Scenario Script  Respect in the workplace

**Scenario I**  
**Part I: The unconscious bully**

Peter tells Dara he has noticed that their manager has been disrespectful towards one of their coworkers.

**Characters**
- **Peter**, employee
- **Dara**, employee

**Supporting Characters:**
- Ben, employee (not pictured)
- George, Ben’s manager (not pictured)

**Themes**
- Respect
- Bullying

**PETER:** Hey Dara, can I talk to you about something? It’s been on my mind for a while and I wanted to get your view on it.

**DARA:** Sure Peter, what’s up? You look worried.

**PETER:** It’s about George. He hasn’t been treating Ben the same as everyone else on the team lately. Especially in our weekly meetings.

**DARA:** I have noticed that George points out Ben’s mistakes and seems to be ignoring everyone else’s. It doesn’t seem very fair.

**PETER:** George also ignores Ben when he offers suggestions. But if another person says the same thing a few minutes later, he gives them credit. I’ll admit that sometimes our meetings get a little loud, but Ben deserves the same consideration as everyone else on the team.

**DARA:** Have you talked to either one of them about this?

**PETER:** I’ve talked to Ben, and neither of us understands what’s going on. This isn’t the George we all know and love.

**DARA:** George has seemed distracted over the past few months. I heard somewhere his daughter has been sick. I don’t know the details, but I think it’s pretty serious.

**PETER:** If what you say is true and he’s been distracted, he may not realize he’s treating Ben unfairly. In any case, this has to stop. Ben said he’s at a point where he’s gotten so uncomfortable he doesn’t even want to share his thoughts anymore.

**DARA:** That’s not good. Ben has been the most proactive of any of us in these meetings. We all count on him to come up with the best ideas. What do you think we should do?

**PETER:** I don’t know. But I do know that our team can’t afford to lose Ben’s input because George is making him feel uncomfortable.

From the perspective of your character:
- What are all the factors that led to this situation?
- What makes the decision fair? What makes the decision unfair?
- What effect might this situation have on other employees?
- What are the obstacles for doing the right thing?
Scenario I
Part 2: The purposeful bully

Olivia feels her team lead has been purposely undermining her after suggesting process improvements to management.

**Themes**
- Respect
- Bullying

**Characters**
- Charles, employee
- Olivia, employee

**Supporting Character:**
- Agnes, Olivia’s manager (not pictured)

**CHARLES:** Hey Olivia, welcome back! You’ve been out for a few days. Is everything okay?

**OLIVIA:** Between you and me, I had to take a couple of mental health days to give myself some time to think.

**CHARLES:** What happened?

**OLIVIA:** I feel like Agnes is trying to set me up for failure. She’s been really abusive to me, especially in front of the entire team. You know why I was late to that meeting last week?

**CHARLES:** I was wondering what had happened. You’re always the first one in the conference room.

**OLIVIA:** She didn’t let me know that the meeting time was moved up.

**CHARLES:** Really? And she even gave you a hard time about it in front of everyone. She made me pretty uncomfortable when she did that, to be honest.

**OLIVIA:** Well, that’s not the only thing. Last week, she didn’t keep me in the loop on a new project, and didn’t give me the information for the project plan until the last minute. The next day, she called me lazy and incompetent because the project plan wasn’t ready.

**CHARLES:** Yeah. Some of us heard it down the hallway. It didn’t sound good.

**OLIVIA:** It’s really embarrassing. I see how some of my team members have been looking at me differently. I don’t like it.

**CHARLES:** Agnes wasn’t always like this towards you. I wonder what happened.

**OLIVIA:** It all started after the director’s production visit last month when I suggested some process improvements—I didn’t know they would be so well received. I have a feeling she thinks I was trying to make her look bad.

**CHARLES:** Have you talked to her about this?

**OLIVIA:** I did try, but she said she didn’t have time for me. If this continues, I’m going to have to say something.

**From the perspective of your character:**

- What are the issues?
- What factors make it difficult to raise these concerns?
- What effect might this situation have on other employees?
- What are the obstacles for doing the right thing?