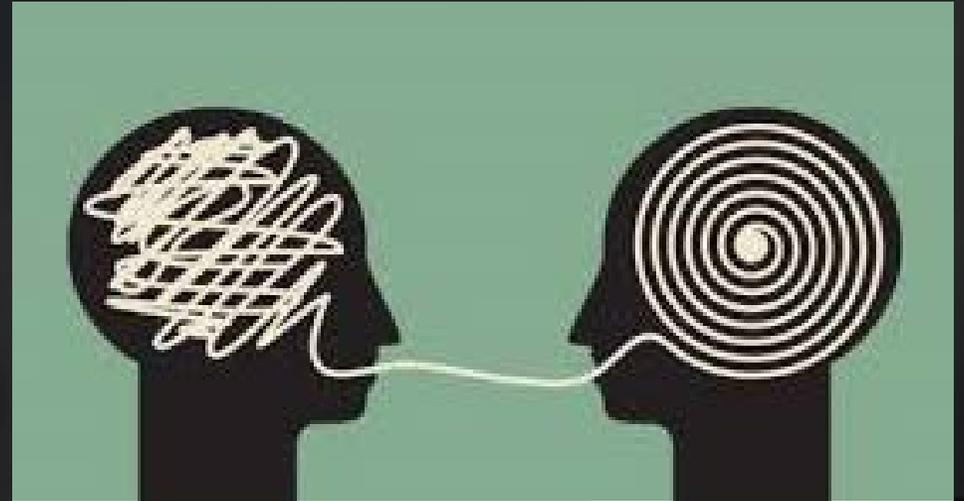




Thrown under the bus!

Poor Motives or Poor Communication



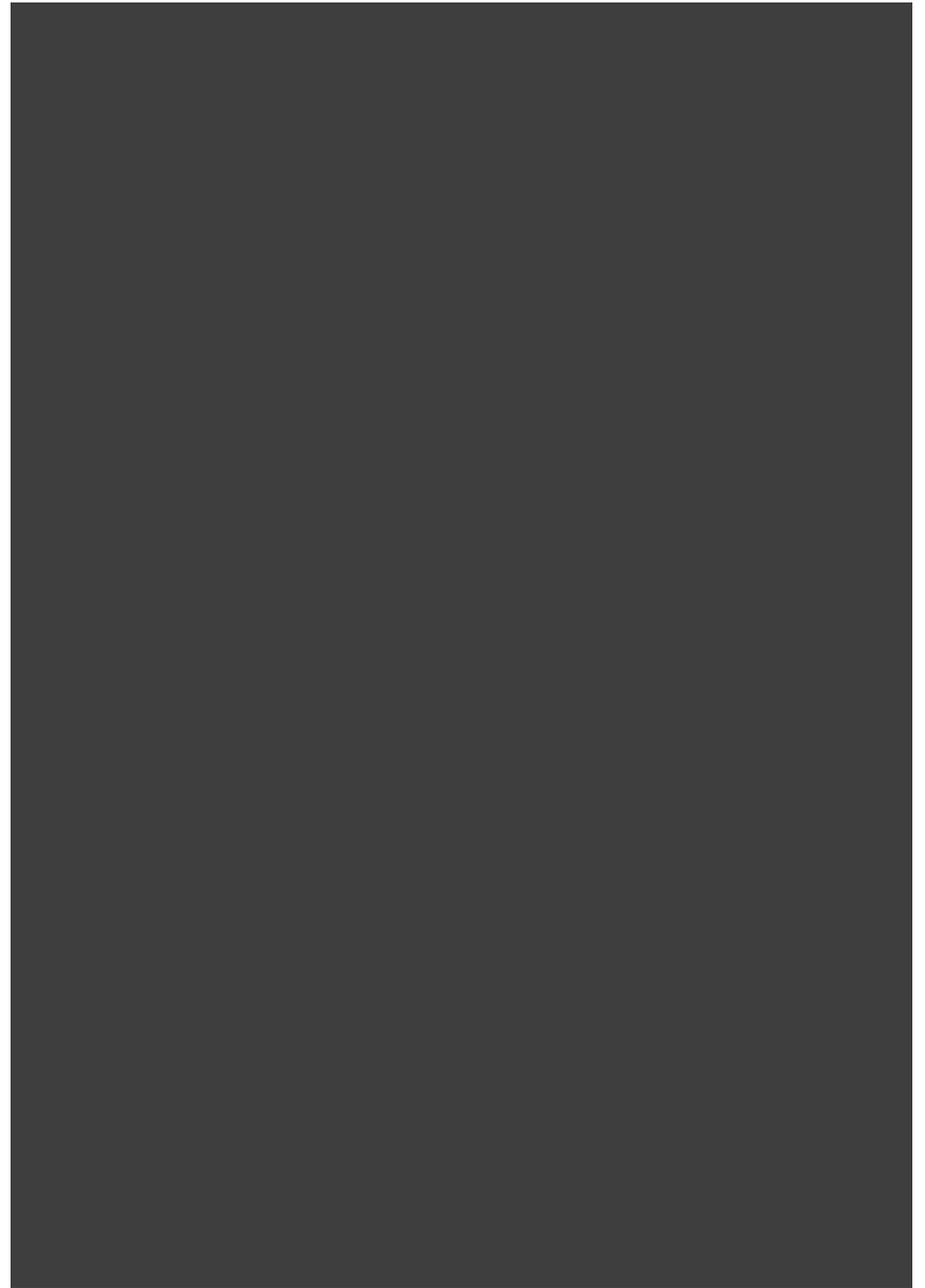
Why did this happen and where does this behaviour stem from? There can be several reasons why this happens but to simplify the matter, the reasons could be listed under two headings: poor communication and poor motives.

