# Role-Play Activity: The Misaligned Meeting – Group Coaching Without a Contract

Five team members meet to begin planning a client deliverable, but they’ve skipped the critical step of establishing shared agreements. The result: cross-talk, tension, and unspoken assumptions.

## Dialogue

Jordan: Hey everyone—it’s Jordan. Let’s dive in. The client wants early concepts by next Friday. Sound good?

Cam: Define 'concepts.' Are we talking mockups? Or just bullet points in a deck again?

Toni: I need something visual. We can’t go to leadership with just bullets this time.

Alex: Um—sorry, it’s Alex—I drafted a few options last night… not sure they’re the right direction though.

Jordan: Appreciate the initiative, Alex! Let’s park that—we’ll circle back after we define scope.

Sam: Should we agree on... who owns what before we get too far?

Cam: I’ve owned this client space for months. Suddenly we’re shifting the lead?

Jordan: No one’s shifting anything, Cam. We're all just... collaborating.

Toni: Collaboration’s great. But we need clarity. Who’s presenting to the client?

Alex: Just want to make sure I’m not overstepping. I’ve seen this derail fast before...

Sam: It feels like we skipped... what this meeting’s even for.

Jordan: Okay—maybe we jumped in too fast. Let’s back up. What do we need to align on first?

Cam: Expectations. And decision rights. Otherwise we’ll keep spinning.

Toni: Fine. Set it. But we’re losing time.

Scenario Note: Use this scene to detect misalignment, listening gaps, or unspoken tension. Who’s playing it safe? Who’s dominating? Who’s unsure of their role?

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