

# THE COLLECTIVE TONE

Dialogue Game about Unwanted  
Sexual Attention





## "THE COLLECTIVE TONE"

- Dialogue game about unwanted sexual attention

Welcome to the dialogue game 'The Collective Tone', which can help you determine the boundaries of unwanted sexual attention at work.

Unwanted sexual attention could consist of physical touching, but it could also manifest itself in tone of voice or inappropriate language in emails, text messages or on social media.

Unwanted sexual attention is a challenge at many workplaces.

The good news is that you can do something about it. We can create a workplace where there is a social tone that is considerate to all of us.

It is often the individual who experiences sexual attention, but the problem must be prevented and solved collectively.

This game can contribute to the development of an open culture by focusing on how we can talk about a subject that is often taboo.

The dialogue game is based on a number of fictitious – but realistic – situations, and it ends with a team discussion of how to handle similar situations.

The dialogue game is developed by Play Circle in collaboration with Finansforbundet, Forsikringsforbundet and Finanssektorens Arbejdsgiverforening.



Forsikringsforbundet

FA FINANSSEKTORENS  
ARBEJDSGIVERFORENING



## GAME GUIDELINES

### Preparation

Print all the material [single-sided]. Cut out the cards in A5 format and split them into three piles: Persons, places and situations.

Read the game guidelines thoroughly and perhaps try to test-play a scenario yourself.

### This is how you use the dialogue game

The dialogue game works best in groups of four to six people.

The game consists of ten scenarios. You can either play them in sequence or you can choose one that you find particularly interesting.

Before starting, determine how much time you have at your disposal and how many scenarios you want to play through. From experience, it takes about 15 minutes to complete a scenario. If time is short, you can always agree to return to the game at a later point.

When you have chosen a scenario, you will first be asked to choose the persons as well as a place where the situation unfolds.

You can draw randomly from the piles or you can choose specific people and places which you think would be particularly interesting to use. It's up to you.

Each scenario leads to a situation. Imagine the people at that specific place, and let the episode play out and develop together with your colleagues. Use the dialogue questions below.

It may be beneficial to play through the scenario again using different people and a different place. Is the change in context significant to your assessment of the situation? Why?

When you have played through a scenario, it is time to talk about your personal boundaries and how you can handle similar situations at work together. Here, the reflection questions can help get the dialogue moving.

You are now ready to play the first scenario. Draw or select a scenario and follow the instructions.

Enjoy!

## DIALOGUE QUESTION – THE SITUATION

- Read and talk about the questions one at a time
- How do you think the persons are perceiving the situation?
- What is the intention?
- How do you think it is being perceived?
- Is this a case of unwanted sexual attention?
- Why/why not?

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## REFLECTION QUESTIONS – YOUR WORKPLACE

- Read and talk about the questions one at a time
- What would you do if you experienced it yourself?
- What would you do if you observed it as a colleague?
- How would you react to the situation as a team or workplace?
- What should 'the collective tone' be like at your work place?

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## SCENARIO 1

### Set the scene

Choose two people [A and B] from the gallery of characters as well as a place where the situation below should play out.

### The situation (read out loud)

[A] is very helpful, always remembers people's birthdays and often has nice words and sweet treats for others at the office. However [A] is also quite generous with long hugs and unsolicited shoulder massages. Particularly towards those of the opposite sex.

[A], whose significant other recently left, is talking about their personal life with [B] during a break. [A] says that the relationship had been without physical contact for a long time. The conversation ends with [A] giving [B] a long hug, until finally [B] has to wrench free.

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions. Consider playing through the scenario again using different people and a different place.

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## SCENARIO 2

### Set the scene

Choose two people [A and B] from the gallery of characters as well as a place where the situation below should play out.

### The situation (read out loud)

It's Friday. The office is looking forward to the weekend after a week of good work and a good atmosphere.

[A] is on the way out the door and is standing slightly bent over looking through their bag. [B], who is passing by, comes over and gives [A] a light pat on the lower back, while saying: 'So, do you have anything interesting planned this weekend?'

### Reflection

When you have played through the scenario, it's time for reflection with the help of the reflection questions. Consider playing through the scenario again using different people and a different place.

