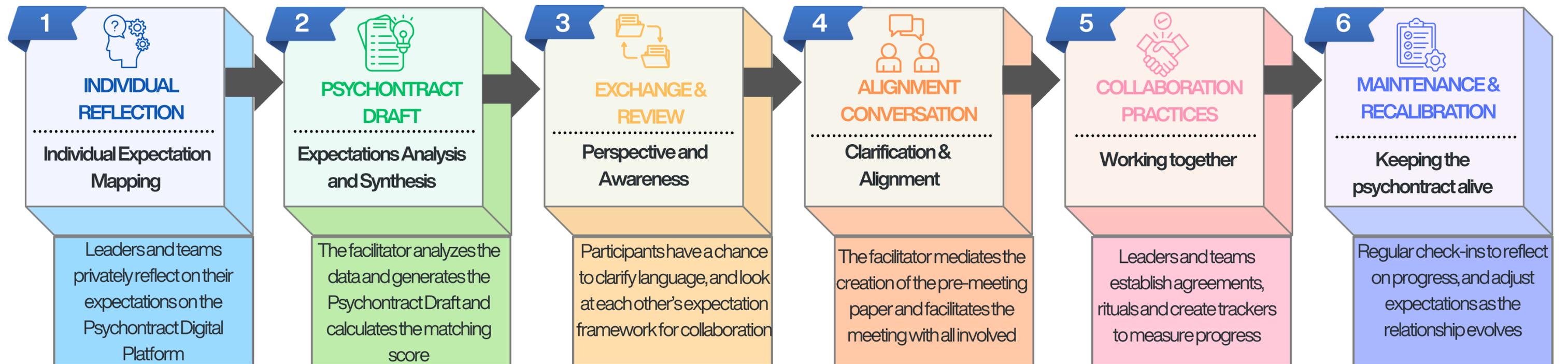


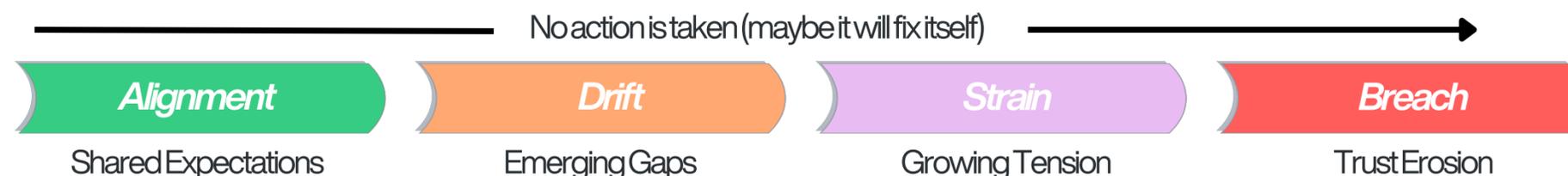
The Psychontract Process

The Psychontract is a facilitated, research-informed framework created to help leaders surface unspoken expectations, clarify reciprocal responsibilities, and strengthen trust across teams. The process emphasizes **reflection, dialogue, and recalibration.**

