



Scenario: No Time for Tim

Group Size: 4-15

This scenario may contain explicit language and references to harmful situations which may be emotionally activating for some people. If you need support, services are available through the [CAF Member Assistance Program \(CFMAP\)](#) and the [Employee Assistance Program \(EAP\)](#).

Huan is the manager of a large website within the department. The site needs to be updated and redesigned. Their boss has indicated that the project must be completed and 'live' within three months, and that they want Tim to design the new site because they like Tim's work.

Despite the specific direction from their boss, Huan is not excited about having Tim on their project team. One day, Huan shares these concerns with their colleague Yvon.

"I know Tim does brilliant web design work," admits Huan. "Tim is creative, artistic, and driven. However, they are the worst team member I've ever had the misfortune of working with. They are very abrasive and think far too highly of themselves. People hate working with Tim. I've talked to Tim before about their attitude, but with no results."

Yvon nods in agreement. "Yeah, they are talented, but they are also chronically late for meetings and deadlines. All the talent in the world means zero if you can't produce and be on time."

"Tim's role as lead designer will be critical to everybody else's work," Huan continues, "but that also means that they must give and take direction. That seems unfair to other team members. It's my job to ensure the redesign is a success, but Tim will make it hard for me to get that job done. They will be insufferable all along the way. I don't know what to do."

Yvon suggests that Huan talks to the boss about Tim. "Yeah, I wish that would help," says Huan, "but I've gone to the boss before about Tim's behaviour. You know the boss. They avoid anything to do with staff relations."

Categories

Principles:	Respect the Dignity of all Persons, Serve Canada before Self
Values:	Stewardship, Integrity, Courage
Cultural Themes:	Leadership, Teamwork
Misconduct Types:	General Misconduct
GBA Plus Themes:	Not Specific
Audience:	Defence Team

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principle of Respect the dignity of all persons in this scenario.
- Discuss the ethical value of stewardship, integrity, and courage in this scenario.

Facilitation Questions:

1. What is the problem in this scenario?
 - Open group discussion.
2. Discuss the ethical principle of Respect the Dignity of all Persons and Serve Canada before self (ie unit, team performance over individual interest) in relation to all the people in this scenario?
 - Open group discussion.
 - Towards Tim: The team need to acknowledge their talents as a web designer but need to address their behaviour issues and work ethic.
 - Towards team members: They have a right to a respectful and harmonious work environment. If Tim's behaviour negatively impacts this, Huan must address it.
 - Explore how the values of Stewardship, Integrity and Courage could apply to this scenario.
3. What action(s) should Huan take? Why?
 - Option 1: Discuss the issue with Tim. Huan can address their concerns about Tim's behavior and performance. They can provide specific feedback and expectations for improvement. Discuss with Huan superior about Tim's performance or work etiquette.
 - Option 2: Discuss the issue with other team members. Huan can involve the entire team in a discussion to gather their input and concerns.
 - Option 3: Do nothing. Huan can choose not to take any specific action and proceed with the project as directed by their boss, in the hopes that Tim's performance may improve or that the team can manage the situation on their own. Note to the facilitator: This option may not be the best one as it can be perceived as or turn into gossip quickly. Contributing to a toxic work environment.