

Regina and Bailey

SCENARIO

Facts known to all

Regina and Bailey have worked closely as a duo for years within the school and sit together on a working group focused on adapting internal processes and services to COVID measures.

Regina has a friendly personality, quiet demeanor, and is very tech-savvy. She has been incredibly helpful supporting teachers adapt their in-person teaching to a remote model. Bailey is naturally outgoing, hard-working and competitive.

The working group was tasked with finding solutions to the management of access to rooms and school spaces, other wise known as a “Reserve workspace system” that allows a certain number of staff to reserve their workspace in order to track and limit the number of people using a room to respect the safety measures. There were many sophisticated softwares available, but every solution seemed costly and with a significant learning curve.

Each member was asked to continue seeking for options and alternatives. At the next working group meeting, Regina was not present at the meeting as she had another commitment. Prior to the meeting, she did share with Bailey some of her ideas. One of these allowed Bailey develop a working plan based on a free and user-friendly online platform that was a perfect fit for managing work-space reservations.

The members of the working group mobilized in support of Bailey’s idea.

This week, Regina and Bailey have been avoiding eachother, it seems they may have gotten into an argument. It is suggested they may need help talking to one another through an assisted dialogue.

Regina and Bailey

SCENARIO

Undisclosed Facts – Bailey

You and a colleague Regina usually work closely together, but things seem to have changed.

You both sit on a working group tasked with finding solutions to the management of access to rooms and school spaces, other wise known as a “Reserve workspace system” that allows a certain number of staff to reserve their workspace in order to track and limit the number of people using a room to respect the COVID safety measures. There were many sophisticated software’s available, but every solution seemed costly and with a significant learning curve.

Regina shared a few good ideas, as she is very tech-savy. They spark some thoughts within you and you build a plan that you begin to run by various colleagues from the working group. They all seem to love your idea, and you assure them you are happy to present it at the next working group meeting.

The other day, you were completely swamped with work. A ton of last-minute events came up, and on top of that you had to help handle a situation with a new temporary hire. You are usually very organized, but you had forgotten an important deadline for the next day. Unfortunately, it was your daughter’s recital, and you had promised her you wouldn’t miss it for the world.

You asked a trusted colleague, Regina, if there was any chance she would be willing to help complete these reports for you, and that you would owe her big time. Usually, Regina is always up to help others, that is why you appreciate her so much, she is the most generous, kind and helpful person in the department.

She refused, but you gently insisted. She then changed her tone and had a very strong response that felt completely out of character: “Bailey, I can’t keep bailing you out. Why don’t you do your own work for a change and stop relying on others?”

You apologize for bothering her, and hand up the phone, flustered. You find that she was very rude, and that her reaction came out of left field. It seems she was insinuating that you don’t do your work, which is untrue.

The next day, you and Regina avoid each other. It's uncomfortable and you don't quite understand why. You realize that something needs to be addressed but you are deeply hurt by Regina's words. You decide to approach someone to help you have an assisted dialogue together.

Regina and Bailey

SCENARIO

Undisclosed Facts – Regina

You and your colleague Bailey both sit on a working group tasked with finding solutions to the management of access to rooms and school spaces, other wise known as a “Reserve workspace system” that allows a certain number of staff to reserve their workspace in order to track and limit the number of people using a room to respect the COVID safety measures. There were many sophisticated software’s available, but every solution seemed costly and with a significant learning curve.

There were many programs offering space management, but everything that was proposed was costly and had a big learning curve. You spent at least a few hours last weekend searching for options. You are pretty tech-savy, so you figure you could find a solution to this issue. And indeed, you find a free and user-friendly platform used to manage work-space reservations that would be a perfect fit for the situation.

Monday arrives, and you excitedly share this discovery with Bailey. Bailey is impressed and makes some further propositions to enhance your original plan, which you agree makes sense.

Later in the week, you learn that Bailey has spoken with multiple people in the working group to share this idea, but it does not seem like you were given any credit for finding the platform. On top of this, Bailey will also be presenting the plan at the working group meeting you won’t be able to attend due to a family engagement. This annoys you, as this is not the first time this has happened.

