



ROLE PLAY #1 – Workplace Promotion – Alex (skilled)

INFORMATION FOR BOTH PARTIES:

Alex and Terry are work associates who are applying for the same promotion, one they have each been looking forward to for a long time. Late last week, they both met with their immediate supervisor who has the last word on the promotion.

Two days after these meetings, the office scuttlebutt among Alex's friends was that Terry had told the supervisor Alex had a drinking problem. Among Terry's friends, on the other hand, the rumour was that Alex had told the supervisor that Terry was looking for a position with a competitor.

Because of the tension which is developing in the office, Alex decides it is important to have a discussion with Terry about what has happened. They encounter one another in the parking lot after work and Alex approaches Terry to arrange a meeting.

Information only for Alex (skilled party):

You have been employed by the firm for six years, during which time you have worked very hard to always do what was asked of you and maintain a high level of performance. You have valued your job and association with this particular company, and hoped that someday your loyalty would pay off and you would be able to work your way up the ranks.

It is true that several years before being employed by this company, you did have a drinking problem. However, as difficult as it was, you were successful in overcoming your addiction and have remained sober for the past ten years. You are very proud of your accomplishment and certain drinking will never become a problem again.

At the same time, you believe you are entitled to keep the experience confidential. You are particularly concerned about being unfairly judged by your co-workers or the situation becoming a topic for office gossip.

The very worst consequence for you would be for this personal history to get in the way of your opportunity for promotion within the firm. You love your job, you have a family to support, and you believe that your skills are definitely well suited to the particular position being offered.

You are also very concerned about being upstaged by Terry who has only been with the firm for two years. There is no doubt that Terry is very bright, but he is also very ambitious and you believe that he or she would be quick to look elsewhere if not chosen for this promotion. A casual comment you have overheard in the office has suggested that Terry may have already begun to look around at other opportunities.