

Gnomy Framework Reflection Worksheet

For Leadership Coaches: Cultivating Emotional & Strategic Clarity

1. Relational (R) – SHARED: The Field Between Us

S – Shared Stake

What do you and the other(s) stand to lose or gain together?

- What values, goals, or identities might we all care about?
- What's at stake for us as a collective?

H – Harm/Healing Potential

What pain might each side carry? What healing is possible?

- Where might past wounds, distrust, or guilt be showing up?
- What healing opportunity exists in this situation?

A – Alignment Opportunities

Where might you find alignment (even partial) in needs, values, or emotions?

- What do we both wish were easier, safer, or more supportive?
- Where is there overlap in our hopes or needs?

R – Rupture Patterns

How have patterns of miscommunication or disconnection developed?

- What assumptions, avoidance behaviors, or triggers escalate the problem?
- When do things usually get worse?

E – Empathic Imagining

Try to imagine the story through their inner world.

- What emotional logic could explain their reactions?
- What invisible pressures might be guiding them?

D – Do-able Repair Moves

What concrete, emotionally resonant actions can be taken next?

- What is one move I can try that shows openness or responsibility?
- What is one ask or offer that could lower emotional reactivity?

2. Strategy (S) – ROOTS and BRANCHES: Choose Your Tree

ROOTS – Your Guiding Tree

Use ROOTS to pick a frame of action and ground yourself in your deeper why.

R – Ritual (Presence): Centeredness, mindfulness, holding emotional space **O – Observation** (Neutrality): Inquiry, curiosity, separating data from interpretation **O – Offering** (Care): Kindness, empathy, supporting others **T – Task** (Action): Practicality, solving problems, getting stuff done **S – Structure** (Clarity): Rules, roles, clarity, holding firm boundaries

- Which ROOT is most relevant for me now in how I want to show up?
- What deeper reason makes that root important in this situation?

BRANCHES – Your Strategic Growth Direction

Each branch direction supports a different kind of transformation.

1. Scale: Reach more people or extend the impact **2. Shift:** Change the tone or focus **3. Shield:** Protect what matters **4. Seed:** Plant new ideas or experiments **5. Shed:** Let go of what no longer serves **6. Sync:** Increase coordination with others

- Which direction do I want to grow toward from here?
- What is one micro-action I can take today in that direction?



Optional Prompt: TENDRILS — What Is Emerging?

TENDRILS are small, creative impulses of growth, curiosity, or possibility that don't yet belong to a clear plan or strategy. They are feelings, sketches, ideas, conversations you want to start, metaphors that keep showing up, or emotional inklings that "something matters here"—even if you don't yet know what.

- What sense, desire, or signal might be emerging that deserves gentle attention?
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