TRELYSS

CLEAR Framework

Ideal for conversations, performance reviews and growth-focused feedback

Step

Guiding Question s

Contract

What do we want to achieve in this session? What's the focus?

Listen

What is the individual experiencing or thinking?
What are they not saying?

Explore

Why is this happening?
What patterns,
assumptions, or options
exist?

Action

What will you do next? What specific steps can you take?

Review

What did you take away from this?
What worked well, and what can improve?

Why It Matters Sets the tone and purpose, avoids ambiguity and ensures alignment on goals

Builds trust, uncovers real issues and helps the individual feel heard Promotes
self-awareness
and uncovers root
causes, not just
symptoms

Translates discussion into movement, makes growth measurable and practical

Reinforces learning, encourages accountability and improves future conversations

Actionable e Notes