Role Playing Activity: Discussion Board Assignment Directions: If you are not one of the four role-playing students assigned to perform a skit, you must watch both skits and respond to them using the following items to guide your response. Please post your response to the student skits once they are posted in the Module Ten Role Playing Forum.

• Compare and contrast the skits.

• What went well and what can be improved?

• How are the skits similar? How are they different?

• Was the discussion coherent? If not, what would you have suggested in its place?

• Were long term career objectives discussed? If so, what impact did they have?

• Were there questions that did not belong in this skit? If so, what?

• Were any “illegal or unethical” questions asked? If so, what?

• Were there interruptions? How did this affect the skit? If not, how do you think interruptions would affect an interview?

• Think back to your annual evaluations, were there any unusual discussions? If so, briefly describe what occurred. How might you react today?

• Comment on at least one other student’s response.

Skit 1:

One thing that went well in the first skit is that the manager sent over the performance evaluation ahead of time to allow the employee to go over the numbers and get ready with discussion points for the meeting. I think this allowed for a more nuanced discussion, so I like that this was done.

In the first skit, the discussion started centering on a good performance review and an employee being passed on for a more senior position. One troublesome aspect of the performance review was denying the candidate a senior position due to their gender. Gender and race should play no role in performance reviews in this way, and good candidates should be able to move up in the company chain. While the policy seems to be in place to advance more women in the company, it seems very unfair to the candidate, who expresses some frustration over the situation. This can have an effect on employee morale and cause employee resentment toward the company.

The discussion between the manager and employee was coherent, there was good back and forth between the employees and follow up questions and expansions on topics helped the conversation move nicely.

Longer term career objectives were discussed; the manager suggested a strategy for the employee and a set of work that would allow them to get the desired promotion which I thought was a good conversation.

I have not had any unusual discussions during annual review processes at my company. My managers have all been pretty good and laid out the performance reviews well, always giving me feedback in a clear way. No discussions seemed out of place or odd to me.

Skit 2:

One thing that went well in the second skit is that the manager did a good job laying out what they were going to go over in the meeting and setting the agenda. After that the performance review got off track a little bit, the employee seems to have quite a few problems in their personal life, which may have an effect on the level of work that the employee can complete. There seem to have been some issues with meeting deliverables and training junior engineers, while receiving the lowest level of performance for the employee.

This was in contrast to the prior performance connection where the discussion was mostly centered on merit increases in salary. Some similarities between the skits is that in both skits the performance review was sent to the employee before the discussion. This is in contrast to the way that my company does performance reviews, however I think it allowed for a more nuanced discussion between the manager and employee. Also similar between the skits was the manager seemed mostly happy with the employee, while the employee performance was not as apparent in the second skit. Having manager support is huge for an employee, and often gives great returns in terms of quality of work.

There was a lot of talk of personal issues during the performance connection, which is not an ideal situation. While the employer should have some level of compassion to their employees, however these issues should not have such a dominant presence in a performance review.

Fortunately in the two skits there were no blatant interruptions. This helped the pace of the skits and is generally preferred for productive conversations such as these.

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