

September

2019-20 Lunch and Learn:

1. Think of a recent, simple expectation that went unmet and made you angry or disappointed.

For example:

I expected my wife to accompany me to my office party this past weekend.

I expected my husband to be home from work at the time he said he would be home.

I expected to socialize with members of my small group outside the meeting times.

I expected my teenager to put their clean laundry away. I expected my supervisor to notice

I had too much on my plate. I expected my employer to give me at least a cost of living raise last year.

Write yours here:

2. Compare them with the 4 qualifiers and questions below:

Conscious: Were you conscious (aware) you had this expectation?

Realistic: Is the expectation realistic regarding the other person?

Spoken: Have you clearly spoken the expectation or do you just think "they should know"?

Agreed upon: Has the other person agreed to the expectation?

Remember this principle:

Expectations are only valid when they have been mutually agreed upon.

3. Respond to the following: What did you discover about your expectations?

If your expectation was valid (conscious, realistic, spoken, and agreed-upon), how can you approach the other person(s) involved and share what you're feeling (disappointment, hurt, betrayal, etc.)?

If your expectation was invalid in some way (didn't meet one or more of the qualifiers)...

Where did it fall short? (i.e. poor communication, lack of clarity, lack of buy-in)

What is your responsibility now? Do you need to share your disappointment directly with someone? Do you need to forgive someone? Forgive yourself?

For future's sake, what step(s) can you now take to make your expectation conscious, spoken, realistic, and agreed upon?

Unmet and unclear expectations create havoc in families, marriages, friendships, churches, companies, leadership teams, organizations. There is immense power in proactively clarifying expectations to transform our lives, relationships and experience of wellbeing.

This work of clarifying expectations also reaches into our employment lives. If you'd like, we invite you to apply this process to a work situation and see what steps may be revealed that allow you to move forward in a helpful way.