

The Gnomy Framework 1.0

By Rickard V. Hultgren: Cultivating Emotional & Strategic Clarity

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The Gnomy Framework is a structured yet flexible tool designed to enhance emotional self-leadership, coaching, reflection, and narrative transformation. It's particularly powerful when navigating complexity, change, or interpersonal dynamics. Here's a clear breakdown of its purpose and applications, categorized by intent and user contexts.

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1.

Core Purpose of the Gnomy Framework

The Gnomy Framework provides a structured journey for individuals and groups to:

- **Anchor** themselves before reacting or making decisions.
- **Unravel** internal narratives and external influences.
- **Envision** future possibilities with emotional intelligence.
- **Strategize** risks, motivations, and responsibilities.
- **Iterate** and evolve.

It supports a holistic process of emotional insight, cognitive clarity, and personal strategy-making. It's an ideal tool for coaching, personal growth, mental health support, group reflection, and leadership training.

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2.

What Gnomy Should Be Used For

2.1. Coaching & Mentorship

To help clients:

- Gain clarity in emotionally charged or complex situations.
- Shift from rumination to structured insight.
- Reframe failures, risks, or uncertainties into growth paths.
- Clarify responsibilities and action options in relational contexts.

2.2. Self-Reflection & Emotional Navigation

For individuals to:

- Understand how personal stories and social influences shape decisions.
- Ground themselves during stress or at key decision points.
- Identify emotional needs, risks, and motivations.
- Develop resilience through narrative self-work and emotional agency.

2.3. Team & Group Dynamics

For use in teams to:

- Reflect on past collaboration patterns and improve communication.
- Clarify individual and shared goals, risks, and unspoken assumptions.
- Create psychological safety by mapping different emotional truths.
- Balance personal contributions with team-wide needs.

2.4. Leadership & Strategy Design

To support leaders in:

- Balancing rational planning with underlying emotional currents.
 - Anticipating team member perspectives and motivations.
 - Making decisions aligned with both vision (aspiration) and risk awareness.
 - Creating roadmaps that account for psychological barriers and enablers.
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3.

What Gnomy Could Be Used For (Extensions and Creative Use)

3.1. Mental Health & Therapeutic Dialogue

- Integrate into DBT, ACT, or narrative therapy contexts.
- Use it to externalize inner conflict and conflicting desires.
- Normalize self-doubt or avoidance as part of the SAGE map.

3.2. Conflict Mediation or Repair

- Use with dyads or teams to unpack both perspectives in grounded, safe terms.
- Apply CROWS to map others' contributions to the situation (past, hopes, expectations).
- Apply **FIND the LENS** to reduce misinterpretations or emotional reactivity.

3.3. Workshop & Curriculum Design

- Design personal development workshops or group training around each Gnomy stage.
 - Use it to teach leadership, communication, or emotional intelligence in schools or organizations.
 - Create journaling prompts, guided meditations, or team debrief templates using each step.
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4.

Summary of Gnomy Component Roles

Stage	Purpose	Function
G – Grounding	Establish presence and perspective.	Breath, pause, curiosity, perspective framing.
N – Narrative	Understand internal drives and tensions.	Identify pain points and feelings towards the challenge using the LUX Lantern model .
O – Others	Map relational influences and shared identity.	Understand self and others across time.
M – More	Identify inner and outer resources.	Leverage strengths, relationships, knowledge.
Y – Yikes!	Strategize through risks and change.	Assess risk spectrum, derive action, prioritize, evolve.

5.

In Short: The Gnomy Framework

The Gnomy Framework is a compass for emotional and strategic clarity. It helps people slow down, reflect deeply, and move forward wisely. It belongs in the toolkit of coaches, creators, leaders, therapists, facilitators, and reflective individuals seeking to bridge emotion and action with intelligence and care.



Imagine this: A Gnomish Journey of Pond-Bound Reflection. A small gnome stands on a delicate, hybrid plant – perhaps a blend of strawberry and water lily – nestled within a tranquil pond. This pond embodies a specific context, while the individual plant represents a distinct situation. Plants in this pond are interconnected by slender tendrils.

