Workplace Scenario Pack

Six prompts for adult teams and workplace leaders

How to use this pack. Choose one manageable scenario. Read it once without discussion. Roll one die, attempt recall, reveal the value and meaning, then use only the practice question that matches the rolled face. If the triangle appears, use the all-values ALOHA Pause.

Standard practice questions

Face	Value	Meaning	Practice question
A^{k}	Akahai	Kindness to be expressed with tenderness.	What does kindness look like here, and what truth needs to be expressed with tenderness?
L	Lōkahi	Unity to be expressed with harmony.	What would support unity here without forcing agreement?
O	ʻOluʻolu	Agreeableness to be expressed with pleasantness.	What would cooperation look like while keeping the response honest and respectful?
H	Haʻahaʻa	Humility to be expressed with modesty.	What changes if we listen first and soften our certainty?
A^{h}	Ahonui	Patience to be expressed with perseverance.	What requires time, and what steady action can we take without forcing the outcome?

Scenario flow

1. Read the scenario neutrally.
2. Roll, recall, and reveal.
3. Use the matching practice question.
4. Reflect without forcing agreement.
5. Name a next action, responsibility, or question.

1. Uneven participation

A few team members dominate meetings while others rarely speak. Decisions move forward, but important knowledge may be missing.

Situation focus: voice, access, and responsibility

Notes / next step: _____

2. Unclear direction

A manager gives broad direction, and team members interpret priorities differently. Deadlines begin to slip.

Situation focus: clarity, assumptions, and shared expectations

Notes / next step: _____

3. Coworker tension

Two coworkers communicate sharply and avoid addressing the issue directly. Others feel pulled into the tension.

Situation focus: impact, responsibility, and a workable next conversation

Notes / next step: _____

4. Workload pressure

The team is understaffed. Errors increase while people feel stretched and tired.

Situation focus: capacity, tradeoffs, and sustainable pacing

Notes / next step: _____

5. Change without buy-in

A new process is introduced quickly. Some employees comply but disengage; others resist openly.

Situation focus: participation, communication, and implementation

Notes / next step: _____

6. Accountability after a mistake

A mistake affects a client. People become defensive and responsibility is unclear.

Situation focus: repair, learning, and ownership

Notes / next step: _____

Use boundaries

- Participation and disclosure remain voluntary.
- Do not use these scenarios as therapy, mediation, crisis response, or professional advice.
- Do not promise safety, confidentiality, agreement, healing, or a particular outcome.
- Use qualified support when the situation exceeds the facilitator’s role.