Scenario Reflections

**1. Name of performing team:**

1. **Team DJ**
2. **Millennial Falcon**
3. **Team Pi**
4. **Tree Musketeers**
5. **“The Team”**
6. **Totally Awesome Cool**
7. **Sparkle Motion**
8. **Balsa Nether Hen**

**2. What did you observe? What stood out to you?**

1. **Scene sets up a juxtaposition that contrasts male and female candidates in an interview**
   1. **Mary**
   2. **Richard**
   3. **John**
2. **Group of students, male and female, working in assigned team to complete physics lab.  
   Tanner is exceptionally immature, as in he’s so mean that it’s cliché.  
   Has Carmella taken this class before?  
   Carmella tries to stand up for herself, but she lacks tact, situational awareness, and she seems to reflect some of Tanner’s immaturity.**
   1. **Tanner**
   2. **Phil**
   3. **Carmella**
3. **Juxtaposition of male and female candidates in an interview  
   Mary starts with an early declaration of her physical interest in j  
   Mary dismisses/disparages Jane’s accomplishments  
   Jeff sounds like he boasts to compensate for his self-perceived weaknesses.  
   Jeff negotiates his starting salary offer, where as Jane seems to be grateful for even receiving the offer.**
   1. **Mary**
   2. **Jane**
   3. **Jeff**
4. **Hard to hear Dialogue.**
   1. **Robert**
   2. **Randy**
   3. **Gertrude**
5. **Sarah was henry’s colleague, in terms of station at the company, although she was the newer hire.**
   1. **Sarah**
   2. **Henry**
   3. **Mr. Brown**
6. **Collin’s a bit of a master-level dick.  
   Yarelly is very timid, but skilled/experienced as a software developer.**
   1. **Collin**
   2. **Yarelly**
   3. **Dr. Perkins**
7. **My Team**
   1. **Holly crap did I choke**
8. **Liam seems to only want to interact with Noah  
   Emma has to leave for family concerns  
   Liam is in his position through nepotism  
   Liam has beef with Emma it seems.**
   1. **Liam**
   2. **Emma**
   3. **Noah**

**3. What is each character’s motivation, why did they act the way they did.**

* 1. **Richard was short with Mary, and acted very uninterested from the start. It seemed as if he wanted a candidate he could more easily relate to, without having to consider their past experience or distinct perspectives.**
  2. **Mary, being a young software engineer, is seeking the opportunity to both work, and expand upon her skills**
  3. **John is a very, very junior software engineer seeking opportunities similar to that of Mary**
  4. **Phil is an excellent example of a male afflicted with NIMBY, meaning he is too preoccupied with his own immediate concerns recognize the significance of supporting Carmella.**
  5. **Carmella seems to be the victim of circumstance, and Tanner’s extreme childishness.**
  6. **Tanner is a bit of conundrum for me, he seems too childish and immature to actually be a person old enough to be in college.**

1. 1. **Mary is seeking a new candidates for her company’s software engineer openings. She makes it clear that her interests in Jeff are for reasons beyond his relevant skills. Conversely, she sees Jane as a contradiction to the status quo; so she disparages and dismisses Jane’s strengths and accomplishments.**
2. 1. **For Robert’s behavior, I can only assume his decisions and ignorance of team contributions are due to extreme incompetence.**
   2. **Randy is truly too incompetent for the job, which also seems to cause him to be unable to stand up to Robert’s misjudgement.**
   3. **Gertrude is the only competent member of the team she’s on, so she seems to be unsure of how to proceed in any interaction because she isn’t really sure if her colleagues understand what she’s telling htem.**
3. 1. **Sarah is intent on doing her job, and is focused on the task at hand.**
   2. **Henry makes some rather foolish suggestions early on, and so becomes desperate to cover his ass. This results in him failing to properly acknowledge his team mate’s contributions, less it detract from his chances at compensating for his early mistakes.**
   3. **Mr. Brown is not exactly expressive, and seems to be more of a prop/story device to illustrate the conflicts facing Sarah.**
4. 1. **Unclear what the intents were**
5. **My team**
6. 1. **Liam seems to have some base level of mistrust for Emma, likely because she’s a female, as a result he seems to actively avoid assigning any responsibility/liability to her.**
   2. **Noah is too preoccupied with his own opportunities to properly acknowledge the plight of his female colleague.**
   3. **Emma is fighting an uphill battle to catch up with Noah’s opportunities.**

**4. What was each character thinking during the Scene?**

* 1. **It seems like Richard was disinterested in hearing Mary’s strengths, instead he seemed want her to justify her very reason for thinking she deserved the position. In contrast, Richard more appropriately asked John for objective demonstrations of his competence, and allowed him the time needed to explain his strengths.**

