisa isineke futhi zandise ukucasuka, okuholela ekuziphatheni okunobuthi.
 - *Isibonelo* : Umzali ocindezelekile angase akhulume kabi namalungu omndeni nakuba engahlosile ukulimaza.
- **UKUNGABI NOBUHLAKANI BOMZWELO NOMA UKUNGAQWASHI**
 - Abanye abantu bangase bangaqondi ukuthi izenzo zabo zibathinta kanjani abanye noma indlela yokulawula imizwa yabo ngendlela enempilo.
 - *Isibonelo* : Umuntu ovame ukuphazamisa noma oxosha abanye angase angaqapheli umonakalo owudalayo.
- **UMONA NOMONA**
 - Ukucasukela impumelelo noma injabulo yomunye kungase kubangele ukuziphatha okunobuthi njengokucekela phansi noma inhlebo.
 - *Isibonelo* : Umngani osakaza amahlebezi okonakalisa isithunzi somunye ngenxa yomona ngezimpumelelo zakhe.
- **UKWESABA UKUBA ENGCUPHENI NOMA UKWEHLWA**
 - Ukuziphatha okunobuthi kungase kube izindlela zokuvikela ukugwema izinsongo ezicatshangelwayo zokuzethemba noma ukuphepha.
 - *Isibonelo* : Uzakwethu usebenzisa ukugxeka nokulawula ukuze agcine kude ngokomzwelo, esaba ukusondelana noma ukwaliwa.

Izibonelo Zokuziphatha Okunobuthi Ebudlelwaneni

Ukuziphatha Okunobuthi	Isibonelo Somndeni	Isibonelo Sothando	Isibonelo Sobungani
Ukugxekwa Njalo	Umzali ukuqhathanisa nengane yakini "ephumelele" futhi ubukela phansi imizamo yakho.	Uzakwethu ukloledela ukubukeka kwakho noma umsebenzi wakho, ngisho naphambi kwabanye, futhi ukubiza ngokuthi "ihlaya nje".	Umngane uhlala ekhuluma amazwi alulazayo futhi akubiza ngokuthi "uzwela kakhulu" lapho uhlangana naye.
Ukukhohlisa noma Ukulawula	Isihlobo sakho sinecala sikufaka ekwenzeni izinto ngokuthi, "Ngemva kwakho konke engikwenzele kona."	Uzakwethu ukuhlukanisa nabantu obathandayo, ethi "bakubi".	Umngane usabisa ngokuqeda ubungane uma ungabeki kuqala.
Ukuntula Ukwethenjwa noma Ukwethembeka	Amalungu omndeni asabalalisa imininingwane yakho yomuntu siqu noma asonte amagama akho.	Umlingani ukusola ngokuqamba amanga noma ukukopela futhi uphika yonke into.	Umngane uyahleba ngawe kuyilapho enza sengathi uyakweseka.
Ukungahloniphi Imingcele	Umzali uhlasela indawo yakho noma ukwenzela izinqumo zokuphila ngaphandle kwemvume.	Uzakwethu uphikelela ekuhloleni imilayezo yakho noma amaphoyisa ukuthi ukhuluma nobani.	Umngane ukuphoqelela ezintweni ongakhululekile ngazo naphezu kwemingcele ecacile.
Ukuguquguquka Kwemizwa	Umzali uyashintshana phakathi kokuthanda nokuzonda, okwenza uhambe phezu kwamagobolondo amaqanda.	Uzakwethu ushintsha phakathi kothando nonya, akushiye udidekile ngokomzwelo.	Umngane uqala ukulwa ngezinto ezingasho lutho futhi angakunaki uze uxolise.
Umzamo Ongalingani	Unikeza ukwesekwa ngokomzwelo noma ngokwezimali kodwa awutholi lutho.	Wenza konke ukuhlela kanye nomsebenzi othinta inhliziyu kuyilapho umlingani wakho engenzi mzamo.	Uwena njalo oqalayo; umngane wakho uvela kuphela uma kumzuzisa.
Ukushintsha Icala	Umzali ukusola ngokungqubuzana komkhaya, ngisho nalapho kusobala ukuthi akulona iphutha lakho.	Umlingani wakho uyakopela noma aqambe amanga kodwa akusole ngezenzo zakhe.	Umngane wakho uthi "usabela ngokweqile" futhi uyakusola ngokuziphatha kwakhe okubi.
Umona noma Ukuba Nomandla	Ingane yakini noma umzali uyakucasukela impumelelo noma ukuzimela kwakho.	Umlingani uyathukuthela uma ukhuluma nabanye noma uphumelele ngaphandle kwabo.	Umngane uba nomona ngobunye ubuhlobo benu futhi azame ukukuhlukanisa.

Ukuziphatha Okunobuthi	Isibonelo Somndeni	Isibonelo Sothando	Isibonelo Sobungani
Ukunganakwa noma Ukuhoxiswa	Umndeni uziba izidingo zakho ezingokomzwelo noma ukutshela ukuthi "unqobe".	Uzakwethu uyavala phakathi nezingxoxo ezinzima futhi ugodle uthando.	Umngane uyanyamalala lapho uzabalaza kodwa ulindele ukusekelwa lapho ekudinga.

Izimpawu Ezivamile Nezimpawu Zobudlelwane Obunobuthi

Ithebula elingezansi lifingqa izici ezivamile ezitholakala ebudlelwaneni obunobuthi . Khumbula ukuthi ubudlelwano obunobuthi bungenzeka emindenini, phakathi kwabangane, ebudlelwaneni bothando, noma emsebenzini. Lezi zici zivame ukunqwabelana ngokuhamba kwesikhathi, futhi lapho ziba khona kakhulu, ubuhlobo buya bulimaza kakhulu.

Isici	Incazelo	Umthelela Ojwayelekile
Ukuntula Inhlonipho	Ukunganaki imingcele yakho, ukuzimela, amanani, noma isikhathi.	Ukuzizwa ungelutho noma ungezwakali.
Ukuxhumana Okubi	Ukungathembeki, ukungenzi lutho, ukuxabana njalo, noma ukwenqaba ukulungisa izinkinga.	Ukungaqondi kahle, ukungqubuzana okungaxazululiwe, ukucasuka okukhulayo.
Ukukhohlisa	Ukusebenzisa icala, ukukhanya kwegesi, noma ukuphoqelesa ukulawula noma ukuthonya izinqumo zakho.	Ukudideka, ukungabaza, ukuwohloka kokuzethemba.
Ukulawula nokubanakho	Iqembu elilodwa lizama ukulawula ukukhetha, ubudlelwano, noma imisebenzi yansuku zonke yomunye.	Ukulahlekelwa ukuzimela kanye nenkululeko yomuntu siqu.
Ukuhlukunyezwa Ngokomzwelo	Ukuhlaselwa ngamazwi, ukuhlazisa, ukululazeka, noma imizwa engavumelekile.	Ukuncipha ukuzethemba, ukukhathazeka okungapheli noma ukucindezeleka.
Ukunganakwa	Ukungatholakali kwemizwelo, ukugodla uthando, noma ukuntula ukusekelwa okuqhubekayo.	Ukuzizwa uwedwa noma unaye umuntu.
Umona Nokungazethembi	Izinsolo ezingenasisekelo, ukunamathela, noma ubutha ngokunaka okunikezwa abanye.	Ukushuba, ukungathembani, nokuzihlukanisa nabanye.
Icala kanye Nokuphambuka	Ukungakwamukeli neze ukubophezeleka ezindabeni; njalo ukwenza iphutha lakho.	Icala elifakwe ngaphakathi kanye nokuzilimaza okonakele.
I-Energy Drin	Ubudlelwano bukwenza uzizwe ukhathele, ukhathazekile, noma ukhungathekile ngokomqondo.	Ukutubeka nokukhathala ngokomzwelo.

Isici	Incazelo	Umthelela Ojwayelekile
Umzamo wohlangothi olulodwa	Umuntu oyedwa utshala imali eningi kuyilapho omunye enikela kancane noma engafaki lutho.	Ukungalingani, ukukhungatheka, nokuncipha kwemizwelo.
Ukungazinzi	Ukwehla nokwenyuka okuqhubekayo—ukuxolisa okulandelwa ukuziphatha okuphindaphindiwe, ama-rollercoasters emizwa.	Ukucindezeleka okungapheli kanye nokungabikezeli.
Ukungahloniphi Ubumfihlo	Ukucupha, ukwabelana ngezindaba eziyimfihlo ngaphandle kwemvume, noma ukungena endaweni yomuntu siqu.	Ukulahlekelwa ukwethenjwa kanye nomuzwa wokwephulwa.

Yiziphi Izinhlobo Zabantu Ezisengcupheni Kakhudlwana Yokuba Sebuhotsheni Obunobuthi

Abantu abavela kuzo zonke izizinda bangacina besebudlelwaneni obunobuthi, kodwa izici ezithile, izinto ezenzeka empilweni, noma izimo zomphakathi zingenza abanye abantu babe sengcupheni yokungena noma yokuhlala kulawa mandla . Ngezansi kukhona ukuhlukaniswa okucacile, okusebenzayo kwezinhlobo zabantu abasengozini enkulu, enezincazelo ezisekelwe kungqondongqondo kanye namaqiniso aphilayo.

Ukuba “sengcupheni” kakhulu akusho ukuthi othile ubuthakathaka noma unephutha—kusho ukuthi ubuthakathaka obuthile bungasetshenziswa abantu abanobuthi.

