The Gnomy Framework 1.1

By Rickard V. Hultgren: Cultivating Emotional & Strategic Clarity

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.

Summary of Gnomy Component Roles

Stage	Purpose	Function
G – Grounding	Establish presence and perspective.	Breath, pause, curiosity, perspective framing using **FIND the LENS**.
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 using **CROWS**.
M – More	Identify inner and outer resources.	Leverage strengths, relationships, knowledge using **SPARK**.
Y – Yikes!	Strategize through risks and change.	Assess risk spectrum, derive action, prioritize, evolve using **SAGE**.

3.

The Gnomish Journey: A Metaphorical Compass

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. This metaphor serves as a cognitive anchor, associating specific actions or mental states with distinct metaphorical elements, thereby becoming a quick mental shortcut for recalling and applying the framework's principles, especially during moments of stress or complexity.

Key Metaphorical Elements:

- **FIND the LENS:** The Gnome wears glasses. The right lens helps see the *antagonist* in the situation (who this is about), while the left lens helps see the *causing force* (deuteragonist or antagonist). These glasses represent gaining perspective and discerning different appraisals.
- **LUX Lantern model:** 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 symbolizes illuminating your inner narrative and emotional landscape.
- **CROWS:** On the right shoulder, a black crow perches confidently, ready to fly to other gnomes with messages. This embodies understanding how others shape your story and considering external perspectives.
- **SPARK:** Above the left hand, the glowing spark is floating 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 uncovering resources and possibilities, using them to navigate.
- **SAGE:** 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 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!

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4.

The Gnomy Framework: Your Step-By-Step Guide

The Gnomy Framework is designed to be a practical tool. This section provides detailed, actionable prompts for each step, transforming theoretical concepts into tangible user experiences.

4.1. 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 physical sensation associated with it?"
    * "What is the emotional signal behind it? (e.g., anger, fear, sadness, excitement)"
    * "What urge might be arising in the other people involved? How might their physical or emotional state be similar or different from mine?"
  - **Insight:** Emotions signal that a **goal or value is at stake**—yours or someone else's. Tune into that signal. This aligns with DBT's emphasis on emotional awareness [1].
- **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 (both explicit and implicit) are connected to the topic for me?"
    * "What are the loudest or most obvious goals right now, and what are the quieter, underlying ones?"
    * "What goals am I affected by—but might not be fully aware of—from others involved or from the broader context?"
  - **Insight:** We often focus on the loudest or most conscious goals, but **conflicting or background goals may be shaping your reactions**—and others'. This step expands on Lazarus's primary appraisal of goal congruence [16].
- **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 most urgent or pressing for me and for others?"
    * "What specific actions are possible right now to address these urgent goals, even small ones?"
    * "What's outside of my immediate control or influence in this situation? How can I accept that?"

- **Insight:** Urgency often comes from feeling like we can't act on a critical goal. **Noticing what's doable helps restore emotional agency.** This reflects Lazarus's secondary appraisal of coping potential [16].

- **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). What specific emotions indicate these high stakes?"
    * "Who faces the **greatest physical vulnerability** or potential harm in this situation?"
    * "What **core values or sense of purpose** feel most threatened for different individuals involved? (This links emotions to our relationship with the sacred or ultimate concerns, extending traditional appraisal theory)."
    * "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.

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Applying the LENS: Layered Emotive Narratives of Stakes

LENS This framework emphasizes understanding a situation by viewing it through different "lenses." This component represents a unique extension of Lazarus's appraisal theory, introducing relational and temporal dimensions to emotional appraisal.

First, establish the timeframe of the situation: past, current, or future.

Next, identify the protagonist as the individual or group with the most to gain or save in the narrative. The deuteragonist or antagonist (depending on whether they intend to help or harm the protagonist's cause) is then identified as the party working towards or against the protagonist's goal.

Each letter in this framework represents a pair of contrasting appraisals—one from the protagonist's perspective and the other from the antagonist's—at different points in time. These appraisals draw upon Lazarus's concepts of primary and secondary appraisals, but are uniquely framed within Gnomy's relational context.