In their left hand, the gnome holds a lantern of current feeling. From bottles in their belt, filled with luminescent powder of different colours, the gnome pours some powder into the lantern, and it begins to glow. This represents the **LUX Lantern model** of their inner narrative.

On the right shoulder, a black crow perches confidently, ready to fly to other gnomes with messages. This embodies **CROWS**, understanding how others shape their story.

In their left hand, the gnome juggles a glowing spark, catching it with practiced joy. This spark floats in the air, manipulated by the gnome's twisting hand, creating a gentle wind that gathers dried leaves from the gnome's leaf-heap. This symbolizes **SPARK**, uncovering resources and possibilities.

In their right hand, the gnome holds a single sage leaf, dry and bitter on the tongue. It's a reminder: wisdom isn't always sweet. It comes with limits, trade-offs, and hard-earned truths. This represents **SAGE**, facing risks and choosing wisely.

And so, this gnome walks – leaving footprints shaped by emotion, relationship, strength, and restraint. Every step is a journey through GNOMY: Grounding, Narrative, Others, More, and Yikes!

6.

The Gnomy Framework: Your Step-By-Step Guide

6.1. Step 0: Grounding (FIND the LENS) — Find Your Inner Position

FIND the LENS helps you regain perspective by pausing to explore goals, emotions, and responsibility with intention. Before diving into analysis or action, ground yourself in the present moment to regain perspective. Grounding prepares your mind and body for reflective, intentional thinking. Use the **FIND** sequence to anchor yourself and then apply the **LENS** to discern different appraisals.

- **F – Feel your breath/urge:** Embodied grounding. Helps interrupt reactivity and build emotional awareness before analysis.
 - *Now feel your urge—and others' urges.*
 - **Appraisal dimension: Goal Relevance**
 - **Ask:**
 - * “What urge is arising in me right now?”
 - * “What is the emotional signal behind it?”
 - * “What urge might be arising in the other people involved?”
 - **Insight:** Emotions signal that a **goal or value is at stake**—yours or someone else's. Tune into that signal.
- **I – Introduce pause:** Goal-mapping and perspective expansion. Surfaces implicit motivations and helps distinguish between short-term urges and deeper goals.
 - *Silently say: “It's just in my mind.” This reminds you that goals live inside individual minds.*
 - *Now ask: “What else can I find?”*
 - **Appraisal dimensions: Goal Congruence & Hidden Goals**
 - **Ask:**
 - * “What other goals are connected to the topic?”
 - * “What are the loudest goals right now?”
 - * “What goals am I affected by—but might not be fully aware of?”
 - **Insight:** We often focus on the loudest or most conscious goals, but **conflicting or background goals may be shaping your reactions**—and others'.
- **N – Notice urgency:** Action-orientation + systems thinking. Asks what can be done constructively, not just what is felt. Encourages agency over rumination.
 - *Ask yourself: What can I do about the expressed and non-received goals?*
 - **Appraisal dimension: Coping Potential**

- **Ask:**
 - * “Which goals feel urgent or pressing?”
 - * “What actions are possible right now?”
 - * “What’s outside of my control?”
- **Insight:** Urgency often comes from feeling like we can’t act on a critical goal. **Noticing what’s doable helps restore emotional agency.**
- **D – Discern Stakes (and Divine Compassion):** Narrative humility, shared responsibility. Avoids blame, embraces complexity, promotes collective insight and equity thinking. Instead of assigning responsibility, **Discern Stakes** invites a humble inquiry into who is experiencing the highest emotional or physical vulnerability in this situation. From a spiritual appraisal perspective, this isn’t about blame, but recognizing the deepest “sacred concerns” or “spiritual goals” at risk.
 - **Appraisal dimensions: Goal Significance & Existential Threat.**
 - **Ask:**
 - * “For whom are the **emotional stakes highest** right now? (e.g., fear of loss, profound grief, intense anxiety).”
 - * “Who faces the **greatest physical vulnerability** or potential harm?”
 - * “What **core values or sense of purpose** feel most threatened for different individuals involved?” (Spiritual appraisal links emotions to our relationship with the sacred or ultimate concerns).
 - * “How can I approach this discernment with **deep compassion and humility** for all experiencing high stakes, even those whose actions I might disagree with?”
 - **Insight:** Emotions are signals that something deeply valuable, perhaps even sacred, is at stake. By humbly discerning these vulnerabilities across all involved, we cultivate empathy and open a path towards responses rooted in compassion rather than judgment, aligning with a spiritual understanding of interconnected suffering and well-being.

