

DIRECT

Defining A Framework



Defining a framework is one of the Direct style behaviors in the Sphere of Influence 360°.

When you start a project, your job as a manager is to indicate what you expect from your team regarding goals and output. Therefore, it is essential to formulate criteria representing the scope for finding fitting solutions. In this exercise, we help you develop these criteria and share them with your team.



**“A lack of clarity
could put the
brakes on any
journey to success.”**











- Steve Maraboli

Exercise: Formulate criteria











It is crucial to formulate criteria at the start of a project. A clear framework gives employees the responsibility and freedom to realize goals in their own way.

Criteria often address the availability of resources like time, money, and staff. Other potential criteria are acceptance by trade union/employees, fit with organizational values, or complying with specific quality standards or regulations. You may also think of criteria that indicate how you would like to work as a team, such as ensuring diversity, notifying when deadlines are threatened, mid-term evaluations, or when to hold each other accountable.

Step 1: For your next project or goal, we want you to formulate criteria. Write them down in the table below.

Criteria for the project:	
	
	
	
	
	
	
	
	
	
	

Step 2: Now, try taking another perspective. Think of everything that could go wrong during the upcoming project regarding output, team dynamics, or satisfaction with the product or service. Write down all the things you can come up with in the table below.

Everything that could go wrong during the project:	
	
	
	
	
	
	
	
	
	
	

Step 3: Compare the table above with the criteria you formulated in **Step 1**. Do the criteria ensure that the disasters listed in **Step 2** cannot occur, or do you need additional criteria to prevent this outcome? Complete the list if necessary.

Step 4: Share your criteria with your team.

Remember: Once criteria are formulated, you as a manager have to accept any solution that fits these criteria from your employees!

Evaluation:

How did your attempt to define a clear framework work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?