Throwing someone under the bus can reveal that there has been insufficient communication with respect to expectations, deadlines, roles, responsibility and where accountability ultimately lies. It can be a terrible way to express frustration, give feedback and apportion the blame.

Or it might originate in the realm of the motives of your colleague. They could be jealous, insecure or they could be ruthlessly ambitious and have no problem in climbing to the top over the corpses of others.



Locate yourself and others





Reframe

Reframing is about altering perception: a new perspective can allow us to find solutions that were previously unavailable.

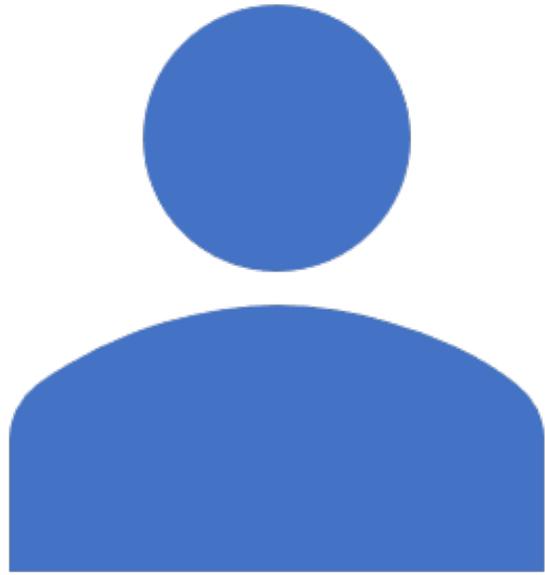


What is reframing

Why reframe – the benefits of reframing

The different types of reframing – reframing for content and context

Useful questions for helping colleagues to reframe an experience or event



Frames and Meaning

“Human beings are meaning-making machines and we learn the meaning of things from an early age, from our individual culture

and the significant others in our lives. The meaning or ‘frame’ that we place on something has a significant impact on how we respond to it.” – Jan Brause



- Frames are often described as being negative or positive, out of our control or in our control, and we come across them in everyday situations. Here are some examples:
- ‘I made a real mess of that’ versus ‘I did my best and can learn a few things.’
- ‘They made me so angry when they said that’ versus ‘I chose to let that person wind me up.’

What is Reframing

Reframing is simply changing the meaning of an event or experience, in the way that placing a picture in a different picture frame somehow changes the look of it.

What is reframing cont.

