**Workplace Scenarios**

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| John shows up to work approximately five minutes late this morning, walks silently (but quickly) down the hallway and begins to punch in at the time clock located by the front desk.  Kim, the front desk manager, says, "Good morning, John," but John simply ignores her, punches in, and heads into the shop to his workplace.  Kim rolls her eyes, picks up the phone, and dials the on-duty manager to alert her that John just arrived and should be reaching his workplace at that moment. |
| Savannah is the lead on a project with a team of six other people. The project involves using an outside vendor’s software. Without consulting Savannah, Amber (a senior team member) sends a professional email to the vendor asking for a change to the existing software. The vendor responds to the entire team expressing concern over making the requested change. |
| Paul has worked for the company four years. During that time, he had one manager and three difference supervisors without any major conflicts. Due to a merger, the management structure changed and Paul’s former manager Pat is now the general manager. Sharon, Paul’s new manager, has a meeting with Paul over concerns that proper protocol is not being followed. Sharon tells Paul he must conform to the proper procedures or he will be written up. Paul protests as the process he uses was designed as a work around by Pat. Sharon writes Paul up for insubordination. |