1. ABANTU ABAZIPHANSI

- Kungani besengozini :** Bangase bazizwe bengakufanelekeli ukuthandwa okunempilo noma bakholelwe ukuthi kufanele “bazuze” uthando lothile.
- Iphethini evamile:** Babekezelela ukuphathwa kabi, becabanga ukuthi abakufanelekeli okungcono , noma besaba ukuba bodwa.

2. ABASINDE EKHUPHELENI (ikakhulukazi ukuhlukumezeka kwasebuntwaneni)

- Kungani besengozini :** Ukuchayeka kusenesikhathi ebudlelwaneni obungasebenzi kahle kungenza ukuziphatha okunobuthi kujwayelekile.
- Iphethini evamile:** Bafuna ngokungazi izinto eziguqukayo ezijwayelekile—ngisho noma ziyingozi—noma bazabalaza ukukhomba amafulegi abomvu.

3. ABANTU ABANESIDINGO ESIQINISEKILE SOKUVUNYELWA

- Kungani besengozini :** Ukuzethemba kwabo kuhlobene nendlela abanye ababona ngayo.
- Iphethini evamile:** Bazandisa ngokweqile ukuze bagweme ukungqubuzana noma ukulahlwa, ukubekezelela ukwelashwa okunobuthi ukuze bahlale “bethandwa” noma bedingeka.

4. ABANTU ABANOHAWU KAKHULU

- Kungani besengozini :** Bavame ukubeka izidingo zabanye kuqala kunezabo futhi bangase bazizwe benesibopho “sokulungisa” abanye.
- Iphethini evamile:** Bathethelela ukuziphatha okubi noma bahlale ukuze “basize” othile ashintshe, ngezindleko zabo.

5. ABANTU ABANEZINKOSI ZEKHODI

- Kungani besengozini :** Ubunikazi babo ngokuvamile bugoqwe enhlalakahleni yomunye umuntu.
- Iphethini evamile:** Balahlekelwa umbono wezidingo zabo kanye nemingcele, bangene shi ku-dynamics enobuthi.

6. ABANTU ABANEZINKINGA EZINGAXAZULEKILE

- Kungani besengozini :** Abantu abanezitayela zokunamathisela ezikhathazayo noma ezigwemayo bangase babekezelele ukungazinzi noma bajahe ozakwethu abangatholakali.
- Iphethini evamile:** Benza iphutha lokuxokozela ngokomzwelo njengenganuko noma bafanise ukungahambisani nothando . Ubudlelwano

obuzinzile bungase buzizwe buyisicefe kuleli qembu, ngakho-ke bazofuna injabulo yobudlelwano obushintshashintshayo.

7. ABANTU BAHLANGANISE UKUZE BABEKEZELELA (IZINKONZO, ZENKOLO, NOMA EZISEKELWE NGOBULILI)

- a. **Kungani besengozini** : Abanye bakhuliswa ngezinkolelo ezinjengokuthi “gcina ukuthula”, “ukuzinikela ngenxa yomndeni”, noma “uthando lunqoba konke”.
- b. **Iphethini evamile**: Bahlala ebudlelwaneni obunobuthi ngaphandle komsebenzi, besaba ukwahlulelwa, noma isibopho senkolo/amasiko.

8. ABANTU ABASHA NOMA ABANGENALO LOKUSEBENZA

- a. **Kungani besengozini** : Bangase baswele amamodeli obudlelwano noma amathuluzi athinta imizwa okubona futhi benqabe amaphethini anobuthi.
- b. **Iphethini evamile**: Badida ukukhohlisa noma ukulawula ngokunakekela, noma bamukele ubuthi njengengxenywe yenkambiso.

9. ABANTU ABASEZImweni EZIZODWA

- a. **Kungani besengozini** : Ukuzihlukanisa (ngokomzwelo, kwezenhlalo, noma ngokwendawo) kunciphisa ukufinyelela ekusekelweni kwangaphandle noma ekubukeni kwabo izinto.
- b. **Iphethini evamile**: Bancika kumuntu onobuthi ngenxa yokuntuleka kwezinye izindlela noma ukwesaba ukuba yedwa.

10. LABO ABANEMPILO YENGQONDO

- a. **Kungani besengozini** : Ukukhathazeka, ukucindezeleka, noma ukuhlukumezeka kungase kuphazamise indlela umuntu azibheka ngayo futhi enze imingcele ibe buthaka.
- b. **Iphethini evamile**: Bangase babambelele ebudlelwaneni obunobuthi ukuze bazinze, ngisho noma buyingozi .

Okuhlangenwe Nakho Kwamadoda Ebudlelwaneni Obunobuthi

Amadoda ngokuvamile abhekana **nokunganakwa ngokomzwelo, ukulawulwa, noma ukuhlukunyezwa ngamazwi** okuqondise ubunikazi bawo nezindima zomphakathi . Ngenxa yenhamba ezungeze ukuba sengozini kwabesilisa, bangase bacindezele imizwa, bagweme ukufuna usizo, futhi babonise ukucindezeleka ngezindlela ezingajwayelekile, ezifana nentukuthelo noma ukuhoxa.

Okuqukethwe kwezemfundo okungezansi kuveza ukuthi amadoda angathola kanjani ukuba sebudlelwaneni obunobuthi.

1. UKUNGANAKI NGEMIZWA KANYE NOKWELASHWA KUTHULE

- a. Ukuzizwa unganakiwe noma uxoshiwe lapho uveza imizwa.
- b. **Isibonelo** : Ngemva kokwabelana ngokukhathazeka ngenkinga, uzakwethu uyahoxa ngokuphelele futhi anqabe ukukhuluma izinsuku.

2. UKWEHLISA UBUDODA KANYE NOBUKHONO

- a. Amazwana acashile noma aqondile abekela inselele ikhono noma ubuwena bendoda.
- b. **Isibonelo** : Uzakwethu uvamise ukugxeka ukukhetha kwakhe umsebenzi noma agcone izinto azithandayo ngokuthi “akubona ubudoda ngokwanele.”

3. INGCINDEZI YOKUNQANDA UBUNGOZI

- a. Ukulindela komphakathi kudikibalisa amadoda ekuboniseni imizwelo ngokukhululekile, okuholela ekucindezelekeni kwangaphakathi.
- b. **Isibonelo** : Uma ecasukile, utshelwa ukuthi “Ndoda” noma “Yeka ukuba nemizwa,” okumenza abhodle izinto.

4. UKUKHANYA KUKAPETROSI OKUGXULELE EMAKHONO

- a. Ukukhohlisa okwenza amadoda angabaze izinqumo noma inkumbulo yawo.
- b. **Isibonelo** : Uzakwethu ugczizelela ukuthi akakaze avume izinhlelo azikhumbula kahle, okubangela ukudideka nokungabaza.

5. UKUBHEKANA NOKUHLUKUNYEZWA EMZIMBENI NOMA NGAMAZWI KODWA UNKABAZA UKUBIKA

- a. Amadoda angase abhekane nokuhlukunyezwa kodwa abe manqikanqika ukufuna usizo ngenxa yokwesaba ukucwaswa noma ukungakholelwa.
- b. **Isibonelo** : Ngemva kokuphushwa phakathi nengxabano, ukhetha ukungatsheli abangani noma iziphathimandla ukuze zigweme ukubonakala njengobuthakathaka.

6. UKUKHOHJWA KOMZWELO NGEZENZO NOKULAWULA

- a. Uzakwethu usebenzisa uhambo lwecala ukuze alawule ukuziphatha noma izinqumo.
- b. **Isibonelo** : “Ukube ubungithanda, ubuzohlala nami njalo ngempelasonto,” ngaphandle kwezinye izibopho zakhe.

7. UKWEHLUKANA KOMPHAKATHI NGEMTHONYA YOZAKWETHU

- a. Ukudangala ngokucashile noma ngokweqile ekuboneni abangani noma umndeni.
- b. **Isibonelo** : Uzakwethu uyakhononda noma udala ukungqubuzana noma nini lapho enza izinhlelo nabangane, okumholela ekutheni ahoxe emphakathini.

8. UKUTHUKUTHELEKA OKUPHAKATHI NOKUKHUTHAZEKA

- a. Ubunzima bokuveza ubuhlungu, okubangela ukucasuka noma ulaka.
- b. **Isibonelo** : Ukungezwani okuncane kuyakhula ngoba uyazabalaza ukukhuluma imizwa yakhe ngomoya ophansi.

9. UKUZIZWA UBOSHEWE OKULINDELEKILE INDIMA YOBULILI

- a. Ingcindezi yokuba umhlinzeki, umvikeli, noma uhlale ulawula, ukhawulela ukufuna usizo noma ukuba sengozini.
- b. **Isibonelo** : Uyangabaza ukuya emaqenjini okwelashwa noma okusekela ngoba “amadoda awakwenzi lokho.”

10. UBUNZIMA BOKUBONA UKUHLUKUNYEZWA NOMA UBUTHI

- a. Ukuziphatha okunobuthi kungase kuncishiswe noma kulungiswe “njengezinkinga zobudlelwane obuvamile.”
- b. **Isibonelo** : Ukukholelwa ukuthi ukuthukwa okuphindaphindiwe “kungamancoko” nje noma ukuthi ukulawula ukuziphatha “ukunakekela.”

