Effective Reframing in Seven Simple Steps

- [ ] 1. Establish Legitimacy

  It is crucial to establish the legitimacy of the method with those in your organisation. Share the Harkster blog post or the HBR article for validation.

- [ ] 2. Discuss with Outsiders

  One of the most helpful tips for naturally reframing a problem is to employ the opinion of people outside of the problem.

- [ ] 3. Get it in Writing

  While everyone might verbally agree on a general framing of a problem, that doesn't mean everything lines up identically in everyone's mind. Having it written makes it explicit.

- [ ] 4. Ask What's Missing

  Instead of focusing on what has already been stated, try identifying components of the problem that are still missing.

- [ ] 5. Consider Multiple Categories

  People are trained to look at a problem from a perspective in which they professionally specialise. A simple shift in categorisation of the problem can make a solution more easily identifiable.

- [ ] 6. Analyse Positive Exceptions

  An excellent technique for helping to reframe a problem is to look to bright spots or times when the problem did not exist.

- [ ] 7. Question the Objective

  Pay close attention to the objective of each person involved in the problem. Clarify that you truly understand what it is they're trying to accomplish.

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