

Reframe Your Future



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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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What's Your Frame? Take the Quiz

Example: People see me as: Engaging 3 Helpful 4 Prepared 1 Energetic 2 =10

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.**



HUMAN RESOURCE

The **PEOPLE** side
A facilitator and participative manager who supports and **empowers others.**



POLITICAL

The **ADVOCACY** side
An advocate and negotiator who understands politics and is **comfortable with conflict.**



SYMBOLIC

The **MEANING** side
A prophet and visionary, who uses symbols, tells stories and frames experience in ways that give people **hope and meaning.**



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Play to your strengths

Two ways of looking at the world **Deficit Approach**

Strengths Based Approach

- You cannot be good at everything
- 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?

Johari Window
(Luft & Ingham)

Just Ask

Open Everybody Knows	Blind Spot They Know, You don't
Hidden You know, They don't	Unknown

Do Tell

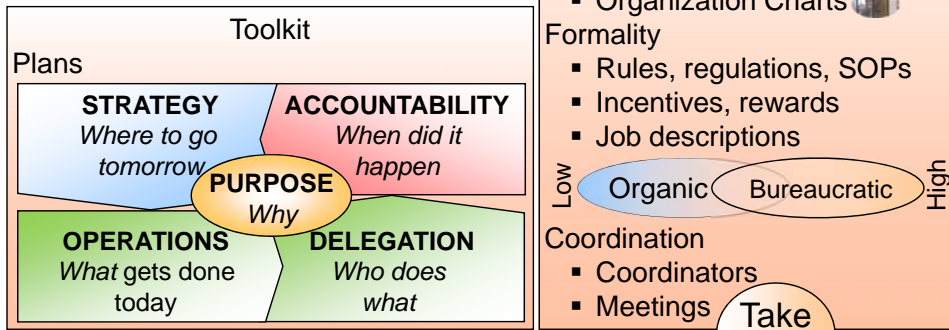
What's your best strength? _____



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Structural Frame

Getting Organized



What's your sentence?

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.

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

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?

Toolkit

What do you want?
 Whose help do you need?
 Networking/building coalitions
 Bargaining and negotiating

"The basic point is simple: you need friends and allies to get things done. To sew up their support, you need to build coalitions."
 (Bolman & Deal, 2013, p. 214)

Whose help do you need?

- My spouse
- My clients
- My boss

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