ISIQONDISO SABESILISA SOKUQAPHELA FUTHI BABHEKANE NOBUDLELWANO OBUNOBUTHI

Ukuqaphela ubuthi nokufuna usizo kudinga isibindi, ikakhulukazi ezindaweni lapho amadoda okulindeleke ukuba “aqine khona.” Khumbula, ukubeka phambili impilo yakho engokwengqondo nokuphila kahle kubalulekile futhi kuwuphawu lwamandla eqiniso.

1. UKUBONA IZIMPAWU EZINOBUTHI

- a. **Themba Imizwa Yakho**: Uma uzizwa udidekile njalo, ukhathazekile, noma “uvaliwe” ngemva kokuxhumana, qaphela—kungase kubonise ukukhohlisa noma ukulimala ngokomzwelo.
- b. **Khomba Izimpawu Ezivamile**: Qaphela ukukhanyiswa ngegesi, ukugxekwa okuqhubekayo, ukuziphatha okulawulayo, ukunganaki ngokomzwelo, noma ukuzihlukanisa nabantu.
- c. **Gcina Irekhodi**: Bhala phansi izenzakalo ezikukhathazayo—izinsuku, okwenzekayo, indlela owazizwa ngayo . Lokhu kusiza ukuqinisekisa ukuzizwisa kwakho namaphethini wendawo.
- d. **Lalela Abanye Abathenjwayo**: Naka uma abangani noma umndeni uzwakalisa ukukhathazeka mayelana nokuguquguquka kobudlelwano.

2. UKWAKHA UKUQWASHISA NGEMIZWA

- a. **Zivumele Uzizwe**: Qaphela ukuthi ubungozi akubona ubuthakathaka . Kunempilo ukuqaphela imizwa efana nokudabuka, ukwesaba, noma intukuthelo.

- b. **Funa Izitolo Eziphephile:** Khuluma nabangane abathembekile, abeluleki, noma ochwepheshe bezempilo yengqondo abangakunikeza ukusekela okunenjongo.
- c. **Zifundise:** Funda mayelana nokuhlukunyezwa ngokomzwelo kanye namandla anobuthi ukuze uqonde kangcono isimo sakho.

3. UKUBEKA IMIBANDELA

- a. **Chaza Imikhawulo:** Khuluma ngokusobala ukuthi yikuphi ukuziphatha okungamukelekile kuwe.
- b. **Ungaguquguquki:** Sebenzisa imingcele yakho ngokuqinile kodwa ngenhlonipho.
- c. **Beka Ukuzihlonipha Eqhulwini:** Khumbula ukuthi ufanelwe isithunzi nenhlonipho kunoma ibuphi ubudlelwano.

4. UFUNA USEKELO

- a. **Usizo Lochwepheshe:** Abelaphi noma abeluleki abakhethekile ku-dynamics yobudlelwane bangasiza ukucubungula imizwa futhi bahlele izinyathelo eziya phambili.
- b. **Amaqembu Okusekela:** Ukuxhumana namanye amadoda abhekene nezinkinga ezifanayo kunganciphisa ukuzehlukhanisa futhi kunikeze iseluleko esisebenzayo.
- c. **Izinombolo Zosizo Eziyimfihlo:** Sebenzisa izinsiza ezinikezela ngosekelo olungaziwa ukuze uxoxe ngolwazi lwakho ngokuphephile.

5. UKUHFULA UKUPHEPHA NOKUSHINTSHA

- a. **Hlola ubungozi:** Uma ubudlelwano bubandakanya noma iluphi uhlobo lokuhlukumeza ngokomzimba noma ukulimala okukhulu ngokomzwelo, beka kuqala ukuphepha kwakho kuqala.
- b. **Dala Uhlelo Lokuphuma:** Uma kudingeka, hlela ukuthi ungaziqhelelanisa kanjani noma ushiye ubudlelwano ngokuphephile, ngokusekelwa uma kunesidingo.
- c. **Zinike Isikhathi:** Ukushiya ubuhlobo obunobuthi ngokuvamile kuyinkimbinkimbi; thuthuka ngejubane lakho ngaphandle kokuzisola.

6. UKUHLAKULELA UBUDLELWANE OBUYIMPILO

- a. **Zindla Ngezidingo:** Qonda ukuthi inhlonipho, ukwethenjwa, nokusekelwa kubukeka kanjani kuwe.
- b. **Zijwayeze Ukuqiniseka:** Khuluma ngemicabango nemizwa yakho ngokwethembeka nangenhlonipho.
- c. **Zizungeze Ngamathonya Ahle:** Yakha ubungane nokuxhumana okukuphakamisayo futhi okuqinisekise.

Okuhlangenwe Nakho Kwabesifazane Ngobudlelwane Obunobuthi

Abesifazane bavame ukubhekana nokuhlukunyezwa okuqondile ngokomzwelo nangokomzimba, okunezinkambiso zomphakathi ezibakhuthaza ukuba bafune ukusekelwa kodwa futhi ngezinye izikhathi babekezelele ukuguquguquka okunobuthi ngenxa yokulondoloza umndeni noma ubudlelwano. Ukucindezeleka kwabo kuvame ukuvezwa obala, kodwa ukuba sengozini kwabo kungasetshenziswa.

1. Ukuxhaphaza Imizwa Nokukhanya Kwegesi

- Ukwenziwa ukungabaza imizwa yomuntu, inkumbulo, noma ingqondo.
- **Isibonelo** : Uzakwethu uyaphikelela ukuthi, “Uzwela kakhulu, lokho akuzange kwenzeke,” ngemva kokuba ezwakalise ubuhlungu mayelana namazwana.

2. Ukulawula kanye Nemikhawulo Yokuzimela

- Uzakwethu ukhawulela ukusebenzisana komphakathi, ukukhetha umsebenzi, noma inkululeko yomuntu siqu.
- **Isibonelo** :
 - Utshelwe ukuthi ngeke akwazi ukubona abangani noma umndeni ngaphandle kwemvume noma adikibale ekulandeleni ithuba lomsebenzi.
 - Utshelwe ukuthi isofthiwe yokulandelela indawo efana ne-life360 ikumafoni ukuze iphephe, kodwa ivame ukusetshenziselwa ukulandelela ukunyakaza futhi kube nokungabaza lokho kunyakaza.

3. Ukuhlukunyezwa ngamazwi nangokwengqondo

- Ukuthukwa njalo, ukujivazwa, noma izinsongo eziqeda ukuzethemba.
- **Isibonelo** : Ukubizwa “ngesiphukuphuku” noma “okungelutho” ngokuphindaphindiwe phakathi nezingxabano.

4. Ukuhlukumeza Emzimbeni Nezinsongo

- Udlame lwangempela noma olusabisayo oludala ukwesaba nokuhlukumezeka.
- **Isibonelo** : Ukuphushwa noma ukushaywa ngempama ngesikhathi sokungaboni ngaso linye, noma kusatshiswa ngokulimaza uma ezama ukuhamba.

5. Ukuhlukaniswa namanethiwekhi osekelo

- Uzakwethu umehlukanisa ngamabomu nabangane noma umndeni.
- **Isibonelo** : Uzakwethu usabalalisa amahlebezi noma udala ukungqubuzana ukuze enze abantu abathandayo bamelane naye.

6. Ukulawulwa Kwezezimali

- Ukukhawulela ukufinyelela emalini noma ukulawula ukusetshenziswa kwemali ukuze kwandiswe ukuncika.
- **Isibonelo** : Uzakwethu uthatha iholo lakhe noma wenqaba ukufaka isandla ngendlela efanele ezindlekweni zasekhaya.

7. Amathemba Angenangqondo Necala

- Ukumbeka icala ngazo zonke izinkinga noma ukulindela ukuphelela.
- **Isibonelo** : “Ukube ubungumfazi/umama ongcono, besingeke sibe nalezi zinkinga.”

8. I-Affection Inconsistent (Ukuthanda Amabhomu kanye Nokwehlisa Ixabiso)

- Ukushintshana phakathi kokudumisa okudlulele nokugxeka okunonya ukuze kudideke nokulawula.
- **Isibonelo** : Ukumthela ngeziphonothando ngolunye usuku, bese ungamnaki noma umehlise ngokulandelayo.

9. Ukukhathazeka Okungapheli Nokwesaba

- Ukukhathazeka njalo ngokudala ukungqubuzana noma ukuhamba ngamagobolondo amaqanda.
- **Isibonelo** : Ukushintsha indlela yokuziphatha ukuze ugweme izingxabano noma ukuqhuma, ukucindezela imizwa yangempela.

10. Ukuzingabaza kanye Nokulahlekelwa Ubuwena

- Kancane kancane ulahlekelwa ukuzethemba kanye nomuzwa wokuzithanda ngenxa yokuhlukunyezwa okuqhubekayo.
- **Isibonelo** : Ukuzizwa engakwazi ukwenza izinqumo noma ukwethemba ukwahlulela kwakhe.

