

# Colleagueship





The theme: *'Colleagueship'* encourages dialogues about different ways to help each other in situations with high work pressure. In this context, work pressure means the experience of being overworked for a long period of time, which can be felt as tension in the body.



Colleagueship

## Intro card: Round 1





The first round consists of three cards with everyday situations and some answers. The moderator reads card 1.A. The first person says which answer fits best and justifies their choice. It is allowed to indicate that both or neither answer is correct. The round continues until everyone has answered, including the moderator. Then the next cards are read.



Colleagueship

Card 1.A





You are frustrated that you must compromise on your professionalism (You can't do your tasks the way you want to).  
Which answer regarding different types of help fits you best?



My colleagues should first and foremost listen when I vent my frustrations



My colleagues should come up with a solution




My colleagues should give me space to find a solution (Stay away)




Colleagueship

Card 1.B



 Which of these quotes best describes how others can help you in situations where you are experiencing high work pressure?

 It's nice that my colleagues offer their help and advice without me asking for it

 I'll let you know if I need help myself








Colleagueship

Card 1.C



 Your colleague needs to make you aware of a professional mistake that you don't realise you've made. How would you prefer to be told?

 I prefer that my colleague doesn't say things too directly (is gentle; *'beats around the bush'*)

 I prefer my colleague to point out the error directly (Straight to the point)



Colleagueship

## Intro card: Round 2





The second round consists of cards with quotes. In this round you must use the playing board. Each participant must have a playing piece. The moderator reads the quote from card 2.A. If the quote is very recognisable, the playing piece is placed on the 5. If the quote is not recognised at all, it is placed on square 1, etc. Everyone places their playing piece on the board at the same time and then take turns justifying the choices.



Colleagueship

Card 2.A





*'It's helpful to hear from others that they also find things difficult'.*



Colleagueship

Card 2.B





*'If I experience a professional problem, it can help to get input from a colleague regarding possible solutions'.*





Colleagueship

Card 2.C





*'I often don't ask for help from a colleague, even if I need it'.*



Colleagueship

## Intro card: Round 3





The third round consists of open questions about collegiality. The moderator briefly reads 3.A and the first person answers. The others are given the opportunity to ask clarifying questions. The round continues until everyone has answered, including the moderator. Then the next cards are read.



Colleagueship

## Card 3.A





What do you think characterises a good colleague?



Tell us about a good experience you've had  
with one or more of your colleagues.



Colleagueship

Card 3.B





How do you help your colleagues in everyday life?



Give an example where you helped a colleague.







Colleagueship

Card 3.C



 Here's a quote from an employee: *'It's important to help colleagues, but it's also important to talk about the fact that there are limits to how much it's possible to support colleagues'*.

 What do you think about this quote?

 How do you think colleagues and managers can recognise that there are limits to how much you can help each other?



Colleagueship

Action card





Everyone takes turns answering the first question.

Then discuss the second question together.

Write down your answers if necessary.



Question 1: What interested you most about the dialogues and what surprised you?



Question 2: Suggest what you can do in the future to support a collegial work environment with room for differences.



# Recognition





The theme: *'Recognition'* encourages dialogues about different ways to bring recognition into play in the workplace. Recognition is not the same as praise, although praise can be important to feel recognised. Here, recognition means seeing others and being seen by others. You can only recognise someone who is recognised, writes the philosopher Hegel, and points out that recognition must be received.



Recognition

# Intro card: Round 1





The first round consists of three cards with everyday situations and some answers. The moderator reads card 1.A. The first person says which answer fits best and justifies their choice. It is allowed to indicate that both or neither answer is correct. The round continues until everyone has answered, including the moderator. Then the next cards are read.






Recognition


Card 1.A



 You want to focus on recognition in your peer group. Which of these answers best describes how you would like to be recognised?

 I prefer to be recognised for my professional skills

 I prefer to be recognised for my personal skills

 I prefer to be recognised for both my professional and personal skills





Recognition

Card 1.B



 Which of these statements about recognition fits you best?