1

Reframing is seeing the current situation from a different perspective, which can be tremendously helpful in problem solving, decision making and learning.

2

Reframing is helping you or another person to more constructively move on from a situation in which you or the other person feels stuck or confused.

3

The aim of reframing is to shift one's perspective to be more empowered to act – and hopefully to learn at the same time.

4

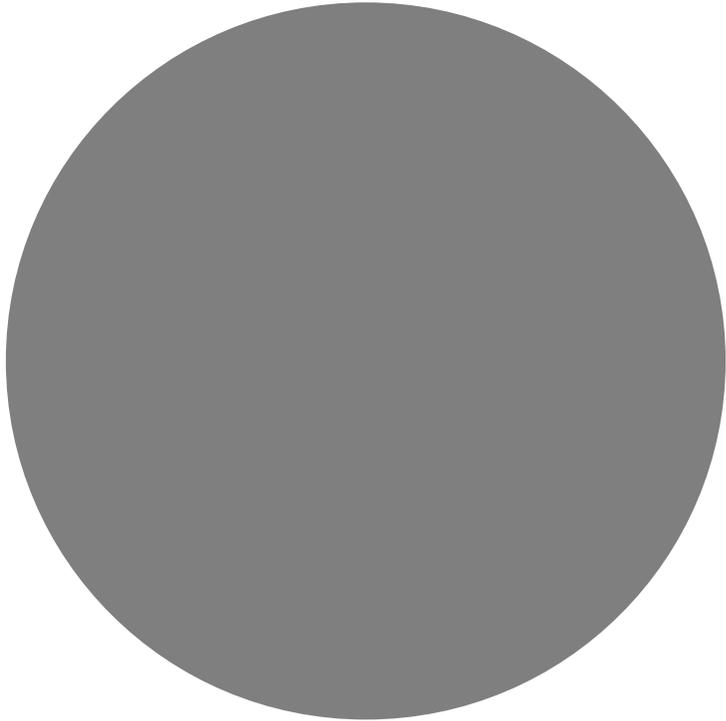
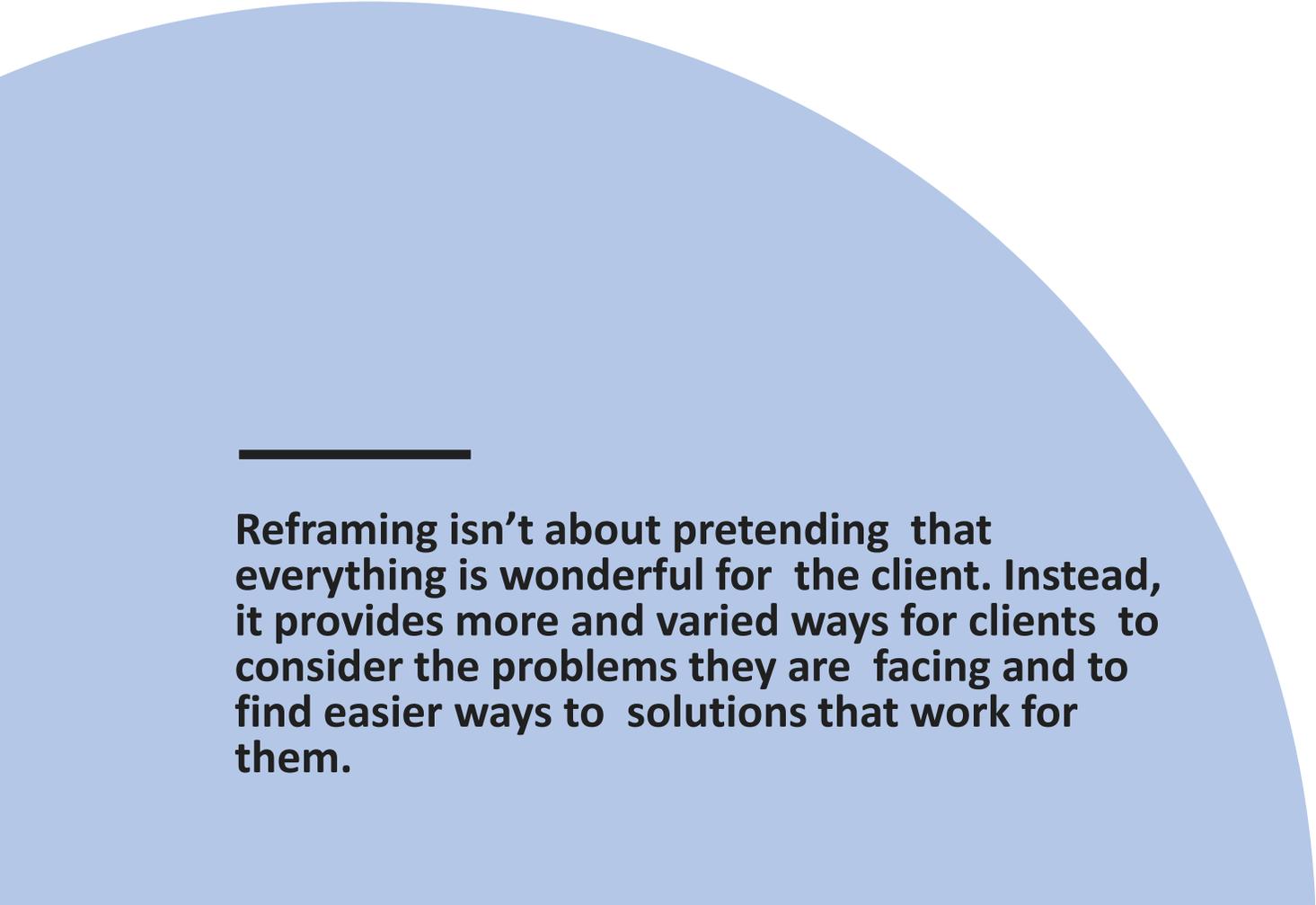
Many times, merely reframing one's perspective on a situation can also help people change how they feel about the situation, as well.