ISIQONDISO SABESIFAZANE SOKUBONA FUTHI BABHEKANE NOBUDLELWANO OBUNOBUTHI

1. UKUBONA IZIMPAWU EZINOBUTHI

- Thembela Intuition Yakho**: Uma uvamise ukuzizwa ukhathazekile, wesaba, noma uphelelwa amandla eduze kothile, kuthathe njengokubalulekile lokhu—ngokuvamile kubonisa ukulimala ngokomzwelo.
- Thola Izimpawu Ezizisixwayiso Eziwukhiye**: Qaphela ukulawula ukuziphatha, ukuhlukunyezwa ngokomzwelo noma ngokomzimba, ukukhanya komoya, ukugxeka ngokweqile, noma amaqhinga okuzihlukanisa nabantu.
- Izehlakalo Zombhalo**: Gcina ijenali yezehlakalo ezikhathazayo—izinsuku, izincazelo, kanye nemizwa yakho—ukuze usize ukucacisa isimo futhi uhlonze amaphethini avelayo.
- Funa Imibono Yangaphandle**: Lalela ukukhathazeka kwabangane abathenjwayo, umndeni, noma ochwepheshe abangase baqaphele ukushintshashintsha okungenampilo ongase ungakunaki.

2. UKWAKHA UKUQWASHISA NGEMIZWA KANYE NOSEKELO

- Yazisa Imizwa Yakho**: Yazi ukuthi imizwa yokwesaba, yokudabuka, noma ukudideka iyizimpendulo ezivumelekile zokuziphatha okunobuthi.
- Finyelela**: Thulula isifuba sakho kubantu obathembayo abangakusekela ngokomzwelo nezeluleko eziwusizo.

- c. **Zifundise:** Funda mayelana nokuhlukunyezwa ngokomzwelo, ukukhanya kwegesi, nokunye ukuziphatha okunobuthi ukuze uqonde okuhlangenwe nakho kwakho kangcono.

3. UKUBEKA NOKUQINISEKISA IMIKHAWULO

- a. **Yazi Imikhawulo Yakho:** Chaza ngokucacile ukuthi yikuphi ukuziphatha okungamukeleki kuwe nokuthi kungani.
- b. **Khuluma Ngokucacile:** Misa imingcele yakho ngokuthula kodwa ngokuqinile, futhi ungangabazi ukuyiqinisa uma yeqiwa.
- c. **Beka kuqala Impilo Yakho:** Khumbula ukuthi ukugcina impilo yakho engokwengqondo nengokomzimba kubalulekile.

4. UKUHFLELA UKUPHEPHA NOKUSHINTSHA

- a. **Linganisa Ukuphepha Kwakho:** Uma kukhona ukuhlukunyezwa ngokomzimba noma izinsongo, beka phambili ukuphepha kwakho ngokushesha futhi ufune usizo oluphuthumayo uma ludingeka.
- b. **Yakha Uhlelo Lokuphuma Ngokuphephile:** Hlela ngokucophelela ukuthi ungabushiya kanjani ubuhlobo obunobuthi, okuhlanganisa ukuthola izimali, izindlu, nokusekelwa ngokomzwelo.
- c. **Ithathe Isinyathelo Ngesinyathelo:** Ukushiya ubuhlobo obunobuthi kuyinkimbinkimbi; inqubekela phambili ngejubane elizwakala lilawuleka ngaphandle kokuzigxeka.

5. UKWAKHA KABUSHA NOKUGCINA UBUDLELWANE OBUYIMPILO

- a. **Zindla Ngokufanele:** Qonda ukuthi inhlonipho, ukwethembana, nokwesekana akuxoxiswana ebudlelwaneni obunempilo.
- b. **Zijwayeze Ukuzinakekela:** Beka phambili imisebenzi nobudlelwano obubuyisela ukuzethemba nenjabulo yakho.
- c. **Zinike Amandla:** Funda amakhono okugomela futhi wethembe izwi lakho ekusetheni nasekugcineni imingcele enempilo.
- d. **Setha Imingcele Enempilo:** khumbula ukuthi labo empilweni yakho abadinga imingcele, bayoba nokusabela okungekuhle emingceleni . Zilungiselele lokho kusenesikhathi.
- e. Izikhathi eziningi uzozithola usemqondweni wokufuna “ukugcina ukuthula.” Ukuthula akuyona into edinga ukugcinwa, uma kunokuthula, kumane nje . **Umntu “ogcina ukuthula” akanakho ukuthula.**

Kungani Ungenaso Isibopho Sokulawula Indlela Yokuziphatha Yomuntu Onobuthi

Kubalulekile ukuqonda ukuthi **awunasibopho sokulungisa noma ukulawula ukuziphatha okunobuthi komunye umuntu** . Ubuthi buvela ezindabeni ezijulile zomuntu siqu, ukukhetha, namaphethini okuwomunye umuntu, hhayi wena.

Ukulindela ukuzishintsha ngokubekezela noma ukuthethelela ngokuvamile akunangqondo futhi kuyalimaza ngokomzwelo . Ukugxila kwakho kufanele kugxile ekuphepheni kwakho, inhlalakahle, kanye nokwelapha . Ushintsho lwangempela luvela ekukhetheni komuntu onobuthi—hhayi emizamweni yakho yokuphatha noma ukubekezelela ukuziphatha kwakhe.

- **Awukwazi ukulawula noma ukushintsha ukuziphatha kwabo .** Kungakhathaliseki ukuthi unesineke, uthethelela, noma uqonda kangakanani, izenzo zabo ekugcineni ziwumthwalo wabo.
- **Ukuzama “ukuzilawula” noma “ukuzilungisa” ngokuvamile kuholela ekukhathaleni ngokomzwelo nasekudidekeni .** Kungakha umjikelezo lapho udela khona inhlalakahle yakho ukuze ubhekane nobuthi babo, obungenabulungiswa futhi obungalawuleki.
- **Ukuziphatha kwabo okunobuthi kuwukubonakaliswa kwemizabalazo yabo, hhayi ukubaluleka kwakho noma izenzo zakho .** Ukuzigxeka noma ukucabanga ukuthi ungazishintsha kuvame ukukuvala ebudlelwaneni futhi kubambezele ukuphulukiswa kwakho.

Iqiniso Lokushintsha Umuntu Onobuthi Ngokuthethelela Nokubekezela

- **Ushintsho ludinga ukuzimisela nomzamo wangempela womuntu onobuthi .** Ukuthethelela nokubekezela ohlangothini lwakho akuqinisekisi ukuthi bazoshintsha . Umuntu oyedwa kuphela ongakhetha ukuvuma ukuziphatha kwakhe futhi afune usizo noma ukukhula.
- **Abantu abaningi abanobuthi baphinda amaphethini ngaphandle uma bezisebenzela bona ngokwabo .** Ngaphandle kokuzazi nokuzibophezela, ukuziphatha okunobuthi kuvame ukuqhubeka naphezu kokuthethelela kwangaphandle.
- **Ukuthethelela kwakho kufanele kubeke phambili ukuphulukiswa kwakho, hhayi ukuguqulwa kwabo .** Ukuthethelela kungakukhulula ekucasukeni, kodwa akukuphoqi ukuthi uhlale noma ubekezelele ukulimala okuqhubekayo.
- **Ukubeka imingcele kubalulekile .** Ukuzivikela ngemikhawulo ecacile kuphumelela kakhulu kunokuthemba ukuthi ukubekezela kukodwa kuzodala ushintsho.

Kukuthinta Kanjani Ukuba Sebudlelwaneni Obunobuthi?

Ukuba sebudlelwaneni obunobuthi—kungaba bothando, bomkhaya, u-platonic, noma uchwepheshe—kungaba nemiphumela emibi, efinyelela kude enhlakahleni yakho engokwengqondo, engokomzwelo, ngisho nangokwenyama . Le mithelela ngokuvamile ihamba kancane, okwenza kube nzima ukuyibona uze uthinteke ngokujulile . Ubudlelwano obunobuthi abugcini ngokulimaza okwamanje—bulungisa kabusha indlela ozibona ngayo wena, abanye kanye nomhlaba . Uma uhlala isikhathi eside endaweni eyodwa, umonakalo uvame ukuhamba.

Ngezansi ukuhlukaniswa okuhlelekile kwemiphumela eyinhloko, nezibonelo ezingokoqobo.

IMPILO YENGQONDO NOMZWELO YEHLE

Umphumela	Incazelo	Izibonelo
Ukukhathazeka	Ukucindezeleka okuqhubekayo okuvela ekuhambeni ngamagobolondo amaqanda, ukwesaba ingxabano elandelayo noma ukuqubuka ngokomzwelo.	Ukuzizwa ucindezekile njalo lapho ifoni yakho ikhala noma ulindele ukungqubuzana nsuku zonke.
Ukucindezeleka	Ukuzizwa uvaleleke, ungenathemba, noma ukhathele ngokomzwelo.	Ukulahlekelwa isithakazelo emisebenzini, ukuzehlukanisa, noma ukuzizwa ungenamandla.
Ukuzenyeza	Ukugxekwa okuvamile, ukungavumelekile, noma ukukhohlisa kuqeda ukuzethemba ngokuhamba kwesikhathi.	Uqala ukukholelwa ukuthi awulungile ngokwanele noma ungabaza ukubaluleka kwakho.
Ukungazinzi ngokomzwelo	Ukushintshashintsha kwemizwa okubangelwa ukushintshashintsha kobudlelwane obungalindelekile.	Ukuzizwa ezolile umzuzwana owodwa futhi kwaphazamisa olandelayo ngenxa yokuziphatha kwabo.

