

TRAINEE GUIDE FOR
NAVY PRIDE AND PROFESSIONALISM WORKSHOP

VOLUME 3
PROBLEM SHEETS

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HOW TO USE THE TRAINEE GUIDE

This publication has been prepared for your use while under instruction. It is arranged in accordance with the lessons taught, and is in sequence with those lessons. By using the table of contents you should be able to locate the lesson lessons easily. By following the enclosed course schedule, you should be able to follow the course of instruction in a logical manner.

Under each lesson there may be the following instruction sheets:

- **PROBLEM SHEETS**: Will provide scenarios and questions for discussion or drill and practice problems related to the lesson.

PROBLEM SHEET 1-2-1

Decision Making

A. Directions

Read the following scenario. Using the Five-Step Decision Model process, document each of the five steps of the process and describe your decision and how you would implement your response to the following problem.

B. Problem

Your ship is on a port call to a foreign port. Sailors from the last ship to visit that port were involved in a number of incidents that involved Shore Patrol and the local police. Prior to arrival, the CO briefed the crew on the issue and described how she expected the crew to behave while on liberty. Two second class petty officers returned to the ship by Shore Patrol while in port in a foreign country. They were involved in an altercation that resulted in some minor personal property damage, about \$50.00. The Sailors, who were from the same work center, were having dinner at a local restaurant when an argument broke out concerning the faithfulness of one of the Sailor's girlfriends. The offended Sailor threw a glass of water at the other Sailor who abruptly stood up causing the table to turn breaking the dishes and glasses when they hit the floor. At that point the waiter stepped in and separated the two and asked them to leave. However, members of the Shore Patrol were standing outside the restaurant, heard the commotion and took the two Sailors into custody and returned them to the ship.

What do you think should be done in this case and why?

1. Define the issue.
2. Gather information.
3. Evaluate the information.
4. Consider alternatives and implications.
5. Implement the decision.

PROBLEM SHEET 1-3-1

Communication and Conflict Management

A. Directions

In small groups, analyze the following case study scenario, keeping the communication process in mind. Write a response to each of the following questions, then have a member of each group report out the group's answers to the questions below.

B. Problem

A work center supervisor reprimands an Airman because the Airman did not complete a task the supervisor assigned him. The Airman begins to defend himself, but the supervisor cuts him off with, "I don't want any excuses! Just get back in there and get to work. And from now on do what I tell you *when* I tell you." Later, the work center supervisor's own supervisor approaches her and says, "Sorry for pulling Airman ____ off the job yesterday, but I really needed him."

Questions:

1. What element(s) of the communication process broke down in this example?
2. How specifically did they break down?
3. What could the people in the scenario have done to avoid the conflict in the first place?
4. Now that the conflict has arisen, how could the people in the scenario resolve it?

PROBLEM SHEET 1-5-1

Diversity

A. Directions

Which of the following are legal and which illegal forms of discrimination, and why?

B. Problems

A color-blind Sailor is denied entry to flight school.

A pregnant Sailor is evacuated from an underway ship even though she wants to continue to work.

A supervisor denies an assignment that could lead to promotion to a female Sailor because he feels women are too emotional to handle that particular job.

A Sailor who is a naturalized citizen from the Middle East with a proper clearance is denied promotion to a job with access to sensitive material because his commanding officer is concerned about terrorism.

PROBLEM SHEET 1-6-1

Equal Opportunity

A. Directions

Discuss the following scenarios. Into which sexual harassment zone (Green/Yellow/Red) does each of them fall and why?

B. Problems

Scenario 1:

Scenario 1: Petty Officer Chris Watson is the Leading Petty Officer on an Aegis cruiser, responsible for 22 people, with a reputation for being exceptionally outgoing and friendly. As Leading Petty Officer, she frequently has one-on-one chats with the Sailors in her charge. The meetings normally take place in the work center or on the mess decks and address personal performance, advancement in rating, career opportunities, and current projects going on in the command. Meetings are always professional and widely known among the division to be a part of Petty Officer Watson's leadership style. She is popular and respected by both juniors and seniors. Petty Officer Juarez is junior to Petty Officer Watson and is directly responsible to her for his work center responsibilities. They are friends as well as professional associates. Recently, Petty Officer Watson requested that Petty Officer Juarez meet her after work at the base McDonald's.

RED-, YELLOW-, GREEN-LIGHT?

Both petty officers have no disciplinary record and are both excellent to outstanding in their job performance. They are known to be friends sharing common interests and are generally regarded as "straight arrows." Petty Officer Juarez complied with Petty Officer Watson's request and met her at 1645. Both were in civilian clothes. The conversation began with "ship talk" but eventually evolved into a discussion about Petty Officer Watson's marriage problems.

RED-, YELLOW-, GREEN-LIGHT?