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### SCENARIO 3

#### Set the scene

Choose two people [A and B] from the gallery of characters as well as a place where the situation below should play out.

#### The situation (read out loud!)

[A] started a small side business selling organic honey. [B] from another department has helped set up the website and online shop and insisted that it was a favour for a friend.

[A] and [B] meet randomly. [A] says, 'Hey, nice to see you, thanks again for the help. It was really great' [B]: 'I am happy to hear that. It was fun to do. [A]: 'Are you sure you don't want anything for it?' [B] [Points to his/her cheek and winks, smiling]: 'A little kiss, maybe?'

#### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.  
Consider playing through the scenario again using different people and a different place.

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### SCENARIO 4

#### Set the scene

Choose two people [A and B] from the gallery of characters as well as a place where the situation below should play out.

#### The situation (read out loud!)

A company is holding their annual Christmas lunch. [A], who has had a bit too much to drink, is very keen on talking to [B].

[A] is loud and silly. The nature of the conversation suddenly changes when [A] leans in close to [B] and whispers in [B]'s ear: 'I have always been crazy about you, did you know that?'

#### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.  
Consider playing through the scenario again using different people and a different place.

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## SCENARIO 5

### Set the scene

Choose two people [A and B] from the gallery of characters as well as a place where the situation below should play out.

### The situation [read out loud!]

It's a hot summer day, and the weather forecast says sun and clear skies for the whole day. A sudden cloudburst makes [A] arrive at work completely soaked – and unfortunately without a change of clothes. [A], who therefore has to start the day in a somewhat transparent summer shirt, by chance runs into a colleague, [B].

[A] [making a sweeping gesture] 'You have to excuse my appearance, but I was drenched by that shower.'

[B] [Points to [A]'s shirt and says, smiling,] 'Don't worry about it, it really suits you.'

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.  
Consider playing through the scenario again using different people and a different place.

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## SCENARIO 6

### Set the scene

Choose three people [A, B and C] from the gallery of characters as well as a place where the situation below should play out.

### The situation [read out loud!]

[A] and [B], who work in the same place, have been communicating by text message for some time. It started as work-related messages, but over the last few days, the conversation evolved.

[A] is trying to maintain a professional focus, while [B] has started asking about [A]'s favourite food, TV shows and music.

It is Tuesday morning. [A] is discussing an important task with [C] and is just about to make a point when a new text message comes in. It's from [B], who writes: 'I forgot to say. Those jeans really look good on you. You look like a million dollars.'

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.  
Consider playing through the scenario again using different people and a different place.

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## SCENARIO 7

### Set the scene

Choose four people, [A], [B], [C] and [D], from the gallery of characters as well as a place where the situation below should play out.

### The situation [read out loud!]

A work group has been established to carry out planning of next year's staff trip. [A], [B] and [C] have been at this place of work for many years, while [D] has only been employed there for three months.

The three 'veterans' have very uninhibited jargon and often use language with sexual undertones.

This is very apparent when [A] – referencing last year's company trip – suggests to the work group:

[A]: 'We should give the company trips a general heading like "Hangover in Thailand".'

[B]: 'Good idea, but then it can only be one thing.'

[A]: 'And what's that?'

[B]: 'Promiscuous in...'

[C], laughing out loud, says to [D]: 'How about you, are you up for being promiscuous?'

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.

Consider playing through the scenario again using different people and a different place.

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## SCENARIO 8

### Set the scene

Choose three people, [A], [B] and [C], from the gallery of characters as well as a place where the situation below should play out

### The situation [read out loud!]

A team at a place of work has chosen to call themselves 'The Kardashians'. They underline this by having a picture from the TV show hanging on their common notice board.

One day, when the team is talking, [A] – who just transferred from another department – asks:

[A]: 'Why do you actually call yourselves The Kardashians?' [B], laughing: 'It's because we are the ones with the firmest butts.'

[C] to [A]: 'Don't worry, my friend. You've already been accepted into the club.'

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions.

Consider playing through the scenario again using different people and a different place.

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## SCENARIO 9

### Set the scene

Choose four people, [A], [B], [C] and [D], from the gallery of characters as well as one place where the situation below should play out.

