

Positive workplace relationships

Scene 2 summary

Colin's 15 year old daughter is pregnant. He and his wife are really worried. He confides in a work mate but does not feel he can talk openly to his team or team leader. Consequently he has become a little withdrawn and his work is suffering. He's facing hostility and a poor performance review.

THE PERSONAL PROBLEM

Staff lunchroom

Colin

I, I just can't be bothered with work at the moment.

Friend

Yeah. I know what you mean.

Colin

I mean I've got other things on my mind.

There's a lot going on at home.

Ummm, look don't tell anyone else about this, but uh, you know my daughter, I mean she's um, she's pregnant and she's only 15.

Friend

Oh mate, I'm sorry to hear that.

Colin

I'm just going to.... I mean the little toad who got her that way....

I mean, I'm just really, really furious.

We're not getting any sleep.

I mean Sandra and I are worrying all night.

Moana

Hey Colin, sorry to interrupt but Charlotte wants a meeting now.

THE TEAM MEETING

Meeting room

Charlotte

I've called you all here today because the financials for the Becker Engineering account proposal presented last week were wrong. The CEO is furious.

She's been made to look stupid and the client is ready to walk.

Mike's just had a go at me and so has the account manager.

I have to say I work so hard to keep this team on top of things, and to make sure what we output is of the highest standard.

I can't help but feel that you've let the whole team down.
I've been through the proposal documentation and the complaints are justified. It's very slack work.

THE RESPONSIBILITY

Brendan

Moana and I haven't been on any kind of training course, so I don't see where we're responsible.

Charlotte

I think that you can be held responsible; you should at least be getting the work checked by a senior member of staff. I'm very disappointed in all of you.

Brendan

Colin was supposed to be leading and checking the work.
He signed it off as being okay.

THE POOR ASSESSMENT

Charlotte

Well, even taking that point I'm still not happy with the performance of either of you, and I really need to talk to Colin alone.
You two go and give Sharon a hand with the monthly report.

THE DISAPPOINTED RESPONSE

Charlotte

I'm very disappointed in you Colin.
You're the senior member of this team, you really should know better.
You've been here forever.

Colin

I know you're disappointed Charlotte, umm but I've been having a really hard time at home at the moment...

Charlotte

We all have hard times at home Colin.
I'm juggling two young kids at the moment. You just have to learn that you can't bring your worries to work with you.
Now, I'm going to have to do this report myself now, all over again, and I have to say this is not looking good for your performance review next month.

Colin

Look Charlotte, it's not like I didn't try to get Brendan to change things.

Charlotte

Look I'm, I'm, sorry Colin, but I'm just too angry to have this conversation right now.

Can you just go and try and get on to some work without stuffing it up.