

Mini Role Play #3, Workplace Conference

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Background information to be read to all participants

- J. McDonald has been chronically tardy with tasks and attendance; these issues have been addressed but continue to occur.
- Recently, J. failed to attend a meeting with a client. As a result, the client took their business elsewhere.
- J.'s tardiness has impacted co-workers and the organization.
- J.'s supervisor felt a conference would be a good option in lieu of terminating J.'s employment.

Required Characters

J. McDonald: Has no objection to participating and feels badly about the lost client.

C. McDonald, J.'s Spouse: Overwhelmed and frustrated by the situation.

M. Jackson, Supervisor: Frustrated with J.'s continued issue and the loss of the client. Likes J. and the quality of their work and would like to see them remain – but with major changes.

S. Bell, J.'s Co-worker and M.'s Supporter: Worked with J. on the account that was lost. Shares the same frustrations as the supervisor but has had it with J.

Optional Character

B. Madison, J.'s Friend and Co-worker: Also on the team. Knows J. well and wishes this could be resolved to ensure good morale of the team.

J. McDonald

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- You understand your actions are impacting the team.
- You are willing to participate and feel bad about the loss of the account.
- You don't manage your time well and struggle with organization.
- You did not have the meeting noted on your schedule, which is why you missed the meeting.
- You are afraid of losing your job and feel humiliated.

Please do not exaggerate your role and make it difficult for the facilitator to conduct the role-play conference. Most real conferences run smoothly and without extreme behaviors.

This script is to be read only by the individual playing the role.

C. McDonald, J.'s Spouse

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- You are a stay-at-home parent with 3 young children.
- You are frustrated that you are even there because of child care issues.
- You have the same time management and organizational issues with J. at home but enable the behavior.
- You are very concerned about loss of employment and its potential impact on the family.
- You love J. very much.

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M. Jackson, Supervisor

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- You hired J. and trained and mentored them. Quality of work and good character are important to you.
- You enabled J.'s time management issues early on. You have become more frustrated in recent weeks when addressing those issues directly.
- Losing the account was the final straw. Your supervisor holds you responsible for J.'s behavior. You were reprimanded and are being pressured to fire J.
- You need things to change. If they don't, J. will be fired.

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S. Bell, J.'s Co-worker and M.'s Supporter

3 – 5

- You are angry. You are on the same team as J. and often feel dumped on and have to do J.'s work.
- You want J. to get fired.
- You agree with the supervisor during the agreement phase.

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B. Madison, J.'s Friend and Co-worker
(optional character)

3 – 6

- You are close to J. outside of work.
- J. helped you get hired with the company, and you feel a sense of loyalty to them.
- You are frustrated but struggle with communicating that to J.

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