You don’t want to seem childish by bringing it up, but you care about being recognized for your work. Things like this matter to you, especially for professional advancement. You’re already a quiet person who doesn’t take up a lot of space in meetings, so you try hard to make the quality of your work stand out.

The other day, Bailey called you to take on an important report due for the following day so they could attend their daughter’s recital that evening. That felt very last

minute to you, and you can't help but feel Bailey is just dumping this onto you because you have the reputation of being a doormat. First it was taking credit for your work, then asking you to bail them out last minute.

You feel taken for granted and unappreciated. Why should you be the one to stress out all night to finish Bailey's work? You refuse, but she insists, and you respond to her harshly. Bailey was visibly taken aback by your response and abruptly closes the call with you.

The next day, you and Bailey are avoiding each other. It becomes clear to your manager that you are not on speaking terms and consider whether you would like to give Bailey feedback through an assisted dialogue to try and resolve things.

Mia and Christine

SCENARIO

Facts known to all

Mia has been working as a teacher at Beausejour High School for two years while Christine has been working there for fifteen years. They both sit on a committee for an important school-wide initiative, Christine chairs the committee.

Mia approached Christine with her concerns, hoping that she would be receptive to letting her be more involved in other aspects of the committee work that she is interested in. Christine seemed to insinuate that the roles Mia wished to take were more appropriate for more seasoned members who had more knowledge and experience.

Mia then e-mailed Christine, copying the union representative and the school principal. Since then, Christine and Mia have barely spoken to one another. With tension is growing between the two, the school principal is concerned about the situation escalating and suggests that Christine and Mia participate in an assisted dialogue.

Mia and Christine

SCENARIO

Undisclosed Facts - Christine

Given your 15 years of experience at Beausejour High School (“**BHS**”), you are often called upon by various members of the school team to advise on issues at either an administrative or pedagogical level. You are trusted by many and perceived as a figure of wisdom, experience and leadership at BHS. You are often asked to be involved in the organization and coordination of the different events, initiatives and social committees. For this reason, you constantly take on a series of responsibilities that make your workload overflow well beyond your regular responsibilities.

You currently chair a committee responsible for rolling out a school-wide initiative. This is the second year of the program and you are quite passionate about the positive impact this will have on the students and the teachers in the years to come.

Mia sits on your committee and has approached you regarding her dissatisfaction on the distribution of tasks, she wants to bring in big ideas and change the direction of the program, but she has only been teaching for a year! You and other seniors have been trying to get this program up and running for years! You think she should be a little more humble. You tried to encourage her by explaining that this is how things are usually done, seasoned educators have valued input and generally have preferred choice over tasks. She will also get her turn and build her own standing through time.

Mia sent you an e-mail complaining about the lack of fairness in distribution of tasks. She has copied the school principal and the union representative, which you consider truly excessive. Your communication has been difficult since then, and the school principal suggests they provide an assisted dialogue with Mia in which they will act as a neutral third party.

Mia and Christine

SCENARIO

Undisclosed Facts - Mia

This is your second year as a teacher at Beausejour High School (hereafter "BHS"), and you sit on a committee responsible for the roll out of an important school-wide initiative. This is your second year on this committee.

For the second year in a row, you have been assigned several menial and unpleasant tasks for this committee. Last year, as you were new to the school, you were happy to take them on and learn about how things work. But as a new school year began, you were eager to contribute more substantially on the actual subject matter of the project and had many ideas to share with the committee. However, to your great frustration, Christine had assigned you once again the most unpleasant tasks that no one wanted to take. There doesn't seem to be much room for you to contribute your ideas either. In addition, this year you have a very challenging class group to manage which makes things increasingly stressful. You were truly looking forward to your work on this committee, as this is somewhat of a creative outlet for you.

You have approached your colleague Christine to express your dissatisfaction, who has responded that this is how things are as you are a new teacher and should not expect to be making any big decisions.

You do not feel heard or valued at all in this situation. Your second attempt to communicate your dissatisfaction to Christine goes very poorly. It may not have been ideal to send her an email and copy the school principal and your union representative, but you did not want your needs would fall onto deaf ears.

