

Welcome to The 3R's for Youth

Resilience, Responsibility and Respect in the Workplace

Module 3 - Worksheet 2 - Revisiting Case Studies

1. Marcy worked at a retail store. She started off with a bang. Things were going very well. After a while, her friend got a promotion and was now her supervisor. After that, Marcy is the first one to admit that she stopped putting 100% into her job. Eventually she was let go, and to add insult to injury, it was her friend who fired her. She fell into depression and did not look for work for one year.

- What were the ramifications for blaming?
- How might this story have turned out different if she didn't spend her energies focused on feeling betrayed by her friend?

2. Tina worked in a manufacturing environment for over 15 years. She had a health problem with her eye and had to have an operation. She had some time off work, and she was hoping that when she returned that she could work in the office at her job. She asked her doctor for a doctor's note, stating that she could not be in a dusty environment. He said that dust would not be a problem and that she could keep working in the shop, but she was so relentless that he gave in and he wrote the doctor's note. The company gave her an entry level office position.

She found the office to be very different. All of her career with the company, she had only worked with men. After a short time, she confessed to someone that she already hated these women. One day, one of the women asked her to do some paperwork (part of the job) and she said no. The environment got worse and worse and eventually she took a stress leave. She did not work again anywhere for 10 years.

- Do you think that blaming was an issue in this case? Why or why not?
