

**Handout 1: Personal Responsibility Role Plays**

**Round 1**

Peter is a Data Engineer Manager for a small business. He is responsible for making sure all technology solutions adhere to best practices and ensure high-quality code is produced. Peter’s colleague and friend, Emily, removed some old and unused data elements without following the company procedures. She says all the analysis will run better in this way. Peter knows what Emily did goes against the process and the rigorous data governance plan that he created; however, he is tempted to not tell her anything because the issue has not been escalated.

**Role Play Directions:**

* Develop a short role-play (2-4 minutes) of the conversation between Peter and Emily where Peter does not take personal responsibility and uses a **victim** **mindset** to respond to the situation.
  + Remember, someone with a victim mindset makes excuses and blames other people when things go wrong. This person is afraid of mistakes and failure.

**Observer Points of Feedback:**

* *How was the portrayal of a victim mindset in this scenario?*
* *Was the scenario appropriately resolved?*

**Round 2**

**Role Play Directions:**

* Using the same scenario from Round 1, develop a short role-play (2-4 minutes) of the conversation between Peter and Emily where Peter takes personal responsibility and uses a **creator mindset** to respond to the situation.
  + Remember, someone with a creator mindset takes ownership of their actions and sees mistakes and failure as a chance to learn.

**Observer Points of Feedback:**

* *How was the portrayal of a creator mindset in this scenario? Could it be improved? If so, how?*
* *Was the scenario appropriately resolved?*

**Round 3**

**Role Play Directions:**

* Using the same scenario from Round 1&2, develop a short role-play (2-4 minutes) of the conversation between Peter and Emily. This time, decide how you would personally tackle the situation.