



# PeaceWise

building peacemakers for life

## Deeper into Conflict Coaching

### Day 1 Role Play -

#### Workplace Ice Age

[This role play can be used if you don't feel you have a suitably "low level" situation in your own life you'd like to use and share on the first day of the course]

You've just started your new job, at "Vision for Change" – a charity which makes glasses cheaply and has seen its operations on a rapid growth path. You're in a mid-level role – you have a couple of people who report to you, and your boss is two levels down from the CEO. Your focus is on communications and marketing.

After being retrenched from your old work, it's been hard to find a role. You took a pay cut and came to a part of the city which wasn't your favourite, but you could live with it if the job was right.

You've been there for two months and are working really hard. You are learning the ropes quickly, and because there are two vacancies in your team, everyone is feeling the pressure, including your boss Cheryl.

Cheryl is constantly cancelling meetings, even important planning meetings when you need guidance on what she wants done and how. And then she gets annoyed if it's not done exactly how she wants – who knew she cared whether the logo was set on a black or a dark blue background on the website! She's crazy busy, and unfortunately, unlike you, she's not well organised, so often is doing last minute urgents in a scattergun way.

You do like Cheryl, but feel that your stress levels are being increased due to her poor time and project management. Not only that, in two months, Cheryl hasn't said a single thing positive to you about your work.

On the few occasions you've tried to engage Cheryl in conversation, she's either looked vaguely bored, or just turned the conversation to work. It just feels like she's really cold.

You are becoming resentful and unappreciated. You've started participating in the office banter which calls Cheryl "the dragon". You feel vaguely guilty about this.

You're not working back to get things done like you did at first, and you're losing some level of motivation. You'd like to raise the issues with her but are afraid to.

Inside, there's a part of you that says you'd really rather someone just magically "slayed the dragon" so you could get a better boss.

You're not sure where Cheryl stands with God.

Your workmates know you go to Church because you were careful to slip it in early after a "how was your weekend?" question.

You're meeting up with a friend for lunch who knows about your issues at work, and asks you if you'd like to talk about it.