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Expectations Goblin

Expectations are resentments under construction.

Sowing vague expectations, unspoken assumptions, and mounting resentment.

The Expectations Goblin's power lies in conjuring expectations that no one has actually agreed. This goblin thrives on ambiguity, slipping into conversations to plant seeds of misunderstanding that grow into discord and resentment. He sows assumptions into plans, budgets, and deadlines, leading teams to believe in commitments never voiced or confirmed. As the proverb goes, "Expectations are resentments under construction", and this goblin is the master architect, building frustration and blame from unclarified goals. His influence creeps into phrases like:

"I thought we were aligned"
or

"Wasn't that understood?", eroding trust.

Defense Against the Expectations Goblin:

Anchored by its core value of "Crucial Conversations" and EOS Thinking, Level 10 fosters tough, direct dialogues that expose hidden assumptions, driving the business toward financial clarity and decisive decisions. With explicit agreement and accountability delivered through budgets, Forecasts, and KPIs, the goblin's illusions crumble, banishing him to the shadows and cultivating a culture of transparency and alignment.