Applying the LENS: Layered Emotive Narratives of Stakes

LENS emphasizes looking through different “lenses” to see the full picture of an emotional event. Each letter represents a pair of contrasting appraisals from your perspective (Protagonist) and the other party’s (Antagonist) at different points in time, drawing on Lazarus’s primary and secondary appraisals.

- **L - Loss (Past) vs. Legitimacy (Past)**
 - **Protagonist (Your View):** Focus on the **Loss** (Harm/Loss) endured in the past.
 - **Antagonist (Their View):** Focus on the **Legitimacy** of their past actions or the perceived “credit” they deserve for outcomes you see as harmful.
 - *Paired Appraisals:* Harm/Loss (Primary) vs. Blame/Credit (Secondary, from their view).
- **E - Effort (Present) vs. Entitlement (Present)**
 - **Protagonist (Your View):** Focus on the **Effort** (Challenge) being exerted in the present to overcome difficulties.
 - **Antagonist (Their View):** Focus on their **Entitlement** or belief in their *current* rightness, or the perception that your challenge is due to their justified actions.
 - *Paired Appraisals:* Challenge (Primary) vs. Coping Potential (Secondary, their perceived control/justification).
- **N - Nuisance (Future) vs. Necessity (Future)**
 - **Protagonist (Your View):** Views their actions/existence as a **Nuisance** (Threat) for the future.
 - **Antagonist (Their View):** Views their future actions as a **Necessity** for their goals, even if it threatens yours.
 - *Paired Appraisals:* Threat (Primary) vs. Future Expectations (Secondary, their predicted justified outcomes).
- **S - Safety (Your Goal) vs. Supremacy (Their Goal)**
 - **Protagonist (Your View):** Primarily seeking **Safety** and well-being.
 - **Antagonist (Their View):** Primarily seeking **Supremacy** or dominance in the situation.
 - *General Goal Contrast:* *This is more of an overarching contextual goal than a specific appraisal, but it helps frame the differing drivers.*

6.2. Step 1: Narrative of Emotion and Meaning

6.2.1 1.1 Narrative (LUX) – Explore Your Emotions and Their Roots

Emotions are signals, not noise. They reflect unmet needs, broken expectations, or meaningful desires. The **LUX Lantern model** helps you dive into your emotional narrative, illuminating your inner landscape through three key axes:

- **L – Longing (Dopamine × Kano’s Attractive Features)**: What desires, hopes, or unspoken rewards are present? What do you secretly long for in this situation? This speaks to your intrinsic motivations and the “delighters” you seek.
- **U – Usefulness (Serotonin × Kano’s Performance Features)**: How does this situation impact your sense of reliability, control, well-being, or self-worth? What aspects feel reliable or are providing a sense of competence? This focuses on the functional value and performance aspects that contribute to your satisfaction.
- **X – X-Friction (Noradrenaline × Kano’s Must-Be/Reverse Features)**: What threats, irritations, pressures, or unmet basic needs are you experiencing? What feels like an unavoidable obstacle or something that, if absent, would cause significant dissatisfaction? This addresses the “must-be” qualities and sources of negative affect.

6.2.2 1.2 Others (CROWS) – Who Else Is Part of This Emotional Story?