### The situation [read out loud!]

[A] has begun a relationship with [D]. For weeks, [A] has been on cloud nine and talked to everyone about exclusive restaurant trips and romantic weekends in Paris.

After a meeting between A, B and C, there is uncertainty concerning some information, which they agree to Google.

[A] turns on his/her iPad and holds it out so everyone can look.

The first thing that appears is a sexually-suggestive background picture of [D].

[A] 'Oops'

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions. Consider playing through the scenario again using different people and a different place.

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## SCENARIO 10

### Set the scene

Choose three people, [A], [B] and [C], from the gallery of characters as well as a place where the situation below should play out.

### The situation [read out loud!]

It is quarter past four on Friday. [A] and [B], who are actually off work, are sharing a couple of beers and watching a video on a phone. The volume is turned up high, and the two of them are laughing loudly at a clip from a reality show, where two of the contestants are having sex under the sheets.

[C], who is not quite done with work, says in an annoyed tone:

C: 'Could you please turn that off?'

A: 'No, of course not, but you're welcome to join.'

B: [laughs]

### Reflection

When you have played through the situation, it's time for reflection with the help of the reflection questions. Consider playing through the scenario again using different people and a different place.

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**SENIOR MANAGER**



14



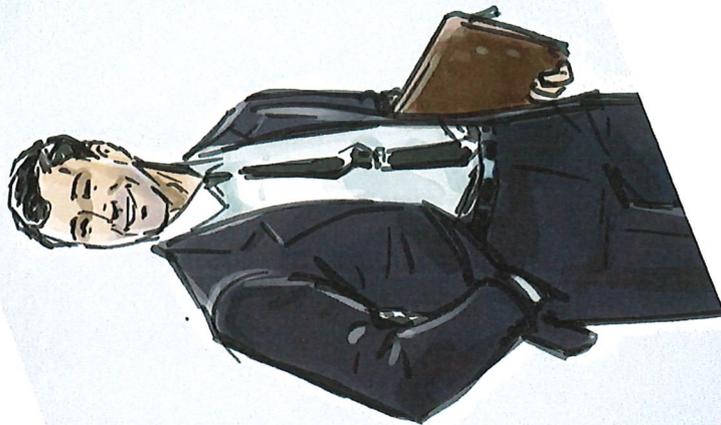
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**SENIOR MANAGER**



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**MIDDLE MANAGER**



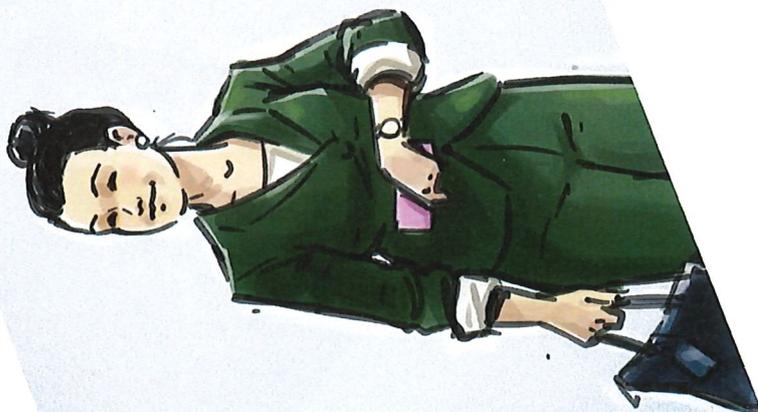
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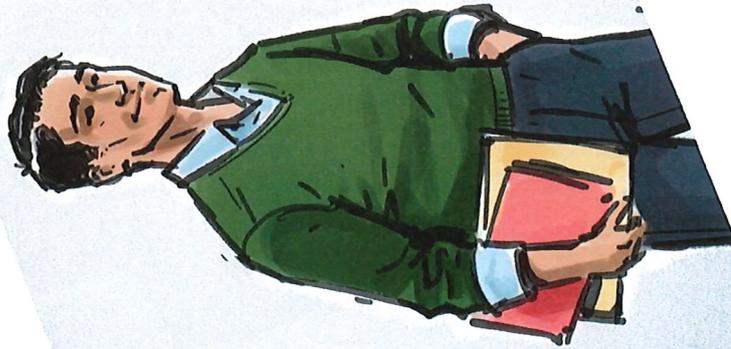
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**MIDDLE MANAGER**