 I would like to be recognised on an ongoing basis regardless of whether I have completed a specific task or not

 I would like to be recognised continuously but only in connection with a specific task


 I don't need continuous recognition



Recognition

Card 1.C



 Who is it most important for you to be recognised by?

 Colleagues

 Line manager

 Citizens/users/children etc.



Recognition

## Intro card: Round 2





The second round consists of cards with quotes. In this round you must use the playing board. Each participant must have a playing piece. The moderator reads the quote from card 2.A. If the quote is very recognisable, the playing piece is placed on the 5. If the quote is not recognised at all, it is placed on square 1, etc. Everyone places their playing piece on the board at the same time and then take turns justifying the choices.





Recognition

Card 2.A





*'Recognition for me is also when others show interest in me as a private person, e.g. asking how my children are doing.'*



Recognition

Card 2.B





*'I can feel a difference in my receptiveness to recognition, depending on how professionally challenged and insecure I feel'.*



Recognition

Card 2.C





*'Recognition is also small words like "well done", because then I feel seen and appreciated in everyday life'.*



Recognition

## Intro card: Round 3





The third round consists of open questions about recognition. The moderator briefly reads 3.A and the first person answers. The others are given the opportunity to ask clarifying questions. The round continues until everyone has answered, including the moderator. Then the next cards are read.





Recognition

Card 3.A





What do you associate with recognition and what do you NOT associate with recognition?



Tell us about a situation where you have felt recognised.



Recognition

Card 3.B





How do you recognise your colleagues?

(For managers: How do you recognise your employees?)



Give an example of a situation where you recognised a colleague (For managers: Give an example of a situation where you recognised an employee)



Recognition

Card 3.C





One employee describes recognition in the following way: *'Recognition is noticing both the good resources I have, but also the challenges I have. They recognise that there are some things I can't do.'*



What do you think about this quote?



If recognition is also about recognising what you can't do, how would you prefer a manager and a colleague to do this?



Recognition

Action card





Everyone takes turns answering the first question.

Then discuss the second question together.

Write down your answers if necessary.



Question 1: What interested you most about the dialogues and what surprised you?



Question 2: Suggest what you can do in the future to support a work community in which recognition play a pivotal role.





# Moral Conflicts





The theme: *'Moral conflicts'* encourages dialogues about different ways to handle and experience situations where there is a conflict between your own demands on how you professionally want to do your work and what is possible.



Moral Conflicts

## Intro card: Round 1





The first round consists of three cards with everyday situations and some answers. The moderator reads card 1.A. The first person says which answer fits best and justifies their choice. It is allowed to indicate that both or neither answer is correct. The round continues until everyone has answered, including the moderator. Then the next cards are read.



Moral Conflicts

Card 1.A





In situations where you are required to compromise on the quality of your work, which of these two actions helps you the most?



It helps to talk about what's bothering me



It helps to have time for myself



Moral Conflicts

Card 1.B





You experience a lot of work pressure. Which of these statements best describes how you prefer to get help?



I prefer to prioritise my own tasks



It can be helpful to have others prioritise for me





Moral Conflicts

Card 1.C





In situations where you can't live up to your own or others' expectations, which of these ways of responding best suits you?



I withdraw when under pressure



I react outwardly when under pressure



I push through



Moral Conflicts

## Intro card: Round 2





The second round consists of cards with quotes. In this round you must use the playing board. Each participant must have a playing piece. The moderator reads the quote from card 2.A. If the quote is very recognisable, the playing piece is placed on the 5. If the quote is not recognised at all, it is placed on square 1, etc. Everyone places their playing piece on the board at the same time and then take turns justifying the choices.



Moral Conflicts

## Card 2.A





*'I can worry about whether I've stepped on someone else's toes by something I've said or done'.*



Moral Conflicts

Card 2.B





*'I would like to think that we could get better at talking openly about our doubts and insecurities'.*





Moral Conflicts

Card 2.C





*'I wonder if others are talking about me behind my back'.*



Moral Conflicts

## Intro card: Round 3





The third round consists of open questions about moral conflicts. The moderator briefly reads 3.A and the first person answers. The others are given the opportunity to ask clarifying questions. The round continues until everyone has answered, including the moderator. Then the next cards are read.



