

Role Play Scenario

Not Feeling Well Anymore

Theme	Specific and Actionable
Roles	Supervisor – Bernie Team Member - Kris (Observer)
Situation:	Historically, Kris has been an excellent member of the team, working well with others and getting output results. In the last few months, Kris has been taking an increased amount of sick leave. While at work Kris has seemed distracted and seems to spend a lot of time talking with others. Kris is now missing deadlines and a backlog of work is forming. Other members of the team are trying to pick up the work. However, when their own full workloads are combined with the unscheduled nature of Kris' sick leave it is hard to coordinate this uptake effectively. Bernie has spoken to Kris twice in the last month to check if everything is ok for Kris. Kris reassures Bernie there is no problem and it is just a few sick days. It is now reaching an average of two sick days every three weeks. Which means Kris is now little more than 0.8 of an FTE and doing even less than 80% of the work that used to get done. The quality of the work seems to be dropping as well, with an increase in requests from Bernie for Kris to rework material submitted for sign-off.
Starting Point:	It is now time for a mid-year performance review meeting.
Objective:	Recognition of a problem and a pathway to deal with it.
Focus:	Output results Role definition