

What Would You Do? Part 2

Scene 2: LUIS is in an office speaking with ROBERTA, the Employee Relations Practitioner.

ROBERTA

So, it sounds like he's pretty distracted at work.

LUIS

Actually, I think it's worse than before. Between the personal calls, the games, Facebook — all that — I bet he's doing less than 5 hours of work a day.

ROBERTA

That's a big problem, and as a probationary supervisor yourself, you've got to demonstrate that your team can get work done. If your primary analyst is only working at 60%, you won't be able to do that.

LUIS

I've talked to him —

ROBERTA

Tell me exactly what you said and did.

LUIS

Well, when he came into my department 3 months ago, I flat out told him that he'll be measured by certain performance criteria and he has to get his work done. That should be his big clue that I expect him to do his job.

ROBERTA

That doesn't sound very explicit. You told him that he can't surf the net at work? Or that he can only place personal calls at break times?

LUIS

I wasn't that specific because it would open up a huge can of excuses and I don't want to deal.

ROBERTA

Well, you're going to need to take some sort of action to get his attention.

LUIS

Has it come to that? Cause he's the best analyst I've seen and I —

ROBERTA

Yes, it has.