

Meaningful & Sustainable School Improvement with Distributed Leadership

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SCENARIO

Absenteeism

From Report Activity 11

Key Concept: In order to clarify underlying beliefs and/or misconceptions, relevant sensitive subjects should be addressed out in the open.

After having spent a great weekend camping, Kyle woke up Monday morning with a fever and a bad stomach ache. He loved his new job but realized that he would have to call in sick. The others would have to pitch in to do his work. As it turned out staying home Monday wasn't enough. He also had to call in sick on Tuesday and Wednesday. Even after three days at home he still didn't feel well but figured that he had better get back to work in order not to jeopardize his job. He went to work on Thursday and struggled through until the weekend.

The next Monday Kyle feels in top shape and everyone, including his supervisor, is friendly to him and glad to see him feeling better. Kyle starts telling them all about the fun he had on his camping trip. He could talk of little else all day. He was so busy talking about his fun weekend that he forgot to thank his coworkers for covering for him. Soon he began to notice tension between himself and his co-workers. His supervisor also seemed more demanding.

1. *What are the important issues raised in this scenario?*

2. *What, if anything, should Kyle's supervisor do?*

Source: <http://conflict911.com/cgi-bin/links/jump.cgi?ID=18994>