

# 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.