

PAT'S WORKSHEET: PROBLEM ON THE SOFTBALL FIELD

The Characters:

- Lucy – the Softball instructor, who is new to camp
 - Clara – the 17 yr old Junior Counselor, who has been at camp for 2 yrs
 - Pat – the Coordinator
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The Situation:

Lucy and Clara have been working together for three weeks. Lucy is new to the camp and teaches softball. Clara has been a big help getting Lucy oriented to the camp logistics. Camp has not hired many new staff this year and Lucy has had a hard time making connections in a camp full of returning staff.

Specific Information for Pat:

(Confidential at the start to Pat)

- A few campers have come to you, the coordinator, crying and upset because they overheard Clara say to another JC that Lucy was not a very good instructor and that she hated working with her.
 - You know Lucy has not been the most organized and the quality of her teaching is OK/marginal. It is not great but it passes very minimal standards for teaching. You are understaffed the rest of the summer can't afford to lose her. She has not made many efforts to fit in, doesn't appear to talk with others, come to social events, or sit with the staff at lunch
 - Clara has been a good JC and did you a favor by working in softball because you had no one else to help in that class.
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Notes

CLARA'S WORKSHEET: PROBLEM ON THE SOFTBALL FIELD

The Characters:

- Lucy – the Softball instructor, who is new to camp
 - Clara – the 17 yr old Junior Counselor, who has been at camp for 2 yrs
 - Pat – the Coordinator
-

The Situation:

Lucy and Clara have been working together for three weeks. Lucy is new to the camp and teaches softball. Clara has been a big help getting Lucy oriented to the camp logistics. Camp has not hired many new staff this year and Lucy has had a hard time making connections in a camp full of returning staff.

Specific Information for Clara:

(Confidential at the start to Clara)

- The Coordinator wants to talk with you about something that is going on between you and Lucy.
 - You feel like Lucy is not well organized, doesn't do lesson plans, and does not give you much to do in class to help out. She has not been interested in your ideas. You are committed to camp and want to make it work.
 - You were SOOO frustrated the other day that you told your best friend at work about how disorganized softball was and that you hated that Lucy did not include you more.
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Notes:

LUCY'S WORKSHEET: PROBLEM ON THE SOFTBALL FIELD

The Characters:

- Lucy – the Softball instructor, who is new to camp
 - Clara – the 17 yr old Junior Counselor, who has been at camp for 2 yrs
 - Pat – the Coordinator
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The Situation:

Lucy and Clara have been working together for three weeks. Lucy is new to the camp and teaches softball. Clara has been a big help getting Lucy oriented to the camp logistics. Camp has not hired many new staff this year and Lucy has had a hard time making connections in a camp full of returning staff.

Specific Information for Lucy:

(Confidential at the start to Lucy)

The Coordinator wants to talk with you about something that is going on between you and Clara, your JC.

You have been struggling to fit in at this new camp where everyone seems to know each other. You have not felt welcome but you can't really pin point anything specific anyone is doing.

You feel like Clara does not make herself useful in class.

You heard from your campers that Clara said to another JC that you were not a very good instructor and that she hated working with you. You do not want Clara in your class any more.

Notes

PAT'S WORKSHEET: PROBLEM BETWEEN THE RANKS

The Characters:

- Andrew – the Lacrosse instructor, who has worked at camp for 3 years
 - Frank – the assistant coordinator, who has worked at camp for 3 years
 - Pat – the Coordinator, supervisor of Frank
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The Situation:

Andrew is the lacrosse instructor and Frank is his immediate supervisor. Andrew is a pretty good instructor but sometimes is lazy, talks to other counselors while a little more than he should. Frank, his immediate supervisor, has been reprimanding him for his socializing with staff during attendance time although he is not talking any more than the other staff. Andrew has made an appointment to Pat to talk about what is going on with Frank.

Specific Information for Pat:

(Confidential at the start to Pat)

- You have been working with Frank for a long time and consider him a good friend. He looks up to you. You know that he can be a bit harsh and quick to judge. He is also very assertive, thinks he is right, and sometimes says things to staff that should be said more privately and in a more respectful tone. You are sensitive to his feelings because he takes to heart everything you say.
 - Andrew is sometimes a chatterbox but is often talking to one of the other assistant coordinators because they are friends. His perception of the situation has some elements truth but it is not entirely true.
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Notes

ANDREW'S WORKSHEET: PROBLEM BETWEEN THE RANKS

The Characters:

- Andrew – the Lacrosse instructor, who has worked at camp for 3 years
 - Frank – the assistant coordinator, who has worked at camp for 3 years
 - Pat – the Coordinator, supervisor of Frank
-

The Situation:

Andrew is the lacrosse instructor and Frank is his immediate supervisor. Andrew is a pretty good instructor but sometimes is lazy, talks to other counselors while a little more than he should. Frank, his immediate supervisor, has been reprimanding him for his socializing with staff during attendance time although he is not talking any more than the other staff. Andrew has made an appointment to Pat to talk about what is going on with Frank.

Specific Information for Andrew:

(Confidential at the start to Andrew)

- You have been working at camp for a while and your relationship with Frank has never been great but recently it seems to have gotten worse. You feel really picked-on by Frank. He reprimands you in front of other staff and his tone is just harsh. You do not see him treat others this way.
- You know you do talk to other staff but it does not seem to be more than anyone else. You often chat with one of the other asst coordinators who is a good friend.
- You are a person of color and feel that Frank is picking on you because you are of a minority race. You are very tentative to bring this up and only vaguely hint at these feelings.

FRANK'S WORKSHEET: PROBLEM BETWEEN THE RANKS

The Characters:

- Andrew – the Lacrosse instructor, who has worked at camp for 3 years
 - Frank – the assistant coordinator, who has worked at camp for 3 years
 - Pat – the Coordinator, supervisor of Frank
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The Situation:

Andrew is the lacrosse instructor and Frank is his immediate supervisor. Andrew is a pretty good instructor but sometimes is lazy, talks to other counselors while a little more than he should. Frank, his immediate supervisor, has been reprimanding him for his socializing with staff during attendance time although he is not talking any more than the other staff. Andrew has made an appointment to Pat to talk about what is going on with Frank.

Specific Information for Frank:

(Confidential at the start to Frank)

- You have been working at camp for a while and your relationship with Andrew has never been great but you don't think anything has changed recently. He has been very social lately during attendance preventing you from getting your attendance job done.
- You have been angered bec Frank has been distracted by another asst coordinators who is Frank's good friend.
- You really look up to Pat, value what he/she thinks about you. He/She has been a mentor. At the same time you do not think you have done anything wrong, you do not treat Andrew any differently than anyone else. This is all Andrew's problem and misperception.

WORKSHEET FOR PERSON A

The Characters:

The Situation:

Specific Information for Person A:

(Confidential at the start to Person A)

WORKSHEET FOR PERSON B

The Characters:

The Situation:

Specific Information for Person B:
(Confidential at the start to Person B)