Reframe Your **Future**



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10/10:10-1

Four Frame Thinking

Frames and Rapid Cognition

The capacity to quickly and accurately size up situations

- Nonconscious
- Fast
- Renders affective judgments

Frame determine

- The questions we ask
- The information we gather
- How we define problems
- What actions we take

- Mental map to read and negotiate a "territory"
- The better the map the easier to get around.
- Frames enable you to see some things, but not others.
- Effectiveness depends on using the right frames and multiple frames

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20/10:30-1

What's Your Frame? Take the Quiz

Example: People see me as: Engaging 3 Helpful 4 Prepared 1 Energetic 2

STRUCTURAL

The **RATIONAL** side

Someone who thinks clearly, makes the right decisions, has good analytical skills, and can design structures and systems that get the job done.

POLITICAL

The ADVOCACY side

An advocate and negotiator who understands politics and is comfortable with conflict.

HUMAN RESOURCE

The **PEOPLE** side

A facilitator and participative manager who supports and empowers others.

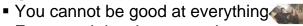
SYMBOLIC

The **MEANING** side

A prophet and visionary, who uses symbols, tells stories and frames experience in ways that give people hope and meaning. 15/10:45-1

Play to your strengths

Two ways of looking at the world Deficit Approach Strengths Based Approach



Focus and develop strengths

Minimize your weaknesses

Strengths Algebra: Talent x Investment = Strength Clues to talent

Naturally inquisitive about?

- Doing when time flies?
- Gives great satisfaction?
- Pick up rapidly?
- Do to near perfection?
- Best day?
- Worst Day?

Do Tell

Just Johari Window Ask (Luft & Ingham)

Blind Spot Open Everybody Knows Hidden

They Know, You don't

You know, They don't

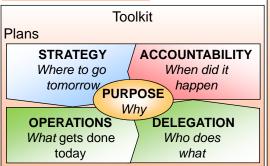
Unknown



What's your best strength?

Structural Frame

Getting Organized

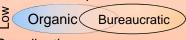


Authority

- Decision centralization
- Specialized vs. Generalized
- Organization Charts

Formality

- Rules, regulations, SOPs
- Incentives, rewards
- Job descriptions



Coordination

- Coordinators
- Meetings /

What's your sentence?

Take 10

She/he was a (role) coach and teacher

who (did what) enabled others to go for great in their lives

by using her/his (strengths) humor, compassion, and street smarts.

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15/11:40-1

Human Resource Frame

Peoples are Peoples

Organizations exist to serve human needs.

All about the FIT: (People + Job) + (People + Organization)

- The three elements of fit
 - Responds to your need for useful work Self-respect
 - Enables you to express yourself Intrinsic motivation
 - Fulfills your financial, life needs Extrinsic motivation

Toolkit

Hire the right people Keep them: Meet their needs

Invest in them: Training

Empower them

• Meaning

- Autonomy
- Feedback



What do you need to learn?

How to be funnier

Mindful compassion

Pragmatic decision tools

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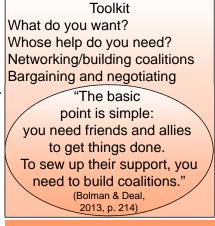
Political Frame

Getting What You Want

Organizational realities

- Organizations are coalitions.
- Members have lasting differences.
- Power is the most important asset.
- Goals and decisions arise from bargaining, negotiation and jockeying for position.

Does power corrupt?



Whose help do you need?

My spouse

My clients

My boss

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15+5/12:15-2

Symbolic Frame

Focuses on how humans make sense of the chaotic, ambiguous world.

 Meaning, belief, and faith are its central concerns."

And symbols are the tools

"A symbol is something that stands for or suggests something else" (Zoe & Huy, 2007, p. 72) Meaning is not given to us; we create it.(Bolman & Deal, 2013, p. 244)

Performance and appearance matter more than

data and logic.

Toolkit

Values Vision Heroes Stories Ritual Ceremony



What's your vision for 12/2017?

Certified coach (iPEC and ICF)

1 training seminar per month

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