IMIPHUMELA YEMPILO YOMZIMBA

Umphumela	Incazelo	Izibonelo
Izinging zokulala	Ukucindezeleka nokucabanga ngokweqile kuphazamisa ukulala.	Inkinga yokuwa noma yokulala, noma amaphupho amabi ngomuntu.
Ukukhathala okungapheli	Ukukhathala okungokomzwelo kuphumela ekukhathaleni ngokomzimba.	Ngaso sonke isikhathi uzizwa ukhathele, uvilapha, noma untula ugqozi.
Amasosha omzimba abuthakathaka	Ukucindezeleka isikhathi eside kwehlisa ukungathelekile.	Ukugula kaningi noma ukuthatha isikhathi eside ukululama.
Izimpawu ze-Somatic	Umzimba ubonisa ukucindezeleka ngokomzwelo ngokomzimba.	Ubuhlungu bekhandu, isisu esibuhlungu, noma ukuqina kwemisipha ngaphandle kwesizathu sezokwelapha.

IMIPHUMELA YOMQONDO

Umphumela	Incazelo	Izibonelo
Ukuzingabaza nokudideka	Ukukhanyisa igesi noma ukukhohlisa kukwenza ubuze iqiniso lakho.	Ukuqagela okwesibili inkumbulo yakho, imizwa, noma izinqumo.
Ubunzima bokugxila	Ukuphazamiseka kwemizwelo okungapheli kunomthelela ekugxilweni kwayo.	Ukuzabalaza ukugxila emsebenzini noma esikoleni.
Ukungakwazi ukwenza izinqumo	Ukwesaba ukwenza ukukhetha okungalungile ngenxa yokugxekwa noma ukusolwa.	Ukucabanga ngokweqile ngisho nezinqumo eziyisisekelo ezifana nokuthi uzogqokani noma uthini.

IMIPHUMELA YOKUZIPHATHA KANYE NEKUPHAKATHI

Umphumela	Incazelo	Izibonelo
Ukuhoxiswa komphakathi	Amahloni noma ukukhohlisa kubangela ukuzihlukanisa.	Ukuqhela kubangani noma umndeni ukugwema idrama noma ukuchaza.
Ukuthambekela kokujabulisa abantu	Ukuze ugweme ukungqubuzana, uvumela phezulu.	Ukuvumelana njalo, ukuxolisa, noma ukucindezela izidingo zakho.
Ukudebeselela ukuzinakekela	Ukugxila kushintshela ekulawuleni umuntu onobuthi.	Ukuyeka ukuzivocavoca, ukudla okunempilo, noma ukuzilibazisa.

UMTHELELA EBUDLELWENI BEKUSASA

Umphumela	Incazelo	Izibonelo
Izinkinga zokuthembela	Ngemva kokukhashelwa noma ukulimala ngokomzwelo, ukwethembana kuba nzima.	Ukusola abanye ngezinhloso ezimbi, noma kungenasizathu.
Ukuhlukana kwemizwelo	Uyavala ukuze uzivikele.	Ukuzabalaza ukuxhuma noma ukuzizwa uphephile ukuba sengozini futhi.
Amaphethini aphindayo	Ngaphandle kokuphulukiswa, ungase ungene ku-dynamics efanayo.	Ukuzithola usezimeni ezinobuthi ezifanayo ngokuphindaphindiwe.

Ukuhlonza ubudlelwano obunobuthi obungaba khona

Kubalulekile ukukhumbula ukuthi uphawu olulodwa noma ezimbalwa zingase zingabonisi ubudlelwano obunobuthi. Kodwa-ke, uma uhlangabezana nezimbalwa zalezi zimpawu futhi uzithola uzizwa ungajabulile njalo, kungase kube isikhathi sokuphinda uhlole impilo nokusebenza kobudlelwano.

1. **UKUNGAHLONIPHI:** Ingabe uzizwa udelelwa njalo, ululazwa, noma ululazwa yilo muntu?
2. **UKULAWULA NOKUKHOHLISA:** Ingabe lo muntu uzama ukulawula izenzo zakho, izinqumo, noma ukukuhlukanisa nabangane nomndeni?
3. **UKUGXEKA OKUQHUBEKAYO:** Ingabe lo muntu uvame ukukugxeka futhi akubeke phansi, ebukela phansi ukuzethemba kwakho?
4. **UKUHLUKUNYEZWA KOMZWELO:** Ingabe uhlangabezana neziqephu ezivamile zokuhlukumeza ngokomzwelo, njengokukhanyiswa ngegesi, ukukhubeka, noma ukusolwa njalo?
5. **AMANDLA ANGALINGANISILEYO AMANDLA :** Ingabe uzizwa sengathi umuntu unawo wonke amandla ebudlelwaneni, ethatha zonke izinqumo futhi echitha izidingo nemibono yakho?
6. **UKUNGATHEMBI:** Ingabe kukhona ukungathembeki okungaguquki ebudlelwaneni, lapho umuntu ehlala ekubuza noma ekungabaza?
7. **UKUHLUKUNYEZWA NGEZAMA NOMA EMZIMBENI:** Ingabe uke wabhekana noma wesaba noma yiluphi uhlobo lokuhlukunyezwa ngamazwi noma ngokomzimba kumuntu?
8. **unganaki IMIBANDELA:** Ingabe lowo muntu uhlale enganaki noma ephula imingcele yakho, ngokomzimba nangokomzwelo?
9. **I-EMOTIONAL ROLLERCOASTER:** Ingabe uvamise ukuzizwa ukhathazekile, unovalo, noma ucindezelekile ngokomzwelo ngenxa yezikhathi ezinzima nokwehla ebudlelwaneni?
10. **UKWEHLUKANA KANYE NOKUTHEMBA:** Ingabe lo muntu ukuhlukanisile kubangani, umndeni, noma amanethiwekhi okusekela, okwenza uncike kuye kukho konke ? Ingabe lowo muntu, ngaphandle kwesizathu esifanele, unokusabela okungekuhle lapho uchitha isikhathi nabangane noma nomndeni?
11. **UKUSOLA KANYE NEZABA:** Ingabe lowo muntu uvame ukukusola noma enze izaba ngokuziphatha kwakhe, enqaba ukuziphendulela?
12. **UKUNGABI NOKUZIPHENDULELA:** Ingabe umuntu uhlala egwema ukuziphendulela ngezenzo zakhe futhi enqaba ukuxolisa noma ukulungisa?
13. **UMZAMO ONGALINGANE:** Ingabe uwenza umzamo omkhulu ebudlelwaneni kuyilapho umuntu ehlala enganaki noma engenandaba?
14. **IDRAMA EQHUBEKAYO:** Ingabe ubudlelwano buphawulwa idrama engaguquki, izingxabano, noma umuzwa wokuhamba emagobolondweni amaqanda?
15. **UKUKHALA NGOMZWELO:** Ingabe uvame ukuzizwa ukhathele ngokomzwelo, ukhathele, noma ungenathemba ngenxa yezinguquko ebudlelwaneni?

Ingabe Ungaphakathi Ubudlelwano Obunobuthi ?

Ubudlelwano obunobuthi abubonakali ngaso sonke isikhathi, ikakhulukazi uma utshalwe imali ngokomzwelo . Kodwa uma ubuhlobo bukulahlekisela ukuthula, ukuzethemba, noma ukuphepha, akusenampilo —kungakhathaliseki ukuthi ubani.

1. UZIZWA KANJANI ISIKHATHI EZININGI KULOBU BUDLELWANO?

- Ingabe uzizwa ukhathele, ukhathazekile, noma usonqenqemeni ngakubo?
- Ingabe uyakwesaba ukusebenzisana, nakuba ubukujabulela ukuba nabo?
- Ingabe uzizwa unecala noma unobugovu ngokuveza izidingo zakho?

Uma uzizwa usesimweni esibi kakhulu ngemva kokuchitha isikhathi nomuntu, lokho kuyifulegi elibomvu.

2. INGABE IKHONA INDLELA YOKUZIPHATHA ENGAHLONIPHI NOMA OKULIMAZAYO?

- Ingabe imingcele yakho ayinakwa noma ihlekwa?
- Ingabe uvame ukugxekwa, ukululazwa, noma ukwenziwa uzizwe “umncane kuno”?
- Ingabe basebenzisa umuzwa wecala, ukukhohlisa, noma izinsongo ukuze bakulawule?

Inhlonipho ayixoxiswana . Ukwep hulwa kwemingcele okuphindaphindiwe akulona iphutha— kuyiphethini .

3. INGABE UHAMBA EMAQAPHENI?

- Ingabe uyakugwema ukwethembeka ngenxa yokwesaba ukuzikhipha?
- Ingabe uzama njalo “ukugcina ukuthula” noma ukulawula imizwa yabo?
- Ingabe basabela ngokweqile ezindabeni ezincane?

Ubudlelwano obunempilo akumele buzizwe njengokuzulazula endaweni yebhomu eligqitshwayo.

4. INGABE UKUXHUMANA KUSONDELENE NOMA KUNOBUTHA?

- Ingabe ziyavala, zibe ngamatshe, noma ziqhume lapho uzama ukukhuluma?
- Ingabe uwena ohlale uxolisa, noma ungonile ?
- Ingabe bayawasonta amazwi akho noma baphike izinto owaziyo ukuthi zenzekile (ukukhanya kwegesi)?

Ukuxhumana okuphumelelayo kuwumgogodla wawo wonke ubudlelwano obusebenzayo . Ukungabi nayo kudala ukudideka namagqubu.

