

# Reframe for Enhanced Productivity

by Lyn Madaghiele

Ever wonder why some people work well with others and some seem to struggle? Sometimes we try so hard to understand why others do what they do, especially if their behavior thwarts our goals and evokes unproductive emotions and feelings in us. Maybe it's not so much about understanding the other person as it is about first understanding ourselves.

An unsettling behavior by a colleague today can trigger the memory of the same unsettling feelings you experienced long ago, causing your performance to suffer. For example, if one of your colleagues today fails to communicate critical information to you, you may feel angry and sad about it. It's the same anger and sadness you felt long ago when your father packed up the family and moved to another state without consulting you. Your emotional response is the thread (or chain) that ties you to that past event, and hampers your effectiveness today.

When you can identify your feelings and associate your present situation with a situation in your early life, you're on your way to removing roadblocks that hinder your personal effectiveness, sense of cooperation and productivity.

In many of my coaching sessions, I have found the following exercise to be very effective in assisting clients to break the threads or chains that are impeding their productivity.

## REFRAME

1. Identify your feelings.
2. Close your eyes and take a deep breath.
3. Think back in time to other events in which you have felt those same feelings.
4. Like building a collage in your mind, bring in the images of those past events—going back as far in time as you can.
5. Freeze those images.
6. Put a frame around them.
7. Look at the frame and notice its characteristics—size, shape, color(s), textures, weight, etc.
8. Change the frame to something you like just as well or better.
9. Look at the *new* frame and notice its characteristics— size, shape, color(s), textures, weight, etc.
10. Thinking of the youngest memory of you in the picture, bring in anyone, everything and all that you need to feel safe, loved, and at peace.
11. Take a deep breath and open your eyes.
12. Notice the differences you feel, especially in your body.

Source: Gordon Stokes, Three in One Concepts, Burbank, CA

Your memory of the past event will still be there—but *without* the emotions attached to it. As a result, you'll be a more skillful thinker in the present-day situation, free to choose a more effective, productive approach and respond with greater ease, understanding and confidence.

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