

Facilitator's Guide

Falling Out At Work



Falling out At Work

This guide can assist equal opportunity professionals and leaders in determining the best possible solution for the related video.

Training Objectives

- To discuss indicators and potential effects of observed behaviors
- To generate thoughts and ideas about how to best address this situation as a leader
- To understand different approaches in addressing concerns

What (behaviors) did you observe in the video?

- SSG Griffin
 - Appeared not happy when he overheard the arguing
 - Appeared interested and concerned (when sitting behind the desk) for SSG Perez
- SSG Perez
 - She stated she was being harassed by TSgt Franklin
 - She wanted TSgt Franklin to stop what he was doing and she was getting scared
 - She wanted assistance since TSgt Franklin wouldn't leave her alone
 - Felt like she was being stalked
- TSgt Franklin
 - Appeared upset
 - Appeared as if he wanted an opportunity to talk to SSG Perez

If you observed this interaction, what assumptions could be made?

- SSG Perez was upset and did not want to finish her conversation with TSgt Franklin
- TSgt Franklin did not know he was upsetting SSG Perez until this conversation took place
- SSG Perez tried to handle the situation on her own however, it did not work so she went to SSG Griffin

If you observed this interaction, what could/should you do?

- Approach SSG Perez
 - Ask her if she would like to talk to you about what just occurred
 - Tell her what you observed and offer her the opportunity to discuss strategies in addressing the situation
 - After talking with her ask her what she feels can be done about the situation
 - Assist her in involving her senior leadership to help resolve the situation, especially since she states she has tried to resolve the situation (end the relationship) and now feels TSgt Franklin can't seem to let it go
- Approach TSgt Franklin
 - Ask him if he would like to talk to you about what just occurred
 - Informed him it appeared as if he upset SSG Perez
 - Let him know what you observed, and help him properly resolve the situation
- Involve and inform unit leadership on the situation. Escort SSG Perez to her unit leadership to help prevent any further escalation of the situation. Inform SSG Perez's and TSgt Franklin's leadership/supervisors on what you observed.

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How would you prevent further occurrences such as these?

- Conduct training regarding appropriate and inappropriate workplace relationships and professional behaviors
- Inform members that inappropriate behaviors will not be tolerated and that leaders will hold members accountable if/when it occurs
- Ensure members understand and know their options if they experience a similar or like situation
- Ensure members know who and where they can turn to for help
- Be observant, intervene, and help resolve situations within your control to do so, or bring them to senior leadership's attention for additional assistance.

Some might consider the behaviors exhibited in this scenario as harmless, but they are not. If allowed to continue they have the potential to escalate and can foster a variety of individual and organizational climate changes such as, a lack of trust in leadership, low unit cohesion, and low morale, etc. Identifying inappropriate behaviors and intervening early are crucial to developing a cohesive and professional workplace.