5. INGABE UBUDLELWANO BUHLALE ABANGALINGANISILE?

- Ingabe unikela isikhathi esiningi kakhulu, amandla, noma umsebenzi ongokomzwelo kunabo?
- Ingabe zivela kuphela lapho zidinga okuthile, kodwa zinyamalale ngenye indlela?
- Ingabe izidingo zakho zivame ukuchithwa noma zibukelwa phansi?

Umzamo wokubambisana ubalulekile . Ukuzinikela ohlangothini olulodwa akulona “uthando” —ukuwukuxhaphaza .

6. INGABE UNGQONGILE?

- Ingabe ulahlekelwe obunye ubudlelwano ngenxa yalo muntu?
- Ingabe ziyakudikibalisa noma zikuvimbele ekubeni uchithe isikhathi nabanye?
- Ingabe uzizwa unqanyuliwe ohlelweni lwakho lokusekela?

Ukuzihlukanisa kuyisu lakudala lokulawula . Abantu abanempilo enhle abakwesabi ukuzimela kwakho.

7. INGABE UZIZWA NGATHI UZILAHLEKELWE?

- Ingabe uyekile ukwenza izinto ozithandayo?
- Ingabe uzizwa ungaqinisekile ngokuthi ungubani?
- Ingabe uhlale uqagela ukubaluleka kwakho, inkumbulo, noma iqiniso?

Ubudlelwano kufanele buthuthukise ubuwena, hhayi ukubusula.

IKHADI ELISHESHAYO LOKUZIHLOLA

Bala ukuthi zingaki lezi zitatimende ezizwakala ziyiqiniso.

1. Ngivame ukuzizwa ngibi nakakhulu ngemva kokuxhumana nabo.
2. Ngifihla izingxenye zami ukuze ngigweme ukungqubuzana.
3. Ngibeka izaba ngokuziphatha kwabo kwabanye.
4. Ngizizwa ngikhathele ngokomzwelo noma ngivaleleke.
5. Ngiyesaba kukhuluma noma ukwenqaba.
6. Angizizwa ngiphephile , ngibalulekile, noma ngihlonishwa.

0–1 izitatimende : Mhlawumbe akubona ubuthi, nakuba bonke ubudlelwano budinga umsebenzi.

Izitatimende ezi-2–3: Qaphela—kungase kube namaphethini angalungile okufanele kukhulunywe ngawo.

Izitatimende ezi-4+: Izimpawu ezinamandla zobuthi . Kungase kube isikhathi sokubeka imingcele engathi sina noma uphume ngokuphelele ebudlelwaneni.

Yini Ongayenza Ngobudlelwano Obunobuthi

Ufanelwe ubuhlobo obukwakhayo—hhayi obukubhidlizayo . Ukuthatha lezi zinyathelo ezisebenzayo kuzobuyisela umuzwa wakho wokuzenzela, kuvikele inhlalakahle yakho -futhi kukusize ulungise ubudlelwano noma uphume kubo ngokuphepha . Uma nganoma yisiphi isikhathi uzizwa ungaphephile, beka phambili ukuphepha kwakho komuntu siqu futhi ufinyelele kumasevisi ochwepheshe noma ezimo eziphuthumayo ngokushesha.

1. YENZA UKUHLOLA IQINISO

- Jabula ulwazi lwakho:** Bhala izinsuku, izigameko kanye nendlela ozizwe ngayo.
- Thola amaphethini:** Bheka ukuziphatha okuphindaphindayo (isb. ukukhanya kwegesi, ukulawula).
- Amaphuzu uma uzihlola wena -:** Phinda uvakashele -imibuzo yokuzihlola yasekuqaleni.

2. BEKELA FUTHI UQINISE IMIKHAWULO EQINILE

- Chaza imikhawulo ecacile:** Nquma ukuthi yini eyamukelekayo nengamukeleki (isikhathi esichithiwe, izihloko okuxoxiwe ngazo, iphimbo).
- Khuluma ngomoya ophansi, ngokuqondile:** “Lapho uphakamisa izwi lakho, ngizizwa ngikhathazekile . Ngidinga sikhulume ngomoya ophansi.”
- Ukuphoqelesa imiphumela:** Uma beqa umngcele, misa kancane ukuthintana noma uphume ekamelweni.

3. THUTHUKISA INETHWIKI YAKHO YOKUSEKELA

- Thulula isifuba kubantu abathembekile:** Yabelana ngejenali yakho nomngane, umeluleki noma ilungu lomndeni.
- Joyina iqembu lokusekela:** Bheka amaqembu endawo noma aku-inthanethi ukuze uthole ukuncika ngokubambisana, abasinde ekuhlukunyezweni ekhaya, njll.
- Umkhawulo wokuhlukaniswa:** Hlela imisebenzi evamile nabantu abakuphakamisayo nabakuhloniphayo.

4. TSHALA -EKUZINAKEKELA KANYE NOKUTHUMELA KOMUNTU

- okujwayelekile -:** Ukulala, ukudla okunomsoco, ukuvivinya umzimba—ngisho nokuhamba isikhashana noma ukuvivinya umzimba ukuphefumula kubalulekile.
- Zitholele kabusha izinto ozithakaselayo:** Xhumana kabusha nezinto zokuzilibazisa noma imisebenzi oyilahlile.
- Zakhele -ukubaluleka kwakho:** Funda -izincwadi zokuzisiza, lalela ama-podcast anikeza amandla, noma iziqinisekiso zokuzijwayeza.

5. FUNDA AMAKHONO OKUXHUMANA OKUNEMPILO

- Sebenzisa " -Izitatimende":** “Ngizwa ubuhlungu uma...,” hhayi “Uhlale...”
- Ukulalela okusebenzayo:** Buyela emuva abakushoyo ukuze uqinisekise ukuqondana.
- Khetha isikhathi esifanele:** Ungazami izingxoxo ezijulile lapho uxabana.

6. FUNA UHLELO LOBUCHWEPHESHE

- a. **Ukwelashwa komuntu ngamunye:** Isazi sokusebenza kwengqondo noma umeluleki angakusiza ukuthi uvule ukuhlukumezeka futhi wakhe kabusha imingcele.
- b. **Izithandani noma ukwelashwa komndeni:** Kuphela uma elinye iqembu lizimisele futhi bobabili bangazibophezela ekushintsheni.
- c. **Iseluleko sezomthetho:** Uma kukhona usongo ekuphepheni kwakho noma ekuxhashazweni kwezimali.

7. HLELA UKUPHUMA OKUPHEPHILE (UMA KUDINGEKA)

- a. **Dala isu lokuphuma:** Khomba ukuthi uzohlala kuphi , uzozifinyelela kanjani izimali, nokuthi ubani ozomazisa .
- b. **Gcina izinto ezibalulekile zilungile:** Izikhiye eziyisipele, ishaja ephathwayo, imibhalo ebalulekile.
- c. **Yazisa abantu ababalulekile:** Yazisa umakhelwane, umngane noma umphathi wakwa-HR ngolwazi lwakho bese ubacela ukuthi bangene.

8. LANDELA FUTHI UQAPHELE INTUTHUKO

- a. **Buyekeza iphephabhuku lakho maviki onke:** Ingabe imingcele iyahlonishwa ? Ingabe ukuziphatha kuyathuthuka?
- b. **Lungisa uhlelo lwakho:** Qinisa noma khulula imingcele njengoba kudingeka.
- c. **Bona amaphethini angenakulungiseka:** Uma ubuthi buqhubeka naphezu kwemizamo yakho, cabanga ngokuhlukana unomphela.

Ukubhekana Namalungu Omndeni Anobuthi

Ukusebenzelana namalungu omndeni anobuthi kungaba yinselele, kodwa akhona amasu ongawasebenzisa ukuze uzulazule kulobu budlelwano obunzima. Ayikho indlela elingana nosayizi owodwa . Zithembe futhi ubeke inhlalakahle yakho kuqala njengoba uzulazula kulezi zindlela eziyinkimbinkimbi.

- **BEKELA IMIBANDELA:** Misa imingcele ecacile ukuze uzivikele ekuziphatheni okunobuthi . Nquma ukuthi iyiphi impatho eyamukelekayo nengamukeleki evela kulungu lomndeni wakho . Khuluma le mingcele ngokuzola nangokuqiniseka , futhi ungaguquguquki ekuyiphoqeleleni.
- **UMKHAWULO OKUXHUMANA NAYE:** Uma kungenzeka, nciphisa ukuthintana kwakho namalungu omndeni anobuthi . Lokhu kungase kuhlenganise ukunciphisa imvamisa yokuvakasha noma ukusebenzelana . Dala ibanga elingokomzimba nelomzwelo ukuze uvikele inhlalakahle yakho.
- **PHATHA OKULINDELEKILE:** Qaphela ukuthi awukwazi ukushintsha amalungu omndeni anobuthi noma ukuziphatha kwawo . Lungisa okulindele futhi ugxile ekwamukeleni ukuthi ziyikho, kuyilapho ubeka phambili inhlalakahle yakho.
- **THUTHUKISA AMASU OKUMELANA :** Thola izindlela ezinempilo zokubhekana nezinselele ezivela ekusebenzelaneni namalungu omndeni anobuthi . Lokhu kungase kuhlenganise ukuvivinya umzimba kokuphefumula okujulile, ukubhala ijenali, noma ukufuna usizo lochwepheshe ukuze ucubungule imizwa yakho futhi uthuthukise izindlela ezisebenzayo zokubhekana nesimo.
- **ZIJWAYELEKILE UKUBUKA NGEMIZWA:** Ukuhlukaniswa kwemizwelo kungakusiza ekuvikeleni kumthelela omubi wokuziphatha okunobuthi . Funda ukubheka nokwehlukana emazwini noma ezenzweni zabo ezilimazayo, uqonde ukuthi ukuziphatha kwabo kuwukubonakaliswa kwezindaba zabo kunokuba kubonakale ukubaluleka kwakho.
- **GCINA IMIPHETHO 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 ezihlokwani ezingathathi hlangothi, uma kungenzeka.
- **BHEKA 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.

