

Agreements resource *for clarity, trust-building, and support*

What Is an Agreement?

An **agreement** is a shared, spoken understanding about expectations, boundaries, and responsibilities. Agreements are especially helpful when **trust is low or still forming**. While keeping agreements can feel difficult for people who struggle to trust, a clear agreement can make connection possible by offering structure, predictability, and shared responsibility.

A. Agreements Between People

(Dating, friendship, family, community)

Agreements help people stay connected while honoring autonomy — even when trust is growing or being repaired.

Examples:

- Communication expectations
- Emotional or physical boundaries
- Time, pacing, or commitment clarity

Reflection:

What relationship is this agreement for?

What would clarity help with most?

B. Agreements in Organizations

(Employees, contractors, teams)

In professional settings, agreements reduce the need to rely on personal trust alone by creating shared standards.

Examples:

- NDAs and confidentiality agreements
- Roles and responsibilities

- Team norms and codes of conduct

Reflection:

What is the purpose of this agreement?

Who does it affect?

C. How to Create an Agreement

When trust is difficult, keep agreements **small, specific, and practical**.

1. **Name the context:** What is this agreement for?
 2. **Name needs & limits:** What matters here?
 3. **Be specific:** Clear > vague
 4. **Check consent:** Is this freely agreed to?
 5. **Revisit:** When will you check in again?
-

When a Consultation Helps

Extra support can help when trust is low, power dynamics exist, or agreements feel stuck.

Consultations can support:

- Personal or dating agreements
- Team and organizational agreements
- Facilitating agreement conversations

Connect for a free discovery call sjanahollowayphd.com

@2025 SjanaHollowayPhD. All rights reserved.

Disclaimer: The contents of this worksheet are for educational and reference purposes only.

— They do not constitute legal or medical advice or create a client relationship. Reference material, US Chamber of Commerce. Worksheet created with some assistance from Claude by Anthropic, 2025.

