A REFLECTION TOOL FOR LEADERS

The Reframe Card

Honor the commitment. Loosen the belief.

> *A belief about commitment can feel like a fact. Sustainable leaders learn to ask what their commitment truly requires, and they stay free to choose how to honor it.*

A BELIEF THAT CAN TRAP ME	A MORE FLEXIBLE PERSPECTIVE
I must sacrifice to prove I care.	I can care deeply while recognizing my limits.
I must personally fill every gap.	I can take responsibility without assuming all responsibility.
I cannot say no to important work.	I can make deliberate choices about where my contribution is most needed.
I need to work harder to overcome every obstacle.	I can distinguish what greater effort can change from what requires a different approach.
I have invested too much to change course.	I can honor my investment while reconsidering how I proceed.
Everyone else's needs come first.	My needs are part of the conditions I must consider to sustain my contribution.
Raising a concern will damage the team.	I can raise concerns with care, and an honest conversation can strengthen trust.
Needing help means I'm not committed enough.	I can ask for help and stay fully committed. Support helps me sustain my contribution.
I can rest only after everything is finished.	I can treat rest as part of the work, not a reward for finishing it.
I must look busy to show I care.	I can show commitment through the care and results I bring, not through how busy I appear.

Page 2 has more beliefs and space for your own reframe.

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A BELIEF THAT CAN TRAP ME	A MORE FLEXIBLE PERSPECTIVE
My worth depends on how useful I am.	I have value beyond what I produce, and I can contribute from that place.
It must be flawless to show I care.	I can aim for excellence and release work that is good enough to serve its purpose.
I must stay with the plan to prove I'm committed.	I can stay committed to the purpose while adjusting the plan. Adjusting is part of leading.
My feelings must not interfere with my commitment.	I can notice my feelings and use what they tell me. They are information, not interference.
The work must come before my relationships.	I can honor my work and my relationships. Both belong to a sustainable life.
No amount of effort is ever enough.	I can decide what enough looks like, and let it be enough when I reach it.
I have no choice. I have to do this.	I can honor my obligations and still see the choices within them.

Your reframe

1. **The belief I want to look at**

2. **The central question: What exactly do I believe my commitment obligates me to do?**

3. **A more flexible way to say it, in my own words**

4. **One deliberate choice I will make this week**

Obligations are real. The aim is to keep your agency while you honor them.