

Scenario 1 – "I Don't Understand"

It's your second week in a new role.

Your manager explains a task and asks: "Is everything clear?"

Everyone else seems to understand. You don't.

Discuss

What do you do? What might stop someone asking?

What could happen if you pretend you understand?

Scenario 2 – The Mistake

You send some information to a client.

Twenty minutes later, you realise you've included incorrect information.

Nobody appears to have noticed yet.

Discuss

Do you wait? Who needs to know? What should you say?

What would damage your professional credibility more: making the mistake or handling it badly?

Scenario 3 – The Impossible Deadline

Your manager asks: "Could you get this finished by 4pm?"

You already have another task due today and don't believe both can be completed properly.

Your manager looks very busy.

Discuss

Do you simply say yes?

How could you respond professionally?

Scenario 4 – Everyone Else Knows Each Other

You've joined an established team.

Everyone appears to know one another and there are lots of conversations and jokes you don't understand.

At lunchtime, most people disappear together without inviting you.

Discuss

How could you begin building relationships? What shouldn't you assume?

How much responsibility lies with you versus the team?

Scenario 5 – "That's Not How We Do It"

You notice what appears to be a much easier way of completing a routine task.

When you suggest it, an experienced colleague replies:
"We've always done it this way."

Discuss

Do you push the idea? Drop it? Ask questions?
How could curiosity be more effective than telling experienced colleagues they're wrong?

Scenario 6 – The Group Chat

Several colleagues have a private WhatsApp/group chat.
Someone posts an unkind joke about another member of staff.
Other people react with laughing emojis.
You don't find it funny.

Discuss

What options do you have? What might happen if you join in?
Does being outside the workplace change professional expectations?
What might happen if you challenge it?