




SHOULD BE OK?

120 MIN | 3-9 

1/9 STARTING POINT

 5 MIN



READ ALOUD: More than 1.2 million employees are faced with discrimination, bullying or (sexual) harassment at work every year.

With this KrsKrt® (pron. 'CourseCard') you can discuss with your colleagues how you might improve job satisfaction and the atmosphere in the team.

Who will be the Timekeeper? Keep track of total time (2 hours) and the time per question.



 TAKE NOTES

Who will be the Questioner?

Keep asking questions where others stop.



 AND WHAT IS SAID HERE, STAYS HERE

2/9 WHAT DO YOU THINK?



SHOULD BE OK?



IT DEPENDS...

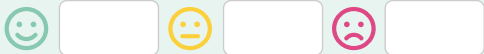


THIS IS NOT OK!

20 MIN

Look at the behavioural examples below. **What do you think of each conduct?** For each example, raise your hands and tally.

GREETING YOUR
TURKISH COLLEAGUE
EVERY MORNING
WITH "HEY
KEBAB KING!"



NEVER
ASKING THAT
ONE COLLEAGUE
FOR A DRINK.



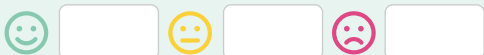
POINTING OUT TO
AN OLD MAN
THAT IT'S TIME
FOR HIS
RETIREMENT.



NOT PASSING ON
"ACCIDENTAL"
PHONE CALLS
TO YOUR NEW
COLLEAGUE.



NOT GIVING SUSAN A
PROMOTION
BECAUSE SHE'S
PROBABLY GOING TO GET
PREGNANT.



SENDING THE
RECEPTIONIST
DIRTY YOUTUBE
VIDEOS.



PAMPERING
YOUR COLLEAGUE
WITH AN UNSOLICITED
SHOULDER
MASSAGE.



(ADD YOUR OWN)



Which example led to the most discussion and why?

3/9 CONSEQUENCES

💡 THINK OF DISCRIMINATION, BULLYING OR (SEXUAL) HARASSMENT

🕒 15 MIN

What do you think are the possible **consequences** of such **inappropriate behavior**?

FOR THE INDIVIDUAL

FOR THE TEAM

FOR THE ORGANISATION

And how could these consequences **be dealt with**?

BY THE INDIVIDUAL

BY THE TEAM

BY THE ORGANISATION

4/9 SEEING

✓ THINK FOR A MINUTE BEFORE YOU ANSWER

🕒 15 MIN

Scan the code or go to www.krskrt.com/sbok to watch the video together.



Name or Initials Suppose you walk through your building with a camera. Which **inappropriate behaviour do you see** among colleagues? What makes this behaviour **inappropriate**?

5/9 TURNING POINT +

 10 MIN

You are halfway there! Please read the questions below first and then take a break if time permits.

Look back: What do you appreciate in the first half of your conversation?

Look forward: What do you agree upon to finish the second half?

 REDISTRIBUTE THE ROLES OF TIMEKEEPER AND QUESTIONER, IF NECESSARY

6/9 HELPING

- ✓ FICTITIOUS OR TRUE
- ✓ CURRENT OR FROM THE PAST
- ✓ ABOUT YOURSELF OR SOMEONE ELSE

QUESTIONER: KEEP QUESTIONING!

20 MIN

Now choose **three cases** (from question 4) that you would like to discuss together.

Describe the situation that you would like to discuss.

What can you do right now or afterwards to resolve these issues?

What might make it difficult to help?

A

B

C

7/9 AGREEING

- ✓ TEAM MEMBERS
- ✓ MANAGERS
- ✓ BYSTANDERS

- ✓ CONFIDENTIAL ADVISOR
- ✓ HR DEPARTMENT
- ✓ COMPANY DOCTOR

 20 MIN

What do you **as a team now agree upon** in order to deal with inappropriate behaviour in the future?

If	<input type="text" value="Inappropriate behaviour"/>	then	<input type="text" value="Persons"/>	do this	<input type="text" value="Action"/>
If	<input type="text" value="Inappropriate behaviour"/>	then	<input type="text" value="Persons"/>	do this	<input type="text" value="Action"/>
If	<input type="text" value="Inappropriate behaviour"/>	then	<input type="text" value="Persons"/>	do this	<input type="text" value="Action"/>
If	<input type="text" value="Inappropriate behaviour"/>	then	<input type="text" value="Persons"/>	do this	<input type="text" value="Action"/>

And what can you as a team do to **prevent** inappropriate behavior?

<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------

8/9 TEAM ATMOSPHERE

 10 MIN

In summary: What do you find important together for a good and safe **team atmosphere**?

 TIP: ALSO SHARE WHAT YOU EACH OF YOU WILL DO WITH THIS

9/9 ENDING POINT

 5 MIN

You did it, you have reached the final questions!

Look back: How did you experience this conversation?



Look forward: What is the best way to continue this conversation?



 WHO WOULD YOU RECOMMEND THIS KRSKRT?

This KrsKrt® facilitates your conversation. Play the printed version (**print&play**) or digital (**project&play**). No need for a facilitator or manual, ideal on a large scale. More information? Go to KRSKRT.COM/CHECK.

This KrsKrt® is a co-creation of the Ministry of Social Affairs, Factor Vijf, Bezemer Kuiper & Schubad, TATA Steel, IKNL, Franciscus Gasthuis & Vlietland, SBI Formaat and De Koers.