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Expecting More

How invisible expectations shape people, teams and culture

Isabelle Gonnissen

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- Makes the power of expectations visible: how they shape behavior, performance and results
- Scientifically grounded and highly relatable: translating research insights into everyday practice
- A practical model for building an effective High Expectations Culture
- Expectations influence more than we realize: individuals, teams and organizations
- Learn how to use expectations intentionally to drive growth
- Build a culture in which people can grow in confidence, accountability and results
- Discover how expectations help shape reality, both positively and negatively
- Learn the building blocks of a strong High Expectations Culture
- Put it into practice with a practical model for leaders, teams and organizations

Expectations influence far more than we realize. They shape our behavior, our performance, our relationships and even the culture of organizations. ***Expecting More*** explores how expectations can create reality, both positively and negatively. It combines scientific insights with relatable examples and translates them into a practical framework for leaders and teams who want to build a High Expectations Culture, where trust, accountability, growth and results go hand in hand.

Isabelle Gonnissen is Sales Director at Syensqo and the initiator of *30 Dagen Zonder Klagen* (No Complaining for 30 Days), an awareness campaign that reached more than 2 million people. She previously wrote *Kies Positief*, which encourages readers to approach life more positively, and *Kies Bewust*, which helps you discover happiness within yourself.

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