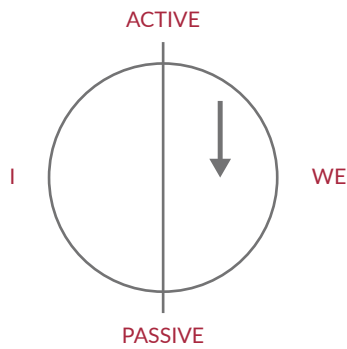


Framing is giving a frame/structure concerning a goal, approach and intent of a conversation or a meeting.



Examples

- ▶ I want to speak with you about the meeting yesterday. My goal or intent is to understand your vision on the matter. I want to see how we can use that to get a better result. First I want to give my vision on the issue, then there will be time for questions and reactions and finally we can have a look at how to continue.
- ▶ I want to speak about your behaviour yesterday, my goal or intent is to hear what happened and if you or we can do something about it.

Deactivating when the framing is meant to limit.

Activating when framing is meant to encourage.

Leary's Rose

Framing is quite active, and when stated in the right tone of voice, also a very constructive (pulling to the We-side) intervention. In general, it will place the other in a bit more passive/We-side position. Often people react by saying: 'OK, let's do it this way'.

Respecting SCARF (status, certainty, autonomy, relatedness, fairness) leads to ownership, identification and recognition.

This intervention creates the necessary certainty. Often, you cannot give certainty about the exact content or outcome of a conversation. You can compensate for this by making your intent very clear and transparent! (Knowing that your intent is positive creates a safe space!) Also, explaining the global way of proceeding in the meeting/conversation gives structure and therefore certainty and safety. The fact that you take the time to explain this will also have a positive influence on status and relatedness.