01

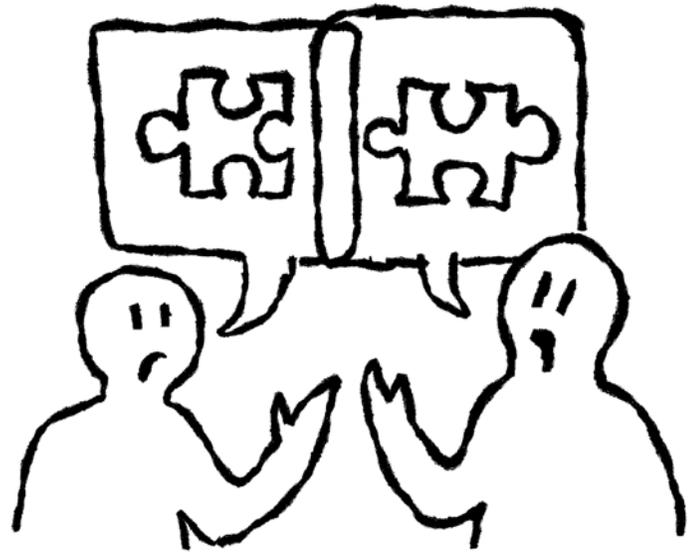
Many fields regularly use reframing, including therapy, coaching and even marketing and sales. Techniques of reframing can also be used to cultivate creative and critical thinking skills. Reframing is useful in coaching situations because sometimes clients get stuck with a particular way of perceiving a situation, and that may be disabling rather than enabling for them. Reframing helps them to see things differently and subsequently come to different conclusions, or feelings, about the event or experience.

02

The Leader's/coach's ability to reframe this situation for the client provides a new perspective, and often a sense that things that seemed impossible may now be possible.



Reframing isn't about pretending that everything is wonderful for the client. Instead, it provides more and varied ways for clients to consider the problems they are facing and to find easier ways to solutions that work for them.