Petty Officer Juarez, a single guy, "laid back and good looking," hangs out with a regular crowd, is popular at the beach and a couple of local hangouts, but is in no serious relationship. He was unaware of any marriage problems and took a "serious interest" in his friend's concerns for her marriage. Petty Officer Watson admits that part of her marriage problem is abuse and is unsure what to do concerning going home tonight.

RED-, YELLOW-, GREEN-LIGHT?

As the conversation continues, Petty Officer Watson finally says, "I want to go home with you tonight."

PROBLEM SHEET 1-6-1

Equal Opportunity

RED-, YELLOW-, GREEN-LIGHT?

Scenario 2:

Chief Petty Officer (CPO) Crunch is a reservist assigned to the Navy Supply Depot for two weeks active duty. He is assigned as a running mate to Master Chief Petty Officer (MCPO) Cho who is the Command Master Chief (CMC). MCPO Cho has been at his job for over two years, knows the members of his command well, and takes an active professional interest in every Sailor. His instructions to CPO Crunch are to shadow his workday; he will acquaint him with the duties of a CMC, as well as assist him with administrative duties. Additionally, he instructed CPO Crunch to randomly visit the work centers and get to know the command routine, as well as meet many of the members of the command. During routine work center visits, CPO Crunch got to be well known and liked as a “father figure,” easy to talk to, and willing to listen. He seemed to spend more time in one particular work center where five female petty officers were assigned.

RED-, YELLOW-, GREEN-LIGHT?

As a matter of routine and during group discussions with the female petty officers, CPO Crunch pointed out that he had earned a degree in counseling and had significant experience with young Sailors who were going through tough times either at home or in relationships. He also pointed out that he had taken all the personality tests, so please forgive his friendliness in advance. He was a ‘toucher’, that is, with no harm or foul intention, he would place his hand on your shoulder when talking, patting you on the back, and high fiving when congratulating someone. Everyone agreed that they knew friends who were that way.

RED-, YELLOW-, GREEN-LIGHT?

During a counseling session with a female petty officer, CPO Crunch did indeed place his hand on her shoulder. She did not say anything. A similar action was repeated two or three times without comment. Later as the meeting was closing, CPO Crunch again placed his hand on her shoulder, letting it slide down her back. As she pulled away, he said, “Hey, don’t get all ‘spun up,’ there’s nothing to it, and if you blow it out of proportion, it could affect your relationships with your other shipmates and your future at the command.”

RED-, YELLOW-, GREEN-LIGHT?

Scenario 3

PROBLEM SHEET 1-6-1

Equal Opportunity

Seven Sailors (four male, three female) assigned to a ship in Norfolk are having a liberty day at the beach. Barbecue, beer, and volleyball are the order of the day. They have known one another for at least a year, are from different work centers and are socially active, frequently going out together to movies, eating, and normal free-time activities. There is a locally sponsored mud wrestling competition on the beach, but you have to bring your own partner to a male/female versus male/female match. After much encouragement from the others, two of the Sailors (male and female) entered the contest.

RED-, YELLOW-, GREEN -LIGHT?

Both were eliminated from the competition and (after a shower) proceeded to rejoin the others who had set up a volleyball match among the beach goers. It was a co-ed match with six of the Sailors forming a team. The matches were lively and on several occasions, they found themselves rolling in the sand together after going after a tough volley from the other team. There was significant physical contact but nothing with the overt appearance of a sexual overtone.

RED-, YELLOW-, GREEN-LIGHT?

Sunset found the group around a fire, and someone had a guitar. After an active day, some serious barbecue and a few beers, there was a mellow mood at the beach. Later in the evening, one Sailor mentioned to another their mud-wrestling team was seen headed down the beach with a blanket and a 6-pack. The other simply replied they are going to watch “the alligator races.”

RED-, YELLOW-, GREEN-LIGHT?

The two Sailors who went to watch “the alligator races” were not seen until the next day and were quiet about where they went or were unwilling to provide their friends and shipmates any details. The others did notice that the two of them kept more to themselves than previously.

RED-, YELLOW-, GREEN-LIGHT?

Scenario 4

A female petty officer was refused the opportunity by the PO1 coach to play on the ship’s fast pitch softball team (consisting entirely of males). She appealed via the chain of command and the executive officer intervened and granted her permission to play on the team. She wondered how her teammates felt about her presence.

RED-, YELLOW-, GREEN- LIGHT?

PROBLEM SHEET 1-6-1

Equal Opportunity

After scoring the winning run to help her team win the league championship, she became quite popular with her teammates and the entire ship. At the ship wide victory party one of the team's loudest fans, Ensign Brack, embraced her and declared to the crowd that she was their 'all star'. She continued to shower praises on the young petty officer throughout the evening.

RED-, YELLOW-, GREEN-LIGHT?