- **L - Loss (Past) vs. Legitimacy (Past)**
  - **Protagonist (Your View):** Focus on the **Loss** (Harm/Loss) endured in the past. *Prompt: "What specific harm or loss have I experienced or perceived in the past related to this situation?"*
  - **Antagonist (Their View):** Focus on the **Legitimacy** of their past actions or the perceived "credit" they deserve for outcomes you see as harmful. *Prompt: "From their perspective, what past actions do they believe were justified or what credit do they feel they deserve for past outcomes, even if I see them 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. *Prompt: "What challenges am I currently facing, and what effort am I putting in to overcome them?"*
  - **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. *Prompt: "From their perspective, what are they doing now that they believe is justified, and why might they feel entitled to their current position or 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. *Prompt: "How do I perceive their potential future actions or presence as a threat or*

nuisance to my goals or well-being?"
- **Antagonist (Their View):** Views their future actions as a **Necessity** for their goals, even if it threatens yours. *Prompt: "From their perspective, what future actions do they see as absolutely necessary for their own goals, even if it impacts me negatively?"*
- *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. *Prompt: "What is my ultimate goal in this situation – what does safety or well-being look like for me?"*
  - **Antagonist (Their View):** Primarily seeking **Supremacy** or dominance in the situation. *Prompt: "What does their ultimate goal appear to be – is it about control, winning, or asserting dominance?"*
  - *General Goal Contrast: This is more of an overarching contextual goal than a specific appraisal, but it helps frame the differing drivers.*

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4.2. Step 1: Narrative of Emotion and Meaning

4.2.1 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. This model uniquely integrates neurochemical correlates with the Kano model's feature categories to understand emotional responses.

- **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. (Proposed link: Dopamine is associated with reward-seeking and motivation, aligning with the pursuit of attractive features).
  - **Ask:** "What specific desires, hopes, or unspoken rewards am I feeling or seeking in this situation?"
  - **Ask:** "What 'attractive features' (things that would truly delight me if present) are missing or present, and what emotions do they evoke?"
  - **Insight:** Identifying longing helps uncover core motivations and potential sources of joy or disappointment.
- **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. (Proposed link: Serotonin is linked to feelings of well-being, stability, and competence, aligning with performance features).
  - **Ask:** "How does this situation affect my sense of control, competence, or overall well-being?"
  - **Ask:** "What 'performance features' (things that are expected to function well) are working or not working, and how does that make me feel?"
  - **Insight:** Understanding usefulness reveals how the situation impacts your sense of security and efficacy.
- **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. (Proposed link: Noradrenaline is associated with stress response and vigilance, aligning with the impact of absent 'must-be' features).
  - **Ask:** "What specific threats, irritations, or pressures am I experiencing right now?"
  - **Ask:** "What 'must-be features' (basic expectations that cause dissatisfaction if absent) are not being met, and how do they manifest emotionally (e.g., frustration, anxiety)?"
  - **Insight:** Identifying X-friction helps pinpoint sources of distress and unmet fundamental needs.

4.2.2   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, fostering mentalization and perspective-taking.

- **C – Current others**: Who else is involved now? How do their perspectives or emotions interact with yours? *Prompt: "Who are the key people currently involved in this situation? What might they be thinking, feeling, or needing right now?"*
- **R – Retrospective self**: How would your past self interpret or feel about this? What lessons from past experiences are relevant now? *Prompt: "If my past self (e.g., 5 years ago, or during a similar challenge) looked at this situation, what would they think or feel? What lessons did I learn then that apply now?"*
- **O – Optional future self**: What emotional legacy are you creating? What might your future self think or feel? *Prompt: "Imagine your future self, perhaps a year from now, looking back at this moment. What emotional legacy do you want to have created? What advice would your wise future self give you?"*
- **W – Wished-for others**: Are there people you hope to connect with or impress? Fantasies, role models, or longings? *Prompt: "Are there people (real or imagined, like role models or mentors) whose opinions or approval I value in this context? What kind of connection or impact do I wish to have with them?"*
- **S – Shared past**: What shared experiences or histories are influencing this moment? *Prompt: "What shared experiences, histories, or agreements (or disagreements) are influencing this moment for all involved? How does our collective history shape current dynamics and emotions?"*

4.3.   Step 2: Reframe Through Shared Competence and Action

4.3.1   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. This stage leverages principles from solution-focused brief therapy and positive psychology.

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:

- **S – Strengths**: What abilities, traits, or skills do you bring to this moment? *Prompt: "What are my core strengths, talents, or positive qualities that can help me navigate this situation? (e.g., resilience, creativity, empathy, analytical thinking)"*
- **P – Possibilities**: What courses of action exist? Be creative—don't filter options yet. *Prompt: "Brainstorm at least 3-5 different courses of action, even if they seem unconventional or difficult. What are all the potential ways forward?"*
- **A – Assets**: What tangible and intangible resources (e.g., tools, time, information, shared community resources) can you rely on? *Prompt: "What tangible assets (e.g., time, money, specific tools, information) or intangible assets (e.g., reputation, trust, past successes) do I have access to?"*
- **R – Resourced Relationships**: Who can walk with you in this? Who offers strength, support, challenge, or insight? *Prompt: "Who are the people in my network (friends, family, colleagues, mentors) who can offer support, advice, or a different perspective? Who can I reach out to?"*
- **K – Knowledge & Experience**: What lessons have you already learned? What frameworks or facts do you already hold? *Prompt: "What relevant knowledge or past experiences do I possess that could inform my approach? What frameworks or facts do I already hold that are relevant to this challenge?"*

4.3.2   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. This stage integrates strategic foresight, stress inoculation training, and ACT principles.

