# Role-Play Activity: Realigning the Team – Group Coaching With a CLEAR Contract – Part 2

Following the misaligned kickoff, the team regroups—this time with a coach present. The focus is now on co-creating a contract: clarifying purpose, roles, expectations, and psychological safety.

Coach: Thanks everyone. Before we dive back in, I’d like to set the stage. What would success look like—for this team and the client?

Jordan: For me? A shared vision. Fewer assumptions. And no surprises mid-sprint.

Cam: I want clarity on who’s leading. And what “done” really means.

Coach: Let’s build that together. What do we need to feel safe, respected, and effective?

Sam: I need space to ask “dumb” questions without judgment. That helps me track the big picture.

Toni: I need decisions documented. If something shifts, I want to know who changed it—and why.

Alex: I’m happy to take a design lead role—if that’s aligned. I just don’t want to step on anyone.

Coach: That’s a generous offer, Alex. Cam, what would help you feel this isn’t a takeover?

Cam: Honestly? If we agree that I still lead client touchpoints. That’s my space.

Coach: Noted. So: Alex leads design. Cam leads client-facing comms. Everyone gets 24-hour heads-up on key doc changes. That our working agreement?

All: Yes.

Coach: Let’s check back in midweek to see how it’s going. You’ve just co-created clarity, roles, and accountability—in under ten minutes.

Use this scene to explore the impact of co-created agreements. What shifted? Who stepped up? Who softened? How did the group dynamic change from Part 1?

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