

INSTRUCT

# Suggesting Solutions



Suggesting solutions is one of the Instruct style behaviors in the Sphere of Influence 360°.

Things often go differently than expected, and every day we are challenged to find solutions for issues or situations. Someone might have second thoughts, or there may not be enough people, resources, or time to execute things the way we planned. If you want to contribute more actively to developing solutions in times like these, this exercise is for you.



**“We cannot solve our problems with the same thinking that created them.”**


**- Albert Einstein**


## Exercise: Recognize, analyze, generate

In this exercise, we help you generate solutions that you can propose when the situation calls for them. Before you start, however, you need to know what the problem is and explore it further using the following 3 steps:

- Recognize and acknowledge the problem.
- Analyze the problem and find out what solutions have already been considered.
- Generate solutions.

You find these three steps in the tables below. Use the questions to reflect on the situation, and write your answers down in the tables.

Recognize	Which situation requires a solution?
	<p><b>Reflection questions:</b> Is anything not being addressed? Is anything not going smoothly? Are there any results not being achieved? What is causing that? Are there people (colleagues, customers) who are dissatisfied with things?</p>

Analyze	What is the specific problem/situation?
	<p><b>Reflection questions:</b> What are the causes, main issues, and side issues? What are facts, and what are opinions? What has already been tried to solve the problem?</p>

Generate

What are possible solutions?



**Reflection questions:**

What has worked before in similar situations?

What would ..... do in this situation?

What solutions have worked for other problems? How can I translate that to this situation?

We invite you to repeat the above exercise several times so that you can master these three steps to generating solutions.

Once you have solutions ready, we encourage you to share them with those who benefit from them.

**Good luck!**

## Evaluation:

How did your attempt to suggest solutions 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?