We are shaped by relationships—past, present, and imagined. A crow will fly to other gnomes, inviting them to transfer their insights to your understanding. Ask **CROWS** to place your experience in a broader social context:

- **Current others**: Who else is involved now? How do their perspectives or emotions interact with yours?
- **Retrospective self**: How would your past self interpret or feel about this?
- **Optional future self**: What emotional legacy are you creating? What might your future self think or feel?
- **Wished-for others**: Are there people you hope to connect with or impress? Fantasies, role models, or longings?
- **Shared past**: What shared experiences or histories are influencing this moment?

6.3. Step 2: Reframe Through Shared Competence and Action

6.3.1 2.1 More (SPARK) – Uncover Resources, Strengths, and Options

Imagine the gnome’s current situation as a plant in a pond. To move to another “situation” (represented by a different plant), the gnome needs a leaf boat—an old, dried leaf from their personal leaf heap. The gnome steers a floating spark in the air by twisting and gesturing with their left hand. This spark, when moved circularly, heats the surrounding air, creating a gentle wind. With this wind, the gnome directs a dried leaf from their heap to the water’s edge of their current plant. Stepping onto this leaf, the gnome then uses it as a cable ferry, pulling along a tendril stretched between the plants to cross to the next. This leaf boat is the asset that enables the gnome to navigate from one situation to another.

From this awareness, you can move towards possibility. Expand your narrative understanding through the wisdom of other “gnomes” (people or external knowledge) or your own inner resources. Use **SPARK** to inventory the personal and interpersonal resources available to you:

- **Strengths**: What abilities, traits, or skills do you bring to this moment?
- **Possibilities**: What courses of action exist? Be creative—don’t filter options yet.
- **Assets**: What tangible and intangible resources (e.g., tools, time, information, shared community resources) can you rely on?
- **Resourced Relationships**: Who can walk with you in this? Who offers strength, support, challenge, or insight? **Knowledge & Experience**: What lessons have you already learned? What frameworks or facts do you already hold?

6.3.2 2.2 Yikes! (SAGE) – Face Risks, Limits, and Priorities

On the tendril there are sage leaves growing, symbolizing the wisdom and often bitter truths involved in facing risks. Before committing to action, reflect on risk, responsibility, and refinement. Use **SAGE** to

evaluate outcomes and adapt.

- **Spectrum:** Define three kinds of outcomes:
 - **Scary:** What’s the worst-case scenario? What would feel like a failure?
 - **Sufficient:** What’s “good enough” to move forward?
 - **Successful:** What would a meaningful win look like?
- **Actions:** For each outcome, what are possible reactions or strategies?
 - **Avoidance:** What might I try to escape or delay?
 - **Anchoring:** What stable actions keep me grounded under stress?
 - **Aspiration:** What bold or creative steps move me toward success?
- **Gauge:** Assess urgency and importance.
- **Evolution:** The world changes—and so do you.
 - **Examine:** What feedback are you receiving?
 - **Evaluate:** What’s working, what’s not?
 - **Edit:** What needs adjusting or dropping?
 - **Expand:** Connect to the pain-points. Reflect on what changed through your Gnomy process. What pain points were resolved? What challenges remain or new tensions arose? Who benefited, who was affected, and what became clearer? Share this with those impacted by the results. This step isn’t just closure—it’s a bridge to the next cycle, grounding future action in real insight and shared learning.

6.4. Feedback Loop

If your plan feels shaky, your emotions shift, or new obstacles appear, it’s like the gnome realizing their current plant isn’t stable or the path forward is unclear. In such moments, the gnome doesn’t despair; instead, they might return to **Step 0 (Grounding)** to steady their footing on their current plant, or revisit **Step 1 (Narrative)** to re-evaluate the story of where they are and where they want to go. The Gnomy Framework, much like the interconnected plants in the pond, is cyclical and flexible—designed for ongoing clarity, growth, and recalibration as you navigate from one “situation-plant” to the next. —

7.

Why the Gnomy Framework Should Work

7.1. Mindfulness & Grounding (FIND the LENS)

DBT Mindfulness & MBSR provide strong evidence that grounding techniques like breathing and pausing improve emotional regulation, reduce anxiety, and enhance cognitive clarity [16, 17]. Gnomy’s **FIND the LENS** sequence—integrating embodied awareness, goal mapping, and the nuanced discernment of stakes—mirrors widely used and validated techniques such as STOP and body scans in DBT, while adding a critical layer of multi-perspective emotional appraisal.

