

## Daily Practices

### Reframing

For a day try to:

Notice how often you use “and” in place of “but” in the context of inclusion

At the end of the day briefly consider these questions: When and how do you use “and”? Do you tend to communicate from a divided or inclusive perspective? What beliefs drive your communication style?

Notice if you use “Yes ... but ...” in your conversations

At the end of the day briefly consider these questions: When and how do you use “Yes ... but ...”? Are the statements mutually exclusives? Could the communication been re-phrased as “Yes ... and ...”? Do you tend to communicate from a divided or inclusive perspective? What beliefs drive your communication style?

Try to respond to a loaded question today by reframing it in your response

At the end of the day briefly consider these questions: Were you able to reframe a loaded question? Was it a challenge? What happened in the conversation? How did others react? What was the quality of the conversation? What did you learn about reframing today?

Reframe the direction of a conversation today to take a Both And perspective

At the end of the day briefly consider these questions: What happened when you reframed the conversation? How did others react? What was the quality of the conversation? What did you learn about reframing today?