Fauzil and Alexis

SCENARIO

Undisclosed Facts – Alexis

You have been a teacher at Lively Tree School for a few years. You enjoy your career. You are energetic, quite sarcastic and enjoy making others laugh. You believe that humour is a good way to defuse tension, especially in these stressful times.

Recently, you've been experiencing difficulties in your marriage. Your spouse almost left home a few months ago. Your arguments have been escalating for some time, but you are working together to try to resolve your issues. Your fighting is mostly about spending more quality time together and balancing family and domestic responsibilities. This requires you to arrive home earlier. You want to prioritize your commitments to your spouse, but everything seems to be getting in the way of keeping your promises.

First, a blow-up between students has you staying later at work to meet with the parents. Second, you are part of a working group that meets after school, but the meetings always go way too long when they could be much more efficient.

Your colleague Fauzil is the one who leads the meetings, but he is very talkative. He repeats the same problems and long stories all the time. He doesn't notice that the other members are no longer engaging because he takes up so much time talking. You complain about the length of the meeting with a colleague the next day, you would like for Fauzil to be more mindful of everyone's time. You got increasingly annoyed when he spoke too long again at the last meeting, you want to nudge him with non-verbal language, but your gestures come off as impatience and irritation. You are starting to seem like the bad guy because people perceive your demeanor with Fauzil to be rude. But really, you just worry that when you get home, a conflict will explode with your spouse.

To make matters worse, the other day, you heard a rumor that you said Fauzil doesn't have a life. You know for a fact that that's not true, you actually joking with a friend, and referring to a character of your favorite TV show, The Office. To your relief, you are approached by a neutral third party who would facilitate a difficult conversation between yourself and Fauzil.

Fauzil and Alexis

SCENARIO

Facts known to all

Alexis is a teacher with a strong and sarcastic personality. He can sometimes be imposing and direct in his opinions. Fauzil and Alexis are involved in a committee for which there are several meetings.

Fauzil is dedicated to his work and is very involved in the coordination and organization of the various activities at the school. Last year, he successfully organized a contest for the teachers where prizes were awarded for their contribution throughout the year. Most recently, he volunteered to hold a lunchtime educational workshop for students on the emergence of artificial intelligence.

Fauzil is generally appreciated by his colleagues, but he seems to have problems with a member of the committee. There is obvious tension between Fauzil and Alexis, and this makes committee meetings increasingly cumbersome. Alexis has a look of indifference when Fauzil speaks during committee meetings. On other occasions, his non-verbal language expresses irritation towards Fauzil.

The other day, people overheard Alexis speaking negatively about someone and they seem to think he was referring to Fauzil.

It has been suggested that you act as a neutral third party to facilitate the situation and try to find solutions to improve their communication and relationship.

Fauzil and Alexis

SCENARIO

Undisclosed Facts – Fauzil

You have been a teacher at Lively Tree School for several years. You have a positive relationship with most of your colleagues and your commitment and leadership are appreciated. You do not have children or a spouse, so your professional life takes up a lot of space. You organize many activities and contests for students and even teachers. You are an avid reader of literature on school and student success factors as well as workplace well-being, and you believe that a sense of belonging is important to the school climate.

Since the beginning of this school year, you have been leading your committee meetings. You have many new projects and changes to suggest regarding the management and coordination of activities. There are some inefficiencies and things could be improved, if only everyone would get involved to integrate your suggestions.

You notice that the committee members are sometimes disengaged and do not respond to your ideas with much enthusiasm. One of the teachers on the committee, Alexis, always has a detached expression and his nonverbal language borders on complete disinterest. Several times, you have caught him making eye contact with others when you speak. You had a civil and courteous relationship with Alexis, so you don't understand why he is behaving this way.

The other day, he interrupted you by cutting you off in the middle of a sentence: "We already know! You've said it many times Fauzil." Another time in the faculty lounge, someone told you they might have overheard Alexis speaking about you, they said he was mocking your commitment to the school and your career, he overheard this from Alexis : "... *what can I say, some people here don't have a life!*"

You speak with a colleague about the situation, and they recommend that you find a neutral third party who can help you resolve this situation with Alexis.