ROLE PLAY – SAMPLE (Participant)

Goal
You are a group leader in the Logistics Department and need to have some serious talk with one driver, who just had a truck accident. The role play is between you and the driver (assessor).

Time Available
Individual preparation time: between 15 and 20 minutes.
Duration of the role play: between 10 and 15 minutes

Introduction to the Role Play
The police arrive at the bus terminal and inform you that about 2 hours ago, one of your drivers had a truck accident, that a parked vehicle was damaged and that he/she took flight without leaving a note. It is a passer-by who wrote down the truck’s plate number and who informed the police.

When the driver arrives at the terminal, you must have some serious talk with him/her. You must first ask him/her to go to the police station to report him-/herself and to give the reasons for his/her flight.

The driver has never had any road accident before and has been, to this day, a most reliable employee, so that you have already informed him/her of your intention to make him/her a team leader within 2 weeks.

You will have to investigate:
- The circumstances of the accident
- The causes for the employee’s flight
- One of the issues you will have to deal with is that the employee must go to the police and report him-/herself.
ROLE PLAY – SAMPLE (Assessor)

Goal
Assess a role play of 10 to 15 minutes duration.

Time Available
10 to 15 minutes of preparation for the person who plays the role. Between 10 and 15 minutes for the role play itself.

Documentation
- 1 Participant sheet
- 1 Role play (Assessor)
- 1 Assessment sheet

Assessed Skills
- Self-confidence
- Decision-making / Judgment
- Sense of initiative
- Communication skills
- Ability to build up and lead teams
- Development of others
- Active listening

Introduction to the Role Play
You must play the role of a driver who has had the truck accident (material damages caused to a parked vehicle) and who has taken flight. A passer-by has noted the truck’s plate number and forwarded it to the police. The latter have just come to see your superior and find out the identity of the driver. As you arrive at the truck terminal, your direct superior asks to see you to discuss the accident.

Your role as the driver is to find justifications, by explaining that you were afraid of losing your job, that it is your first road accident, that you are confronted with financial difficulties and tensions within your couple. For all these reasons, you decided not to leave a note on the damaged vehicle. You knew that it would only worsen your financial and family problems, so you took flight!

Do not forget to ask your immediate superior whether your nomination as a team leader in two weeks is maintained.

At the end of the interview, the direct superior (candidate) should at least have written a warning letter and mentioned that he/she cannot nominate the driver (assessor) to the team leader position.

When the candidate counters your objections with logical arguments, do not interrupt him/her and let him/her develop his/her strategy.
ROLE PLAY – SAMPLE (Assessment Form)

Grading system

4 = Excellent (lies above the job requirements)
3 = Good (meets the job requirements)
2 = Weak (lies below the job requirements)
1 = Unacceptable (lies far below the job requirements)

<table>
<thead>
<tr>
<th>COMPETENCES</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>COMMENTS</th>
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</thead>
<tbody>
<tr>
<td><strong>Personal skills</strong></td>
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<td><strong>Self-confidence</strong></td>
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<td>Showing great confidence in one’s ability to succeed in order to act according to one’s personal convictions.</td>
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<td><strong>Decision-making – Judgment</strong></td>
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<td>Ability to correctly choose among several alternatives and to show judgment under uncertain conditions.</td>
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<td><strong>Sense of initiative</strong></td>
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<td>Ability to welcome all ideas that can add value to the activity, adopt them and implement them. Taking initiatives in order to reach goals and go beyond them, even if it is not asked.</td>
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<td><strong>Relational skills</strong></td>
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<td><strong>Communication skills</strong></td>
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<td>Ability to express clear and concise thoughts in due time, whether orally or in writing. Ability to adapt one’s speech to the audience and its expectations.</td>
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<td><strong>Ability to build up and manage teams</strong></td>
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<td>Ability to obtain the commitment of others and to optimize the team’s performance by showing leadership and supporting the team. Motivating individuals so that they will reach high levels of performance.</td>
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<td><strong>Development of others</strong></td>
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<td>Ability to identify other people’s strengths and weaknesses and help them for both their short and long term development. Support to collaborators in order to prepare them for the evolution of the activity.</td>
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<td><strong>Active listening</strong></td>
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<td>Ability to listen to others, to memorize and reformulate the words heard, in order to allow one’s interlocutors to better express themselves on the issues they wish to tackle.</td>
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Place and date: ........................................................................................................................................

Name and signature of the assessor: ........................................................................................................