Ukubeka Imingcele Enempilo

Nansi inkomba yesinyathelo nesinyathelo yokuthatha nokuphatha imingcele enempilo.

ISINYATHELO 1: KHOMBA IMIKHAWULO YAKHO NGOKUCACILE

- Zindla ngokuthi ikuphi ukuziphatha okuthola kwamukeleka nalokho ongakwenzi .
- **Izibonelo :**
 - "Ngidinga ukuxhumana okuthembekile ngaphandle kokumemeza."
 - "Angikhululekile ngokuphazanyiswa."
 - "Ngidinga isikhathi ngedwa ukuze ngiphinde ngishaje ngemva komsebenzi."

ISINYATHELO 2: XHUMANA IMIGWELO YAKHO NGOKUZOLA KANYE KAHLE

- Sebenzisa izitatimende ezithi "Mina" ukuveza izidingo zakho ngaphandle kokusola.
- **Imishwana eyisibonelo:**
 - "Ngizizwa ngingahlonishwa uma ngiphazanyiswa, ngakho ngidinga ukuthi sivumelane siqedele ukukhuluma."
 - "Ngidinga isikhathi sokuthula ngemva komsebenzi ukuze nginciphise ukucindezeleka, ngakho ngeke ngiphendule ngokushesha imilayezo."
 - "Angilungile ngokugxekwa kanzima; ngicela ukhulume nami ngenhlonipho."

ISINYATHELO 3: BUKA IMPENDULO YOMUNYE UMUNTU

- Ubudlelwano obunempilo buhlonipha imingcele . Qaphela uma belalela futhi balungise indlela yokuziphatha.
- Uma bephendula kahle: "Ngiyabonga ngokuqonda isidingo sami sesikhala."

ISINYATHELO 4: SEBENZA IMIKHAWULO YAKHO UMA INAKWA

- Bakhumbuze ngokuqinile kodwa ngenhlonipho uma beqa imingcele yakho futhi.
- **Imishwana eyisibonelo:**
 - " Ngikucelile ukuthi ungaphakamisi izwi lakho uma sikhuluma . Ngicela ukuhloniphe lokho."
 - "Ngidinga ukuthi uyeke ukungiphazamisa; kwenza kube nzima ukuxhumana."
 - Uma kunesidingo, khawula noma umise okwesikhashana ukusebenzelana:
 - Njengoba umngcele wami ungahlonishwa, ngidinga ukuba nekhefu kule ngxoxo.

ISINYATHELO 5: THATHA IMIPHUMELA KAKHULU

- Uma umuntu eqhubeka nokudelela imingcele yakho, cabangela imiphumela efanele.
- **Izibonelo zemiphumela:**
 - Ukunciphisa isikhathi esichithwa ndawonye.

- Ukufuna ukwesekwa kwabanye noma ochwepheshe.
- Ukuqeda ubuhlobo uma ubuthi buqhubeka futhi bulimaza inhlalakahle yakho.
- **Isitatimende esiyisibonelo:**
 - "Sengikhulume nezidingo zami ngokucacile izikhathi eziningi. Uma lokhu kuqhubeka, ngizodinga ukuziqhelelanisa ukuze ngivikele inhlalakahle yami."

ISINYATHELO 6: BHEKA KUQALA IMPILO YAKHO

- Gcina imingcele ngokungaguquki; ungafaki engozini impilo yakho yengqondo noma yomzimba.
- Funa ukusekelwa kubangani obathembayo, umndeni, noma ochwepheshe lapho kudingeka.
- Khumbula, ukuhlonipha imingcele yakho kuwuphawu lokuzihlonipha namandla.

Isifinyezo Isibonelo

- **Umngcele:** "Ngidinga ukuxhumana okunenhlonipho ngaphandle kokumemeza."
- **Setha:** "Ngicela ukhulume ngomoya ophansi uma sixoxa ngezinkinga."
- **Uma uzitshiwe:** "Ngicela futhi ukuxhumana okuzolile. Uma lokhu kuqhubeka, ngizoyiyeka ingxoxo."
- **Uma namanje uzitshiwe:** Njengoba ungawuhloniphi umngcele wami, ngike ngithathe ikhefu kulobu buhlobo kuze kube yilapho sekwazile ukukhulumisana ngenhlonipho."

Kungani Ukubeka Imingcele Enempilo Kungekona Ubugovu Noma Kungalingile

Ukubeka imingcele kuyingxenywe ebalulekile yokugcina inhlonipho, isithunzi, nokuphila kahle kunoma ibuphi ubuhlobo. Kubalulekile ukuqonda ukuthi imingcele ayiphathelene nokulawula noma ukukhawulela abanye, kodwa imayelana nokuzivikela kanye nokukhuthaza ukusebenzisana okunempilo.

Ukubeka imingcele kuyindlela edingekayo, enobulungisa, nehloniphekile yokugcina ukulingana ebudlelwaneni. Kuyisenzo sokuzinakekela, hhayi ubugovu, futhi kubalulekile ekukhuthazeni ukuxhumana okunempilo, okusimeme okusekelwe ekuqondaneni nasekuhlonipheni.

1. IMIKHAWULO ITHUTHUKISA UKUHLONIPHA

- Imingcele icacisa ukuthi yikuphi ukuziphatha okwamukelekayo, ikhuthaza inhlonipho nhlangothi zombili.
- Bakha uhlaka lapho bobabili abantu bezizwa bephephile futhi behlonishwa, kunokuba bekhungathekile noma bengenakiwe.
- Imingcele isekela inhlalakahle yomuntu siqu
- Wonke umuntu unemingcele kulokho angakubekezelela ngokomzwelo, ngokomzimba, nangokwengqondo.
- Ukubeka imingcele kuqinisekisa ukuthi izidingo zakho ziyahlangatshezwa futhi kuvimbela ukutubeka, ukucasuka, noma ukulimala.

2. IMIKHAWULO ITHUTHUKISA IKHWALITHI LOBUDLELWANO

- Imingcele ecacile inciphisa ukungezwani nokungqubuzana ngokubeka okulindelekile.
- Bavumela ubudlelwano ukuthi buphumelele ekuthembekeni nasekukhulumeni ngokwethembeka.

3. IMIKHAWULO IYIFOMU YOKUZIHLONIPHA, HHAYI UBUGOVU

- Ukunakekela izidingo zakho kubalulekile; ukuzishaya indiva kungaholela eziguquguqukayo ezingenampilo.
- Ukubeka phambili inhlalakahle yakho akusho ukungabahloniphi abanye—kusho ukuzazisa ngokulinganayo.

4. IMIKHAWULO AYIYIBAMBILI INKULULEKO YABANYE

- Unesibopho ngemikhawulo yakho, hhayi indlela abanye abakhetha ukuphendula ngayo.
- Imingcele enempilo imema abanye ukuthi bahloniphe indawo yakho nokukhetha ngaphandle kokubaphoqa ukuthi bashintshe bengafuni.

I-Case Studies

"AMATHUNZI ENHLIZIYWENI"

UNaledi noThemba base bethandane iminyaka emibili . Ekuqaleni, yonke into yayibonakala iphelele—izingxoxo ezifudumele, amaphupho ahlanganyelwe, ukuhleka . Kodwa ngokuhamba kwesikhathi amashifu acashile aqala ukucekela phansi amaqiniso kaNaledi.

Njalo uma uNaledi ezwakalisa ukukhathazeka ngokulala kukaThemba ebusuku noma izingcingo eziyimfihlo, wayephendula:

"Ucabanga izinto .

"Kungani uhlale ufinyelela eziphethweni ? Uyangethemba, akunjalo?"

UNaledi wake wabhekana naye mayelana nenkulumo ebuhlungu ayisho ngesikhathi bexabana . Waphika uThemba ukuthi akakaze asho.

"Uyawahlanekezela amazwi ami futhi . Uyazi ukuthi uzwela kangakanani."

"Mhlawumbe uyikhumbula kabi."

Waqala wangabaza uNaledi . Wayezibuza ukuthi ngabe wayexakwe yini noma wayekhathazekile ngokweqile . UThemba wayevame ukumtshela ukuthi:

"Unenkumbulo embi . Udinga ukuphumula."

Njengoba izinyanga zidlula, iphethini yakhula . UThemba wayeyifihla imiyalezo, asole uNaledi ngokucupha uma ebona . Wamhlukanisa nabangane ngobuqili, emtshela ukuthi "ababuqondi" ubuhlobo babo . Lapho uNaledi ezama ukuveza imizwa yakhe, uThemba wamsola ngokuthi "uyaxaka" noma "uyalawula."

