

The Positioning Room | Situation Playbook: The Role Expansion Map

Compare the role you accepted with the one you are performing, identify the material differences, and decide what needs to be formally established.

Then and Now: The Role Terms Compared

Role term	As accepted	As performed today
Volume of work		
Scope of work		
Decision rights		
Resources controlled		
Visibility		
Recognition: title, level, pay		

Material Differences: Record and Classify

- ✓ Record each change, the date it began, and the evidence for it.
- ✓ Volume: more work of the same kind within the same role.
- ✓ Scope or decision rights: new areas, new approval authority.
- ✓ Resources or visibility: what you control, who sees the work.
- ✓ Recognition: title, level, formal ownership, or compensation.

Two Priority Gaps

1. First gap: what must be formally established, and why now.
2. Second gap: the next priority, with the evidence that supports it.
3. Note which accepted terms no longer reflect the role as performed.

Type of Expansion: Tick What Applies

- ☐ Temporary: a named end condition, leave, search, or project date.
- ☐ Developmental: readiness test with stated expectations and a review point.
- ☐ Structural: now ongoing work, with no formal change to terms.
- ☐ Non-compounding: necessary work that adds no experience, authority, or direction.

Conversation Plan

Decision-maker	Who can approve, not only who is involved
The request	What you want established, and the evidence
First outcome	Acceptable first step if the decision takes time
Review date	When to revisit what is still unresolved

Before the Conversation

Before the conversation you should be able to state what materially changed, when it changed, which type of expansion it is, which terms no longer reflect the role, what you want established, and what you will do if it continues unresolved.