- **S – Spectrum**: Define three kinds of outcomes:
  - **Scary**: What's the worst-case scenario? What would feel like a failure? *Prompt: "If I take action, what is the absolute worst outcome I can imagine? What would be the biggest failure or loss?"*
  - **Sufficient**: What's "good enough" to move forward? *Prompt: "What would be a 'good enough' outcome? What's the minimum acceptable result that would allow me to move forward?"*
  - **Successful**: What would a meaningful win look like? *Prompt: "What would a truly meaningful win or ideal outcome look like for me in this situation?"*
- **A – Actions**: For each outcome, what are possible reactions or strategies?
  - **Avoidance**: What might I try to escape or delay? *Prompt: "What tendencies do I have to avoid or delay action in this situation, and what are the consequences of that avoidance?"*
  - **Anchoring**: What stable actions keep me grounded under stress? *Prompt: "What stable, consistent actions can I take to stay grounded and resilient, even if the situation becomes stressful?"*
  - **Aspiration**: What bold or creative steps move me toward success? *Prompt: "What bold, creative, or values-aligned steps can I take to move towards my 'Successful' outcome?"*
- **G – Gauge**: Assess urgency and importance. *Prompt: "Based on my desired outcomes and potential actions, which actions are most urgent and most important right now? What's the immediate next step?"*
- **E – Evolution**: The world changes—and so do you. This step mirrors the OODA loop for continuous adaptation.
  - **Examine**: What feedback are you receiving? *Prompt: "What new information, reactions, or feedback am I observing from my actions or the environment?"*
  - **Evaluate**: What's working, what's not? *Prompt: "Based on this feedback, what aspects of my plan or actions are working well, and what is not working as expected?"*
  - **Edit**: What needs adjusting or dropping? *Prompt: "What specific adjustments do I need to make to my approach, or what elements should I drop entirely?"*
  - **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. *Prompt: "Reflect on the entire Gnomy process: What pain points were resolved or eased? What new insights did I gain? What challenges or tensions remain, or have new ones arisen? Who benefited from my actions, and who was affected? What became clearer for me and for others? How will I share these insights with those impacted?"*

4.4.   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.

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5.

What Gnomy Should Be Used For

5.1. 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.

5.2. 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.

5.3. 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.

5.4. 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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6.

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

6.1. 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.

6.2. 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.

6.3. 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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7.

Why the Gnomy Framework Should Work: Theoretical Foundations

The Gnomy Framework explicitly grounds its components in a range of established psychological and strategic theories, asserting that these foundations contribute to its efficacy. This theoretical alignment is a significant aspect of its design and potential impact. Where Gnomy extends or uniquely synthesizes these theories, it is explicitly noted.

7.1. Mindfulness & Grounding (FIND the LENS)

DBT Mindfulness [1] & MBSR [2] provide strong evidence that grounding techniques like breathing and pausing improve emotional regulation, reduce anxiety, and enhance cognitive clarity. 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. The inclusion of 'Discern Stakes (and Divine Compassion)' in FIND, which introduces a "spiritual appraisal perspective" and "humble inquiry into who is experiencing the highest emotional or physical vulnerability," represents a conceptual extension beyond traditional Lazarusian appraisal theory [16]. While potentially broadening the framework's scope to existential concerns, this unique addition aims to cultivate empathy and align with an understanding of interconnected well-being.

7.2. Narrative & Externalization (LUX + CROWS)

Psychological research and therapeutic models such as Narrative Therapy [3], Internal Family Systems (IFS) [4], and Cognitive Behavioral Therapy (CBT) [5] 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. Its integration of neurochemistry (Dopamine, Serotonin, Noradrenaline) with the Kano model's Attractive, Performance, and Must-Be features [17] is a highly innovative, cross-disciplinary approach, suggesting a physiological basis for emotional responses tied to perceived "features" of a situation. The **CROWS** stage brings in elements of mentalization [6], perspective-taking, and attachment theory [7]—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 [8], positive psychology [9], and resilience theory [18]. 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 [10].

7.4. Risk Mapping & Action Planning (SAGE)

The **SAGE** component integrates strategic foresight/scenario planning [11], stress inoculation training [12], 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 [13], and the OODA loop (Observe–Orient–Decide–Act) from military and strategic planning [14]—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 [15].

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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.

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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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