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.