7.2. Narrative & Externalization (LUX + CROWS)

Psychological research and therapeutic models such as Narrative Therapy [18], Internal Family Systems (IFS) [19], and Cognitive Behavioral Therapy (CBT) [20] support the idea that naming emotions and constructing coherent narratives helps reduce distress and increase meaning. The **LUX** step aligns with these methods by encouraging emotional labeling, meaning-making, and introspective clarity through the lens of longing, usefulness, and friction. The **CROWS** stage brings in elements of mentalization [21], perspective-taking, and attachment theory [22]—all essential for emotional intelligence and relationship repair. Reflecting on the role of others (real, imagined, past, future) creates space for compassion, re-interpretation, and systemic insight.

7.3. Resource-Oriented Thinking (SPARK)

SPARK mirrors concepts from solution-focused brief therapy [23], positive psychology [24], and resilience theory. Shifting attention toward resources, relationships, and internal strengths has been shown to increase optimism, motivation, and problem-solving capacity. It also encourages autonomy and competence—two key components of self-determination theory [25].

7.4. Risk Mapping & Action Planning (SAGE)

The SAGE component integrates strategic foresight/scenario planning [26], stress inoculation training [27], and values-based decision-making. By identifying outcome spectrums (Scary–Sufficient–Successful) and categorizing strategies (Avoid–Anchor–Aspire), users are better equipped to evaluate trade-offs, mitigate anxiety, and act intentionally. It also reflects ACT (Acceptance and Commitment Therapy) principles by balancing risk acceptance with committed action [28], and the OODA loop (Observe–Orient–Decide–Act) from military and strategic planning [29]—creating a feedback loop that favors adaptive iteration over rigid execution.

7.5. Iterative and Cyclical Design

Unlike rigid frameworks, Gnomy is built for real-life messiness. Its looping structure (returning to Grounding, Narrative, or Others when stuck) aligns with how humans process uncertainty and change. This makes it ideal for personal development, emotional healing, or strategic leadership in unpredictable environments [30].

8.

Suggested Use Cases by Profession

Role	Example Use
Coach	Guide a client through a business pivot using LUX to understand underlying emotional drives and then SPARK → SAGE to reframe fears and strategize action.
Therapist	Use CROWS to help a client understand how childhood dynamics shape current interpersonal reactions, and then LUX to explore the emotional longing, usefulness, and friction present in their current relationships.
Team Facilitator	Run a post-project debrief using FIND the LENS and LUX to explore what worked emotionally and interpersonally, specifically addressing the team’s shared longing, perceptions of usefulness, and points of friction, and understanding the different perspectives of stakeholders.
Startup Founder	Use SPARK to inventory team strengths and brainstorm pivot paths, followed by SAGE to stress-test risk scenarios, informed by insights from LUX regarding the team’s intrinsic motivations (longing) and potential pain points (friction), and using FIND the LENS to anticipate stakeholder reactions.
Educator	Integrate the Gnomy framework into leadership or emotional intelligence curricula to foster reflective decision-making, encouraging students to use LUX to analyze the emotional components of complex problems and FIND the LENS to develop empathy for diverse viewpoints.
Mediator	Apply CROWS and SAGE with conflicting parties to find shared history, individual concerns, and acceptable compromises, enhanced by using LUX to understand the underlying emotional drivers (longing, usefulness, friction) contributing to each party’s perspective, and employing FIND the LENS to clarify the different appraisal of stakes from each side.

9.

Summary: Why the World Needs Gnomy

In an era of burnout, isolation, polarization, and rapid change, the Gnomy Framework gives people a structured, imaginative way to reconnect with their inner compass and with each other. It invites emotional honesty and strategic thinking into the same space—bridging feeling and action, pain and power, isolation and connection. It empowers people not just to cope, but to cultivate meaning, collaborate wisely, and lead with heart.

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