

ROLE

Roles accompany us everywhere – as a child, parent, colleague, friend. In each, we show different facets of our personality. Without pretending to be someone else.

The role model originates from sociology and describes our behaviour in specific situations – and the expectations of those around us. A well-defined role brings both into alignment. Roles structure interaction, reduce misunderstandings, and create a sense of stability. Yet the concept is often associated with a lack of authenticity. Unjustly so: those who consciously decide what they want to show remain authentic.

In modern organisations, hierarchies are being flattened and responsibilities are becoming more flexible. What appears agile at first glance often leads to role ambiguity in practice. Those who constantly must renegotiate their position risk becoming exhausted over time. In coaching, it becomes clear that many conflicts stem from unclear roles – whether among leaders without a clear leadership understanding or within teams with diffuse expectations.

Working with roles means becoming aware of one's function, clarifying boundaries, and communicating one's self-concept. This creates orientation – and a clear, confident presence.

Articles on roles (all articles)

- Role play – an underestimated concept!
- Clothes still make people