Team Expectations

As noted in Chapter 9 of *Embracing Followership: How to Thrive in a Leader-Centric Culture*, expectations are a significant and complicated factor within our group dynamic. Unfortunately, they are often not easy to articulate as we may not be wholly aware of what our own expectations are—at least until they are violated or unmet. Therefore, any opportunity to discover and discuss our expectations will be useful in improving our organizational relationships.

This simple worksheet can be used for individual reflection and group discussion about the various expectations that may exist within your team (or working group, or committee, or association, etc.). Each participant should consider the prompts in the 3 columns. Keep in mind that our expectations exist at various levels, in terms of the general group, the individual members (which includes ourselves), the leader (which may also be our role), and may be fueled by other constituencies as well. Try to articulate all of the assumptions you have for yourself, your colleagues (peers & superiors), and the team.

Group Expectations	**Member Expectations**	**Leader Expectations**
I see the definition/purpose of this 'team' (or working group, or committee, or association) as…	*I expect all team members—including myself—to (be, do, agree, engage, communicate, etc.)…*	*In addition to my expectations for all team members, I expect that the leader(s) will also (be, do/don't do, provide, decide, guide, etc.)…*
Therefore, I expect this team to (be, do, provide, achieve, or to not be/do, etc.)…	*I also have specific expectations for particular team members (continue on reverse if needed)…* * * *	

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