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**STUDENT ASSISTANT**



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**STUDENT ASSISTANT**



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**EMPLOYEE**



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**EMPLOYEE**



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**EMPLOYEE**



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**EMPLOYEE**



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**EMPLOYEE**



24



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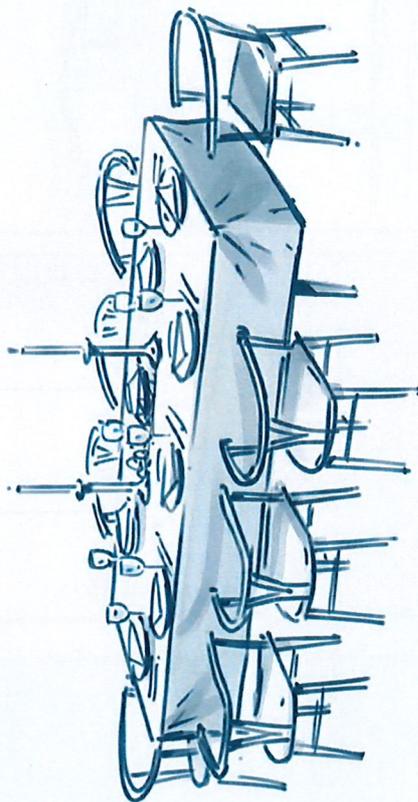
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**EMPLOYEE**



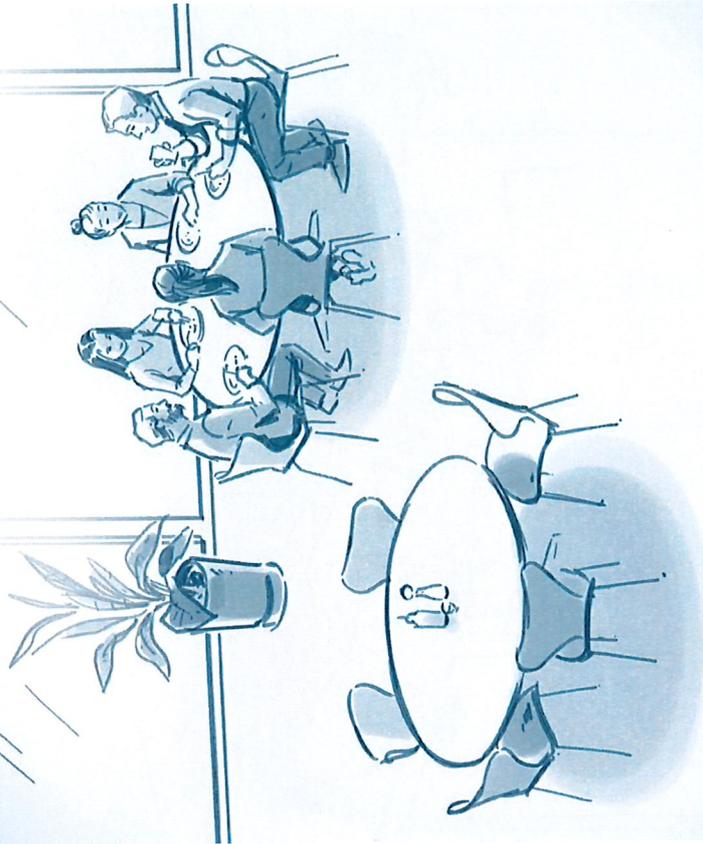
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**RESTAURANT**