1. 1. **Phil seemed to have feeling of “Help me, I’m so F’d if YOU guys don’t help me get this, this is all on you.”**
   2. **Carmella’s thoughts were something more like “Tanner needs to GTFO with that attitude, and why is Phil so ok with this?”**
   3. **I can only imagine that Tanner’s thoughts were something along the lines of questioning why he should lift a finger to help the helpless.**
2. 1. **Mary seemed to be thinking that Jeff was hot, and fits the already well defined template for a software engineer.**
   2. **Jane seemed to be questioning if she was out of her league in this interview, and if she even belonged there.**
   3. **Jeff seemed to be clinging to only one thought “Must… Not… Show… My… Mediocrity…”**
3. 1. **Robert: I could not tell what Robert was thinking**
   2. **Randy: “Oh god, I didn’t come up with this idea, and now I have to figure out how to make it work, what do I do?!”**
   3. **Gertrude: “I am surrounded by idiots.”**
4. 1. **Sarah: “Lets fix this damn problem so we can get back to our already assigned workload.”**
   2. **Henry: “Must… cover… butt…”**
5. 1. **Collin: “I’ll do whatever it takes to prevent competition from getting the advantage on me, even if that means kissing ass, and giving names.”**
   2. **Yarelly: “Be honest, don’t embellish, and don’t oversell. Making promises bigger than what you can keep will only backfire” – but failing to show your stuff also backfires**
   3. **Dr. Perkins: “I need the best talent I can get, in addition to getting someone that can take charge in a free format work environment.”**
6. **My Team**
7. 1. **Liam: “I will not let my father down for giving me this opportunity, and if that means propping up my prize workhorse Noah, then that’s what I’ll do.”**
   2. **Noah: “This is really shitty, but I can’t afford to stick my neck out”**
   3. **Emma: “Liam can choke on his petty doubt, I know WTF I’m doing, I just need the chance to show it.”**

**5. What was each character feeling during the scene?**

1. 1. **Mary: snubbed, and even pre-emptively dismissed**
   2. **John: comfortable, welcomed, and encouraged to take the chance on showing what he can do.**
   3. **Richard: *I am unsure what Richard was feeling***
2. 1. **Carmella: Persecuted by tanner, and abandoned by Phil.**
   2. **Phil: Consumed by the immediacy of his own problems.**
   3. **Tanner: Anger; blind, senseless anger.**
3. 1. **Mary: A brief flash of power over people whom technically represent greater value to the company than she does, outside of the interviews.**
   2. **Jane: Defeated, out of place, and devalued.**
   3. **Jeff: Untouchable, and in control of the situation; ie., very *Charlie Sheen***
4. 1. **Robert: *Again, I can’t really tell what he was thinking or feeling.***
   2. **Randy: I imagine he must have been feeling a bit like a fish out of water.**
   3. **Gertrude: Dismissed, maybe a bit betrayed by Randy’s passive acceptance of credit for her idea.**
5. 1. **Sarah: Ignored, dismissed and unimportant**
   2. **Henry: Scared for his job it seemed.**
   3. **Mr. Brown:  *I’m not really sure what this character was feeling***
6. 1. **Collin: Hard to say, I think he was working a specific plan of attack on this interview.**
   2. **Yarelly: Scared, as an immigrant from Mexica may be expected to in the USA under current circumstances, it seems like she came to the interview already feeling unwelcome. Then, Collin’s remarks further deflated her confidence.**
   3. **Dr. Perkins: *I don’t think she was feeling anything specific in that scene.***
7. **My team**
8. 1. **Liam: Fear of underperformance, fear of reflecting poorly on his dad, fear of his dad judging him.**
   2. **Noah: Uncomfortable at the bias against Emma, but also grateful that the circumstances afford him an otherwise impossible opportunity.**
   3. **Emma: if I were her, I would already be planning my exit speech. So that when I quit that thankless job, I could give Liam such a taste of my mind that he wouldn’t know what hit him. *Then again, I’m particularly combative about my opinions.***

**6. Select any of the characters: what would you do differently if you were in their place?**

1. **I would change Richard’s character to more proactively inform each candidate about the exact nature and purpose of the information he hopes to get from his questions, and ultimately the interview.**
2. **I would change Carmella so that she didn’t reciprocate Tanner’s immaturity. Thus, avoiding the escalation in hostility from Tanner, which seemed immediately inevitable considering his blatant hostility. I would then have her note what Tanner said, and the lack of productivity he contributed and present that information to the professor; thus ensuring that Tanner must face consequences more significant than simply being told he was bad for being a shithead.**
3. **Mary brought an adversarial attitude to the interview with Jane. I would have like to see Jane demonstrate some sort of tactic for defusing situations where an authority figure is acting hostile. This is a part of life, and an important lesson for all people to internalize.**
4. **…**
5. **It may have been a point worth noting if the company allowed their staff to submit written tickets for their solution suggestions, and then allow the team to discus those solutions.**
6. **Group interviews are bad enough, but Dr. Perkins made things so much worse by allowing hostile comments between candidates to go unchecked.**
7. **My team**
8. **Noah missed a chance to fix the situation towards the end by failing to call attention to the fact that Liam’s request, that Noah fix the issues in the two buildings on his own, was in contradiction to his reasoning that it would be assured to be faster. Liam’s order that Emma not help would invariably result in time being wasted due to logistic reason’s at the very least.**