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Boundary & Role Reset Tool

A systemic micro framework for redefining expectations and roles

About

Professional transitions often bring new expectations before roles become fully clear.

Some expectations are explicit - others remain implicit, shaped by culture, relationships, or personal standards.

Over time, unclear expectations can quietly expand a role beyond what was originally intended.

Step back & Clarify

- Expectations
- Role Purpose
- Boundaries

Use this tool:

- individually, when navigating role transitions
- in leadership reflection conversations
- with teams clarifying expectations and responsibilities.

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Step 1 - Map the expectations

Start by identifying the expectations currently shaping your role.

Consider three sources:

Organizational expectations

What is formally expected from your position?

Relational expectations

What do colleagues, leaders or teams implicitly expect from you?

Self-imposed expectations

What standards or responsibilities have you added yourself?

Understanding these layers often reveals where role pressure begins.

Step 2 - Revisit the role purpose

Ask yourself: **What is the core purpose of my role at this stage?**

Transitions often introduce new responsibilities, but not every expectation belongs to the role long term.

Reflect on:

Which responsibilities genuinely belong to the role now.

Which ones emerged temporarily during the transition.

Which expectations may need to be reconsidered.

Step 3 - Reset the boundaries

Once the role becomes clearer, boundaries can be intentionally redesigned.

Consider:

What should remain part of the role.

What could be shared or redistributed across the system.

What expectations require clarification with leaders, teams, or stakeholders.

Boundaries are not limitations - they are structures that support sustainable leadership & professional clarity.

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Reflection prompt

Which expectation in your role currently deserves a clearer boundary?

Sometimes role pressure does not come from workload.
It comes from expectations that were never clearly defined.

Clarifying expectations is often the first step toward sustainable leadership.

Boundaries are not limitations

They are structures that support sustainable leadership & professional clarity

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Συστημικό micro framework για επανακαθορισμό προσδοκιών και ρόλων

About

Οι επαγγελματικές μεταβάσεις, συχνά, φέρνουν νέες προσδοκίες, πριν ακόμη ο ρόλος αποκτήσει πλήρη σαφήνεια.

Κάποιες προσδοκίες είναι ρητές - άλλες παραμένουν άρρητες, διαμορφωμένες από την κουλτούρα, τις σχέσεις ή προσωπικά πρότυπα.

Με τον χρόνο, οι μη ξεκάθαρες προσδοκίες μπορούν να διευρύνουν έναν ρόλο πέρα από αυτό που αρχικά είχε οριστεί.

Κάνε ένα βήμα πίσω και αποσαφήνισε

- Προσδοκίες
- Σκοπός ρόλου
- Όρια

Αξιοποίησε αυτό το εργαλείο:

- ατομικά, κατά τη μετάβαση σε έναν νέο ρόλο
- σε συζητήσεις αναστοχασμού με ηγετικά στελέχη
- συλλογικά, σε ομάδες για αποσαφήνιση προσδοκιών και ευθυνών.