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**CANTEEN**

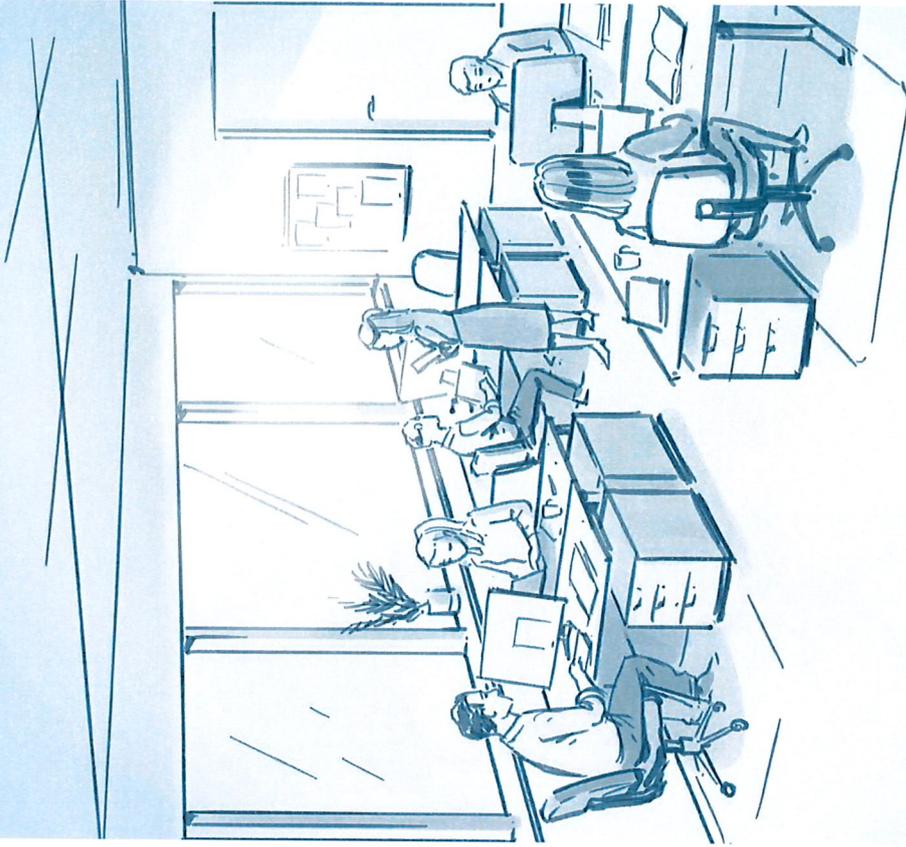


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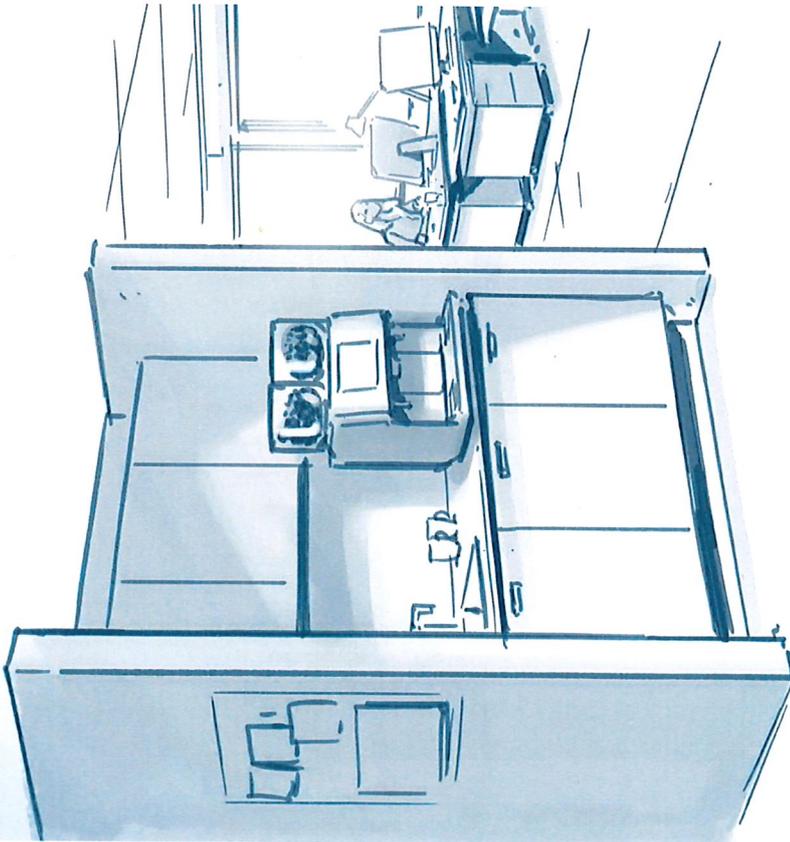
OFFICE LANDSCAPE



