

Gnomy Framework Reflection Questionnaire

Guided questions for deep reflection and insight

Cultivating Emotional & Strategic Clarity

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1. Grounding: Temporal & Contextual Orientation

Temporal Frame

This reflection concerns: Future plans Present actions Past memories

Date of the situation being reflected upon:

Date of writing this reflection:

Brief description of the situation:

2. Narratives of Others and Me: Understanding Multiple Realities

2.1 Perspective 1: Others' Narrative

What is happening in this situation from others' perspective?

(Consider how other stakeholders would describe the events)

What are others' goals in this situation? Who is responsible for achieving these goals?

Who has control in this situation according to others' perspective?

(Who do they see as having agency and decision-making power?)

2.2 Perspective 2: Collective "We" Narrative

What is our shared goal in this situation? Who is responsible for this collective goal?

Who has control according to our collective perspective?

(Consider shared power and collaborative decision-making)

What is happening in this situation from our collective perspective?

(How do we understand and interpret these events together?)

2.3 Perspective 3: Personal "Me" Narrative

What is my personal goal in this situation? Who is responsible for this goal?

Who has control according to my perspective?

(Where do I see agency and influence residing?)

What is happening in this situation from my personal perspective?

(My subjective interpretation and understanding)

3. Yield: Reframing Through Integration & Shared Competence

3.1 Values & Empathy

What are my core values connected to my goal?

(What principles or beliefs drive this goal for me?)

What do I empathize with in others' situation?

(Which of my norms and values can I recognize in others' struggle to achieve their goals?)

3.2 Creative Adaptation & Norm Analysis

How might I adapt or reframe my goal to also accommodate others' goals?

(What creative adjustments could honor both perspectives? Is this aligned with my values?)

Analyzing goal conflicts through norms:

(What conflicts exist between our goals? Is the essence of shared norms the source of friction? Is there norm underdevelopment or misalignment? Could certain norms be less critical than initially perceived?)

Identifying the type of violation:

(If there is a norm violation, what type is it? Consider: commitment to the norm, distance from the norm, alternative norms that might apply)

3.3 Benign Violation & Playful Engagement

What benign factors might reduce the threat of norm violations?

(Consider: Are there alternative norms that make this acceptable? Is my commitment to this norm flexible? Does psychological or social distance make this less threatening?)

How can I approach goal discrepancies with lightness and humor?

(How might I use benign energy or gentle humor to address tensions around conflicting goals? What would make this situation more human and approachable?)

4. Synthesis & Action

What insights have emerged from exploring these different perspectives?

What is one concrete action I can take based on this reflection?

