

Psychological Contract Worksheet

Surface and align unspoken expectations

FACILITATOR SCRIPT — SET THE CONTEXT

"Today, we're going to explore the unwritten contract we all carry into this work — what we secretly hope will happen, what we might be anxious about, and what outcomes we expect beyond the stated goals. This helps us get honest about what's in the room, even if it's never been said out loud."

Individual Reflection Prompts

1

What are your hopes for this coaching engagement?

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2

What do you think are others' hopes, as far as you can sense?

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3

What are your fears about this engagement?

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4

What fears might others be carrying, from your perspective?

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5

Is there anything you personally expect to gain, even if it's not the official goal?

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6

What might others expect to gain that hasn't been explicitly named?

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7

Now that you're more aware of these undercurrents, are there any actions you want to take?

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Group Debrief

- > Invite sharing selectively — no one has to disclose everything, only what feels safe and useful.
- > Look for patterns, unspoken tensions, and mismatched expectations.
- > Use this insight to revisit or co-create the formal coaching agreement or team working agreement.

Facilitation Tips

CREATE SAFETY FIRST

Start with individual reflection or small groups to warm up trust.

BE TRANSPARENT

Model your own responses with vulnerability: share a hope and a fear.

NORMALISE

Explain that hopes and fears are normal — even healthy — as long as they are named.

LINK TO CONTRACT

Use what surfaces to adjust expectations, clarify roles, or renegotiate agreements.