Umthelela kuNaledi waba mubi kakhulu :

- Wadideka mayelana nemibono nemizwa yakhe.
- Ukuzethemba kwakhe kwehla, wazizwa engazithembi .
- Wazizwa ehlukanisiwe futhi evaleleke ngokomzwelo, engaqiniseki ukuthi angaphendukela kubani .
- Ukukhathazeka nokucindezeleka kwangena, kwathinta umsebenzi wakhe nokuphila kwansuku zonke.

Kwaze kwaba yilapho uNaledi evulela umngane wakhe omkhulu isifuba efuna ukwelashwa lapho ebona khona izimpawu zokushiswa kwegesi . Ngokusekelwa, wathola ukucaca futhi waqala ukubeka imingcele.

Indaba kaNaledi iyisibonelo esibuhlungu sokuqhanyelwa ebuhlotsheni bothando—umjikelezo okhohlisayo oqeda ukwethembana, ukuzazi, nokuphepha ngokomzwelo . Izisulu ngokuvamile zizizwa zodwa futhi zididekile, zibuza ukuthi yini eyiqiniso.

Ukuqonda lokhu kuguquguquka kubalulekile ekufuneni kabusha ukulawula kanye nokugqashula ekuhlukunyezweni ngokomzwelo . Akekho ofanelwe ukuhlanekazelwa okungokoqobo kwakhe, ikakhulukazi ngumuntu amthandayo.

"LAPHO IGAZI LINGANELE"

UNandi ukhulele ekhaya elincane eThekwini, omdala ezinganeni zakwabo ezintathu . Ngaphandle, umndeni wawubonakala ujwayelekile—isidlo sasemini sangeSonto, ukuya esontweni, izithombe zosuku lokuzalwa ezifakwe ku-Facebook . Kepha ngemuva kweminyango evaliwe, ukuguquguquka bekukude nokujwayelekile.

Umama wakhe, uLillian, wayelawula yonke into . Lokho uNandi ayekugqoka, akhuluma nobani, indlela azilungisa ngayo izinwele zakhe—ngisho nenkambo yomsebenzi ayikhethayo . U-Lillian wayevame ukuvala ukubusa kwakhe ngokukhathazeka.

*"Ngikuphethe kabi ngoba ngiyazi ukuthi umhlaba unjani," wayesho .
"Uzwela kakhulu, Nandi . Qina."*

Lapho eneminyaka engu-15, uNandi walondoloza imali ukuze azithengele isiginci esingasasetshenziswa . ULillian wayithengisa ngemva kwesonto, ethi "bekuwukumosha isikhathi" kanye "nokuphazamiseka ezifundweni zakhe." Lapho uNandi ekhala, umama wakhe wahleka:

Kuyamangaza . Awuhlukunyezwa .

ULillian akazange azishaye izingane zakhe, kodwa **wahlomisa icala , wagodla uthando , futhi wasebenzisa ukuqondisa imizwelo njengethuluzi lokulawula** . Noma yikuphi ukuhlela kukaNandi kwakuhlangatshezwana nokuthula noma ukuthukuthela okungenzi lutho.

*"Phela konke engikwenzele kona, ungikhokhela kanjena?"
Mhlawumbe izingane zakini zizongazisa kakhulu."*

Lapho esanda kweva eminyakeni engu-20, uNandi wanikezwa umfundaze wokuyofunda phesheya . Wala—hhayi ngoba engafuni ukuhamba, kodwa ngoba uLillian wathi:

"Uma uhamba ngizosizwa ngubani ngomfowenu , ngiyabona angisenandaba .

Ngaleso sikhathi, uNandi wayesengene ngaphakathi enomuzwa womsebenzi onobuthi . Wayekholelwa ukuthi ukubaluleka kwakhe kuhlobene nokuzidela . Wayegwema ukungqubuzana . Wahlala emncane.

Umthelela **ungene** kancane kancane:

- Waba **nokukhathazeka okungapheli** , ikakhulukazi mayelana nokubhekana noma ukugxekwa.
- Wayegwema ubudlelwano obuseduze, esaba ukuthi uzoswele kakhulu noma cha.

- Wayengazithembi izinqumo zakhe, ehlala edinga ukuqinisekiswa kwangaphandle.

Lapho eseneminyaka engu-30, uNandi wayesephumelele ephepheni—umsebenzi, iflethi, umlingani . Kodwa usathuthumela ezwa ucingo lwakhe lukhala negama likamama wakhe . Ingxoxo ngayinye yayimshiya ecindezelekile, enecala, futhi echithekile ngokomzwelo.

Kwaze kwaba yilapho eqala ukwelashwa lapho ezwa khona la mazwi:

"Lokho owabhekana nakho kuwuhlobo lokuhlukunyezwa ngokomzwelo . Ngenxa yokuthi umndeni awukwenzi kulunge . Ukwabelana nge-DNA nomuntu akuyona invume egcwele yokuvumela ukuziphatha okubi/okulimazayo."

Lowo mzuzu **wawukhulula futhi wethusa** .

U-Nandi akazange amnqamule ngokuphelele umama wakhe, kodwa wayeka ukwabelana ngemininingwane yomuntu siqu futhi wabeka imingcele eqinile:

- Akukho ukuvakasha okungamenyezelwa.
- Akukho ukubandakanyeka kwakhe kwezezimali noma ezinqumweni zomsebenzi wakhe.
- Akukho ukwepfulwa kwecala okuvunyelwe.

Izinyanga ezimbalwa zokuqala zazinzima—u-Lillian wambiza ngokuthi unobugovu, emsola ngokuthi “ungqondongqondo ngokwelashwa.” Kodwa uNandi wabamba ulayini.

Kancane kancane, inkungu yenyuka . Walala kangcono . Ehleka kakhulu . Libuyise izwi lakhe.

Indaba kaNandi iyisibonelo esicacile sokuthi **izimo zomndeni ezinobuthi azibukeki zidlulele njalo—kodwa umphumela wazo ulimaza kakhulu** . Ukuhlukunyezwa ngokomzwelo okuvela kumzali kungase kube okucashile, okufakwe kulokho okulindelekile kwamisiko noma ukuhlukumezeka kwesizukulwane . Kodwa umphumela uyafana: **umuntu ofunda ukungabaza ukubaluleka kwabo, imizwelo yabo engokwemvelo, kanye nelungelo lakhe lokwenqaba** .

"UBUNGANE OBUNGIQEDILE"

UThandi noLerato bebengabangani abakhulu kusukela esikoleni samabanga aphezulu . Babelana ngezimfihlo, amaphupho, nezinkulamo ezingenakubalwa zasebusuku . Kodwa ngokuhamba kwesikhathi, ubungane babo baqala ukushintsha—futhi abuzange bube ngcono.

ULerato wayethandeka futhi ejabulisa, kodwa futhi efuna kakhulu . Wayelindele ukuthi uThandi ashiye yonke into noma nini lapho edinga ukusekelwa ngokomzwelo.

*"Ngibhekene nesimo esinzima, ungakwazi ukuza manje?"
Awungilaleli lapho ngikhuluma ngezinkinga zami!"*

UThandi wazithola **enikela njalo** , elalela izikhalo zikaLerato ezingapheli ngaphandle kokuvunyelwa ukuxoxa ngeyakhe inkinga . Uma uThandi ezama ukuveza izindaba zakhe, uLerato wayephendula ngokuthi:

"Ucabanga ukuthi izinkinga zakho zimbi njengezami?"

"Anginaso isikhathi sedrama yakho njengamanje."

ULerato naye ubenomkhuba wokuhleba emhlane kaThandi bese ezenza omsulwa uma ebhekene.

"Bengizincokolela nje," esho emamatheka, kodwa ubuhlungu bungapheli.

Wayevame ukukhansela izinhlelo ngomzuzu wokugcina noma abonakale sekwephuzile, okushiya uThandi ezizwa engabalulekile . Lapho uThandi ezwakalisa ukudumala kwakhe, uLerato wamsola ngokuthi "uyazwela kakhulu" futhi "akayena umngane wangempela."

Umthelela **kuThandi** wawubalulekile:

- Wazizwa **ekhathele futhi engabalulekile** , ezibuza ukuthi ngabe wayengumngane omuhle yini.
- **Ukuzethemba** kwakhe kwagqama kakhulu ngoba uLerato wayemgxeka kakhulu futhi ehlala njalo.
- Waqala **ukugwema imibuthano yokuzijabulisa** ngoba esaba ukuphoxeka noma ukuphoxeka.
- Wabhekana **nesizungu** , naphezu kokuba nomngane "oseduze".

Ekugcineni, uThandi wafinyelela iphuzu elibucayi futhi wanquma ukukhuluma noLerato ngobuqotho mayelana nendlela ubungane obumthinta ngayo . ULerato wakuchitha ukukhathazeka kwakhe, ngakho uThandi wakhetha ukuziqhelelanisa.

Indaba kaThandi iyisibonelo esicacile sobungani obunobuthi, lapho umuntu oyedwa ethatha ngokungaphezi, esebenzisa ukukhohlisa, futhi echitha imingcele . Ubungane obunobuthi bungalimaza njengobothando noma bomndeni ngoba buqeda ukwethembana nokuphepha ngokomzwelo.

Ukufunda ukubona lezi zimpawu kanye nokuzazisa ngokwanele ukuze uhlehle kubalulekile empilweni yakho yengqondo nokukhula komuntu siqu.



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