The following week, Ensign Brack requested the Petty Officer meet her in her stateroom to discuss her future plans on board. The petty officer met with Ensign Brack and was surprised (particularly since she was not in her division) to discover she had written her up for Sailor of the Quarter. Ensign Brack planned to pass the recommendation to the Petty Officer's Division Officer but wanted her to see it first.

RED-, YELLOW-, GREEN-LIGHT?

One month later and after the Petty Officer had indeed been recognized as the Sailor of the Quarter, Ensign Brack ask her to join her for a celebration dinner. Upon determining the dinner would include just the two of them, she declined and reported the request to her chain of command with the information reaching the XO who resolved the issue with no formal action.

RED-, YELLOW-, GREEN-LIGHT?

PROBLEM SHEET 1-6-2

Equal Opportunity

A. Directions

Discuss the following scenarios involving religious accommodation. In which case is accommodation appropriate, and in which is it not? Why or why not?

B. Problems

Scenario 1: A member of a unit belongs to a religion that observes its Sabbath on Friday. She wishes to be excused from duty on Fridays to observe her Sabbath but is willing to work on Saturday or Sunday to make it up.

Scenario 2: FN Balawi is a member of a religious group that believes it is obscene to show your legs in public. She has asked the Division Officer to be allowed to wear sweat pants during PT but the Division Officer refused saying he wants all troops to look alike, uniformity. FN Balawi has not had this problem in the past, since at her previous command the PT uniform included sweatpants and sweatshirt. She feels this is religious discrimination.

PROBLEM SHEET 1-6-3

Equal Opportunity

A. Directions

Read one of the following scenarios; answer the discussion questions, and discuss them with the group.

B. Problems

Scenario 1:

LT Dallas is a Division Officer aboard the USS SILVER. LT Dallas is known throughout the ship as a money savvy officer and is considered an expert investor and financial planner. LT Dallas also serves as the Command Financial Specialist (CFS). Another divisional consultant, MA1 Vincent, consults LT Dallas regarding a financial matter. LT Dallas, realizing the MA1 had a strong interest in investment options, invites MA1 to attend a meeting of a local investment club off base. The investment club is comprised of civilians, except for LT Dallas. Club members meet monthly to exchange investment information, financial planning tips and occasionally pool together money to make investments. MA1 Vincent decides to attend the meeting.

DISCUSSION QUESTIONS:

1. Is it fraternization if MA1 Vincent and LT Dallas attend the investment club meeting?
Why or why not?
2. What if MA1 Vincent becomes a regular club member?
3. Does it matter if MA1 Vincent and LT Dallas become co-investors of a mutual investment opportunity?
4. What aspect of the fraternization policy may apply in this situation?

Scenario 2:

Chief Young, a single female, meets BM2 Edwards, a male. They are not in the same command. They start dating. The Officer In Charge (OIC) of Chief Young's command, LT Demay, learns of the relationship. After consulting with the Command Master Chief, LT Demay determines that the relationship between his Chief and the junior enlisted member is contrary to good order and discipline and service discrediting. He orders Chief Young to discontinue the relationship during two different counseling sessions.

Chief Young continues the relationship.

PROBLEM SHEET 1-6-3

Equal Opportunity

DISCUSSION QUESTIONS

1. Is Chief Young's dating BM2 Edwards fraternization? Why or why not?
2. Were Chief Young and BM2 Edwards dating contrary to good order and discipline?
3. Should Chief Young discontinue dating BM2 Edwards?

PROBLEM SHEET 1-7-1

Violent Crime and Awareness

A. Directions

Discuss whether or not the following are examples of sexual assault and why.

B. Problems

One Sailor is out drinking with another, and they have sex when one is too intoxicated to make decisions.

PROBLEM SHEET 1-7-2

Violent Crime and Awareness

A. Directions

Discuss whether or not the following situations are child abuse.

B. Problems

A father spanks a child on the child's backside.

A mother strikes her 11-year-old child on the top of the head with a shoe, causing bleeding cuts.

A mother takes a nude photograph of her infant to put in a family album.

A male Sailor has consensual sex with a 15-year-old girl he met through the MySpace website despite knowing she was fifteen.

While working or standing duty, a Sailor leaves a 6--year-old child home alone.

PROBLEM SHEET 1-7-3

Crime and Suicide Awareness

A. Directions

Discuss the danger signs of suicide is Seaman Jones showing in the following scenario and how you should react.

B. Problem

Seaman Jones was a friendly outgoing person. Lately he has been withdrawn, has stopped engaging in activities he once enjoyed, and has started drinking heavily. In conversation with him, you discover that while he has been deployed, his wife has run up enormous debt on his credit card and filed for divorce. At the end of the conversation, he says, “Sometimes it’s hard just to keep going. What’s the point?”