



# You're Not the Problem

A mindset shift + support map for people doing high-impact work without enough backup.

## Framework Overview:

1. Identify Access Gaps
2. Create Strategic Asks
3. Build Support Systems
4. Transform Overwhelming to Manageable
5. Advocate Effectively

## Key Principles:

- You don't lack talent → You lack access
- You're not unqualified → You're under-supported
- You're not falling behind → You're carrying more than your share
- The system is flawed → not you
- Growth comes from proper resourcing, not just "trying harder"

## How to use this guide:

- **Start With Understanding:** Read through all components to understand the full picture. Notice which access gaps resonate most with your current situation.
- **Choose Your Entry Point:** Select ONE area where you feel the biggest resource gap. Begin with small, strategic asks and trust your instincts about what you need most.
- **Implement With Intention:** Move at a sustainable pace. Adjust your approach based on what works in your specific context.
- **Track Your Progress:** Document both successes and challenges. Celebrate when you secure new resources or support.

*Remember: This framework is a starting point, not a rigid system.  
Take what resonates, modify what doesn't, and create your own unique rhythm.*



## Strategy 1: Identify Access Gaps

Recognize where lack of resources—not lack of ability—is holding you back.

- ★ **Why it's important:** Clarity about what you're missing helps you make strategic asks and stop internalizing systemic issues.

### Action Steps:

1. List your current responsibilities and challenges
2. Identify what resources would make each task more manageable
3. Note which tools or support others have that you don't
4. Document the impact of these gaps on your work

### Reflection Prompt:

*What resources do you see others having access to that would make your work more effective?*

### Something to explore:

*Something to explore: Map out one specific gap and its impact on your work quality or well-being.*

## Strategy 2: Create Strategic Asks

Learn to articulate your needs clearly and persuasively.

- ★ **Why it's important:** Effective asks increase your chances of getting the resources you need to succeed.

### Action Steps:

1. Frame requests in terms of organizational impact
2. Prepare specific examples of how resources would improve outcomes
3. Research costs and benefits to support your case
4. Practice articulating your needs confidently

### Reflection Prompt:

*What's one resource that would significantly impact your work? How can you frame this need in terms of organizational benefit?*

### Something to explore:



*Draft a strategic ask for one specific resource you need.*

### **Strategy 3: Build Support Systems**

Create networks and processes that help you thrive with what you have.

★ **Why it's important:** Strong support systems help you maximize available resources and find creative solutions.

#### **Action Steps:**

1. Identify potential allies and supporters
2. Create efficient workflows with existing tools
3. Build relationships with peers facing similar challenges
4. Document successful strategies for future reference

#### **Reflection Prompt:**

*Who are the people who could help advocate for or share resources with you?*

#### **Something to explore:**

*Reach out to one potential ally this week.*

### **Strategy 4: Transform Overwhelming to Manageable**

Break down big challenges into actionable steps.

★ **Why it's important:** Clear strategies help you maintain progress even without ideal resources.

#### **Action Steps:**

1. Prioritize tasks based on impact and available resources
2. Create templates and systems to streamline work
3. Set realistic expectations given your current support level
4. Identify quick wins to build momentum

#### **Reflection Prompt:**

*What's one overwhelming task that you could break down into smaller, manageable steps?*



***Something to explore:***

*Create one template or system to make recurring tasks easier.*

## **Strategy 5: Advocate Effectively**

Learn to champion your needs while maintaining professional relationships.

- ★ **Why it's important:** Effective asks increase your chances of getting the resources you need to succeed.

**Action Steps:**

1. Document impact of resource gaps on deliverables
2. Build a case for needed support using data
3. Network with decision-makers
4. Share successes that demonstrate ROI

***Reflection Prompt:***

*What evidence could you gather to support your case for more resources?*

***Something to explore:***

*Start tracking metrics that demonstrate the impact of resource gaps.*

## **Signs You're On Track**

- You're clearer about what you actually need



- You're making strategic asks instead of apologizing
- Your confidence is based on reality, not wishful thinking
- You're building effective support systems
- You're seeing incremental improvements in resource access

*Reflection Prompt: Where have you successfully advocated for resources recently?*

*Action Step: Document one successful ask and what made it work.*

## **When To Adjust Your Framework**

- Your asks aren't getting traction
- You're still feeling overwhelmed despite changes
- Support systems aren't providing what you need
- You're facing new or different resource gaps
- Your role or responsibilities have shifted

*Reflection Prompt: What's not working in your current approach to securing resources?*

*Action Step: Identify one strategy to modify based on feedback or results.*

*Remember: You're not failing at your job—you're doing remarkable work without adequate support. And that's something we can change.*