Moral Conflicts

Card 3.A



- 📣 In what situations do you experience moral conflicts, i.e. a conflict between how you want to do your job and what is possible?
- 📣 What do you worry about?



Moral Conflicts

Card 3.B





Here's a quote from an employee: *'I want something more than our system can offer. When the municipality says we can offer one visit, I offer four. I find it so hard to compromise on my professionalism.'*



If this was your colleague (or employee), how would you support this person when you can't change the framework?





Moral Conflicts

Card 3.C





Here's a quote from an employee: *'I don't have any ambitions to be flawless, because then I've already lost'.*



What do you think about this quote? How can others help you to dare to fail? (If you don't think it's relevant, please specify)



Moral Conflicts

Action card





Everyone takes turns answering the first question.

Then discuss the second question together.

Write down your answers if necessary.



Question 1: What interested you most about the dialogues and what surprised you?



Question 2: Suggest what you can do in the future to support each other in coping with morals conflicts.



# Leadership





The theme: *'Leadership'* encourages dialogues about different types of leadership support. The cards can be discussed in groups with the manager sitting and listening, or you can bring selected cards into play during performance reviews.



Leadership

## Intro card: Round 1





The first round consists of three cards with everyday situations and some answers. The moderator reads card 1.A. The first person says which answer fits best and justifies their choice. It is allowed to indicate that both or neither answer is correct. The round continues until everyone has answered, including the moderator. Then the next cards are read.






Leadership

Card 1.A



 You spend more time on the tasks than the framework allows. Which of these statements best describes how your manager can help you in this situation?

 My manager should listen

 My manager should help with a solution

 My manager should help me find a solution myself



Leadership

Card 1.B





If major changes are going to happen in your work, how would you prefer to be told?



I would like to know well in advance so I can prepare myself



I would like to know shortly before it happens so I don't have to worry about it



Leadership

Card 1.C





You've had a conversation with your manager about a professional problem and you've found a solution. Which statement best describes you?



I like that my manager regularly follows up on how I'm doing with my tasks



I don't need my manager to come if I haven't asked for it



Leadership

## Intro card: Round 2





The second round consists of cards with quotes. In this round you must use the playing board. Each participant must have a playing piece. The moderator reads the quote from card 2.A. If the quote is very recognisable, the playing piece is placed on the 5. If the quote is not recognised at all, it is placed on square 1, etc. Everyone places their playing piece on the board at the same time and then take turns justifying the choices.





Leadership

## Card 2.A





*'If I've made a mistake that my manager needs to point out, I prefer my manager to take into account that it can be difficult to accept criticism and not say things too directly'.*



Leadership

## Card 2.B





*'It's important that my manager tells me about what comes from above, i.e. about the framework for the tasks'.*



Leadership

Card 2.C





*'It's nice when my manager is approachable and comes by himself, so I don't have to call my manager'.*



Leadership

## Intro card: Round 3





The third round consists of open questions about leadership. The moderator briefly reads 3.A and the first person answers. The others are given the opportunity to ask clarifying questions. The round continues until everyone has answered, including the moderator. Then the next cards are read.





Leadership

## Card 3.A





What do you think characterises good leadership?



Give an example of good leadership.



Leadership

## Card 3.B





Some employees prefer to be involved in decisions, while others find it a relief that decisions are made by others.



How would you like to be involved?



Give an example of a situation where you were involved (For managers: Give an example of a situation where you involved employees).



Leadership

Card 3.C





Here's a quote from a manager: *'Recognition must go both ways. Managers also need recognition from employees, so we know if we're on the right track.'*



What do you think about this quote?



If you agree that recognition should be a two-way street, what can you do to support this process?



Leadership

Action card





Everyone takes turns answering the first question.

Then discuss the second question together.

Write down your answers if necessary.



Question 1: What interested you most about the dialogues and what surprised you?



Question 2: Identify what you both can adjust and change in your relationship, based on the conversations you've had.