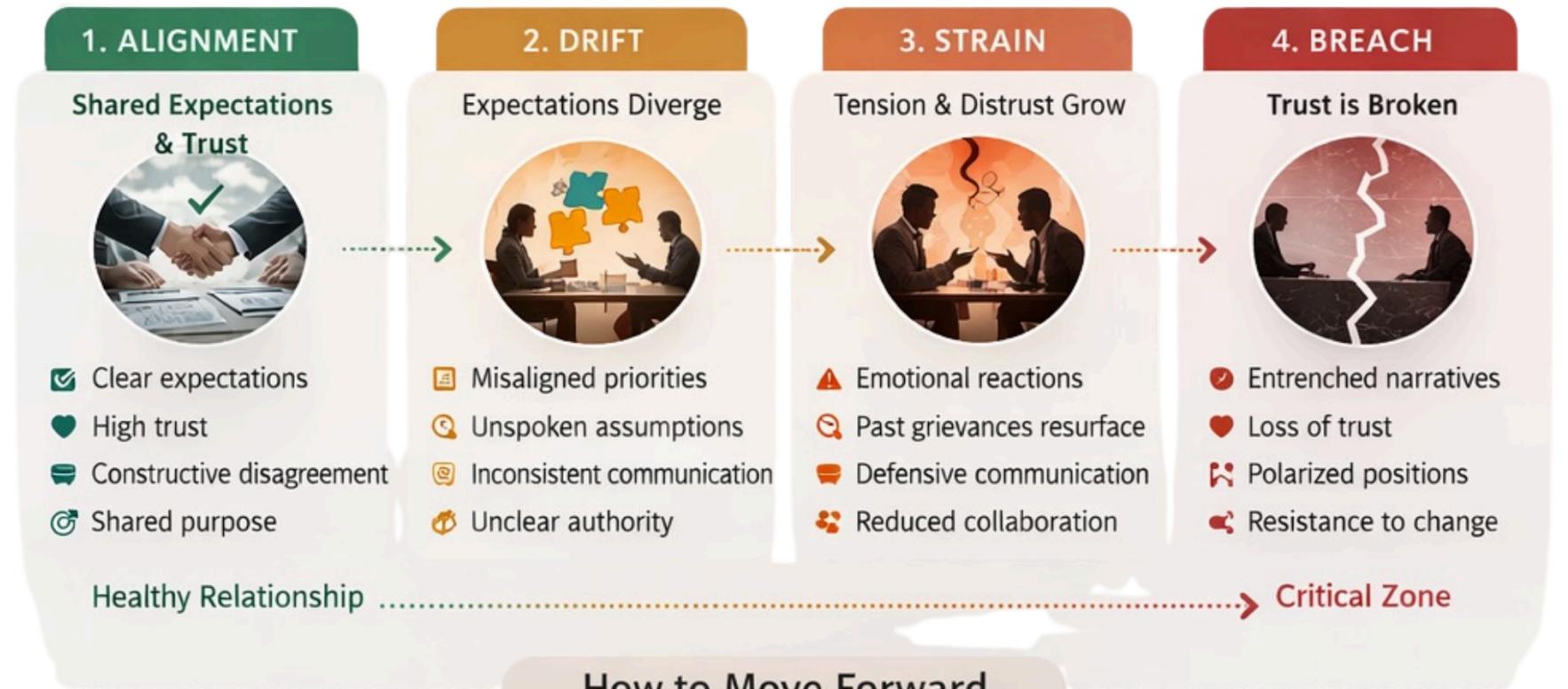
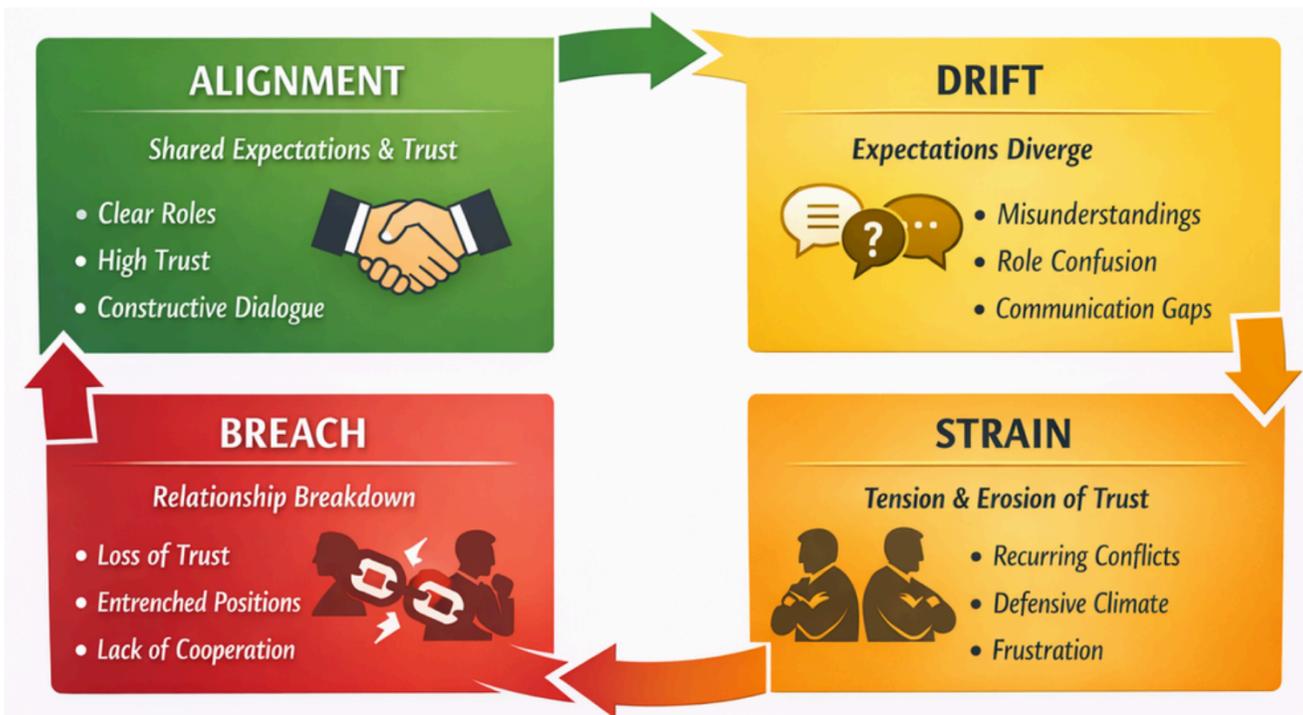
How it works



Did you know that leader-team relationships rarely break suddenly? Most conflicts evolve compounding in a progression



The Psychontract Diagnostic Map



Real Impact

Psychological contract **breach** is the biggest factor in **losing trust**¹ for most employees, and also the most impactful on **performance behaviours**²

Broken expectations significantly **reduce engagement**³ and drive **Turnover**⁴

1. Bal, P.M., De Lange, A.H., Jansen, P.G., & Van Der Velde, M.E. (2008). Psychological contract breach and job attitudes: A meta-analysis of age as a moderator. *Journal of Vocational Behavior*, 72(1), 143-158.

2. He, Z., Zhang, Y., & Liu, H. (2023). How psychological contract violation impacts turnover intention among knowledge workers. *Heliyon*, 9(3).

3. Robinson, S.L., & Morrison, E.W. (2000). The development of psychological contract breach and violation: A longitudinal study. *Journal of Organizational Behavior*, 21(5), 525-546.

4. Zhao, H., Wayne, S.J., Gilbkowski, B.C., & Bravo, J. (2007). The impact of psychological contract breach on work-related outcomes: A meta-analysis. *Personnel Psychology*, 60(3), 647-680.

How to Move Forward

REINFORCE

- ➡ Communicate regularly
- 🏆 Celebrate wins
- 🕒 Maintain clarity

CLARIFY

- 🔍 Reset expectations
- 👤 Define roles
- 📅 Align on priorities

REBUILD

- ♥ Practice active listening
- 🛡️ Create safe space
- ⚠️ Address issues directly

RESTRUCTURE

- ⚙️ Redesign team dynamics
- 🔄 Reevaluate fit & trust
- 🔒 Make hard decisions

Key Practices for Lasting Alignment



Leadership Impact

- ✓ Stronger Trust
- ✓ Faster Decisions
- ✓ Better Collaboration
- ✓ Sustainable Growth