

Re-framing Situations

Awareness

- We choose our experience of the world
- Each person sees a situation through a personal lens; what I see isn't what you see
- Our interpretation of facts and evidence builds our beliefs
- Re-frame to get a new view (not deny reality)

Discuss:

- How does re-framing benefit us?

Attitude

- Assume good intent
- Talk to yourself with kindness
- What other people say and do is about them; don't take it personally
- Give grace, most of us are doing our best
- Practice makes progress

Discuss:

- What viewpoints haven't served you well at work?

Action

- Look for alternative explanations
- List, then challenge your assumptions & beliefs
- Ask yourself, "What can I learn from this situation or person?"
- Flip the negative to a positive
- Try to see it from the other person's perspective

Discuss:

- What situation would you like to re-frame?



Closing

*When you change the way you look at things,
the things you look at change.*

~Wayne Dyer



Resources

LinkedIn Learning

Communicating with Empathy (~ 75 minutes)

<https://www.linkedin.com/learning/communicating-with-empathy/welcome?u=50844473>

How to Develop a Success Mindset (~ 4minutes)

<https://www.linkedin.com/learning/success-habits/how-to-develop-a-success-mindset?u=50844473>

Monitoring Your Self-Talk(~ 5 minutes) <https://www.linkedin.com/learning/leading-with-applied-improv/monitoring-your-self-talk-2?u=50844473>

Reframe negative thoughts (~ 3 minutes)

<https://www.linkedin.com/learning/overcoming-imposter-syndrome/reframe-negative-thoughts?u=50844473>

Reframing (~ 3 minutes) <https://www.linkedin.com/learning/conflict-resolution-foundations-4/reframing?u=50844473>



TD Resource Collection

Online sources

Cognitive Restructuring: The Complete Guide on How to Reframe Your Beliefs

<https://www.theemotionmachine.com/cognitive-restructuring-complete-guide-reframe-beliefs/>

How to Change How You Feel in 3 Simple Steps

<https://thriveglobal.com/stories/reframing-how-to-change-how-you-feel-in-3-simple-steps/>

How to Reframe Any Situation <https://www.franexcell.com/reframing/>

JMU Talent Development Resource Collection Books

- *The Bad Attitude Survival Guide* ©1998 by Harry E. Chambers
- *The Book of Awesome* ©2010 by Neil Pasricha
- *The Happiness Advantage* ©2010 by Shawn Achor
- *How to Have a Good Day* ©2016 by Caroline Webb
- *Man's Search for Meaning* ©2006 by Viktor Frankl
- *Servant Leadership: A Journey into the Nature of Legitimate Power & Greatness* ©2002 by Robert Greenleaf