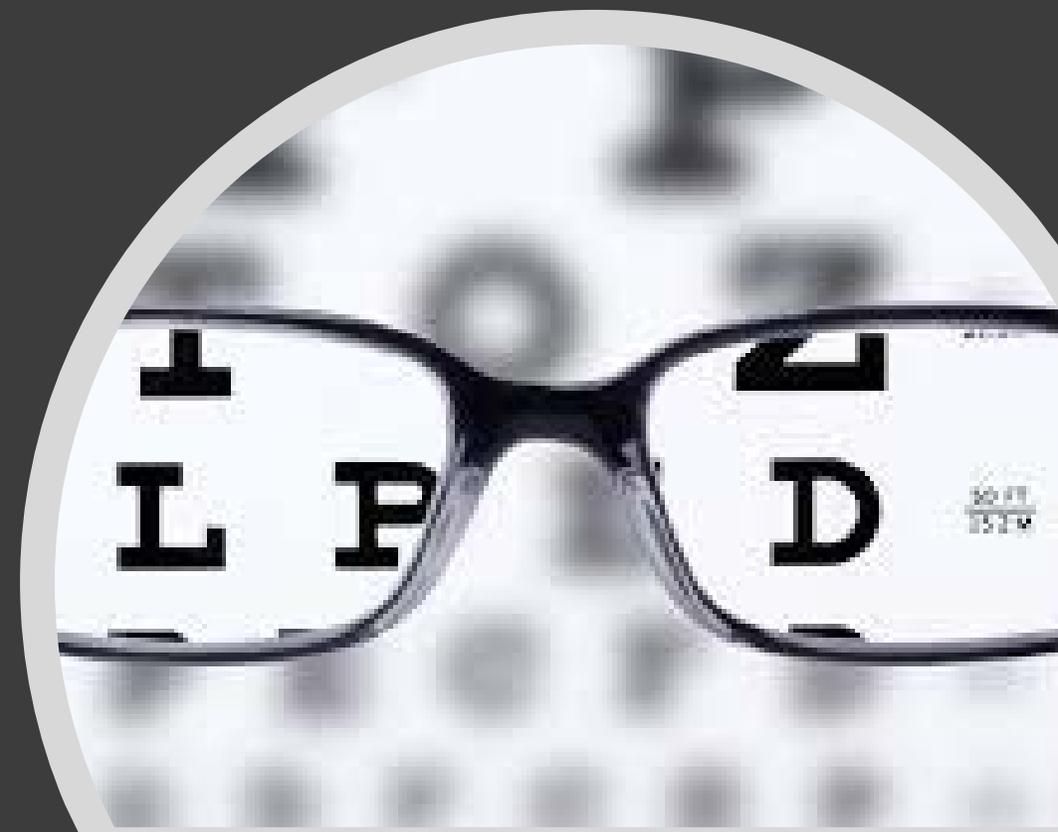
A ACTION

C CHANGES

T THINGS



Get Clarity



Be Streetwise



X X X X X X X X
X X X X X X X X
GAME PLAN
X X X X X X X X
X X X X X X X X

A hand-drawn diagram on a chalkboard. The central text reads "GAME PLAN", with "GAME" in white and "PLAN" in yellow. The text is surrounded by a series of "X" marks and "O" marks. There are two rows of "X" marks above and below the text. Below the text, there are six "O" marks arranged in a horizontal line. Arrows point from each "O" mark towards the center of the text. On the left side, a long arrow points from a "O" mark towards the top-left "X" mark. On the right side, a dashed line connects several "X" marks, with an arrow pointing towards the center.

|



COURAGE

Ask yourself courageous questions

What do I do if this happens again?

- If you have sincerely followed the above steps it is a serious matter if it happens again. It is very likely that you have been thrown into a position where you are now managing your reputation in the organisation. It is essential that you include your team leader or line manager in the solution. When meeting with the person in authority demonstrate how you have attempted to resolve the matter before escalating it to this level. Seek to remain proactive and solution orientated.
- The workplace is a pressured world where people's stuff is on display. It is realistic to anticipate that there are going to be difficult matters to resolve. Seek to use these tough moments as an opportunity to grow as an individual and understand how to work, survive and thrive in a team context.



**FYI: If you Throw me under
the Bus**



**I'm Grabbing you by the
Ankles and Taking your Ass
with me**

LEAN IN