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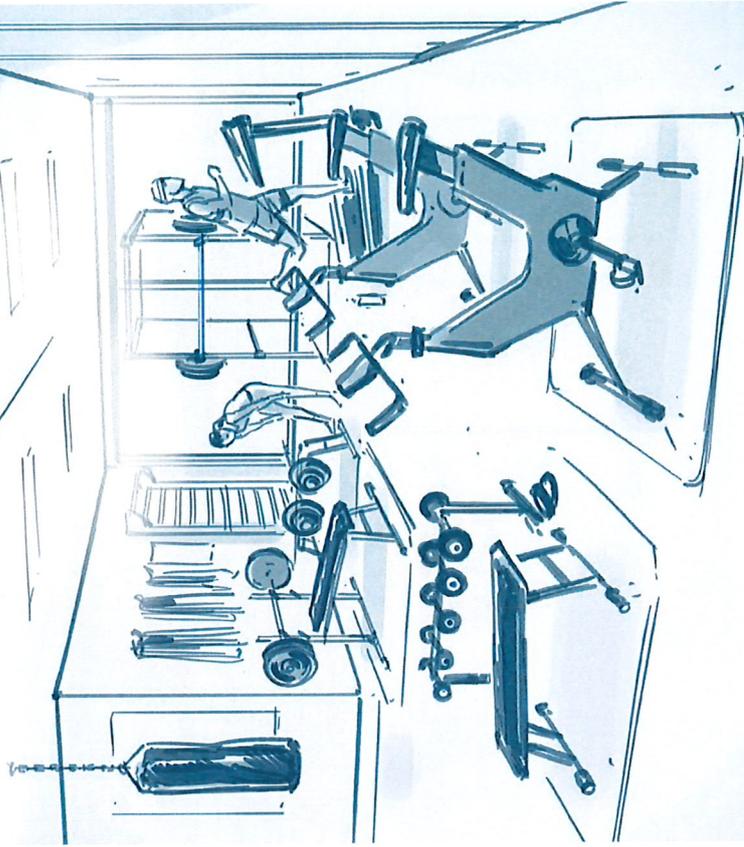


COFFEE MACHINE



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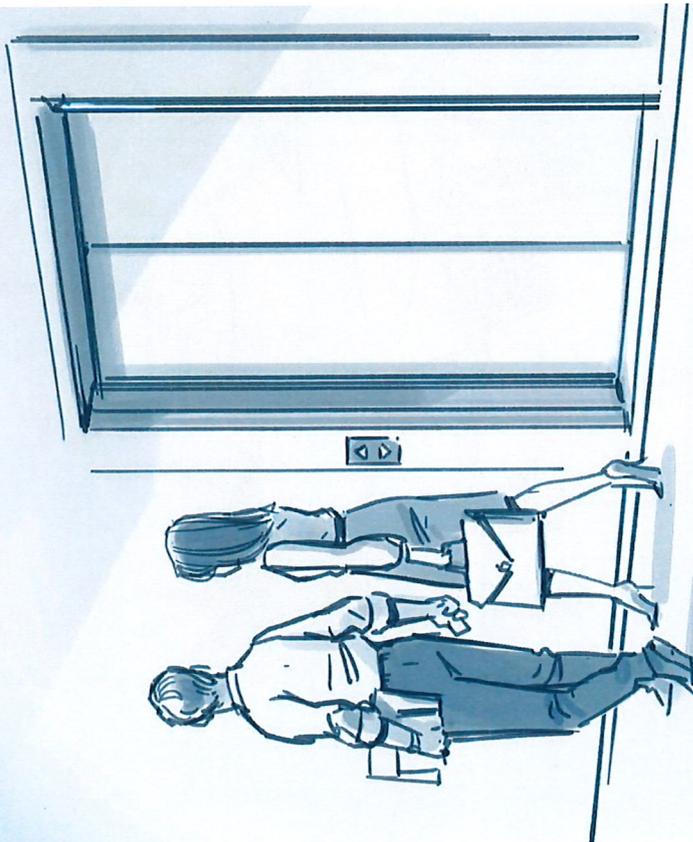
GYM



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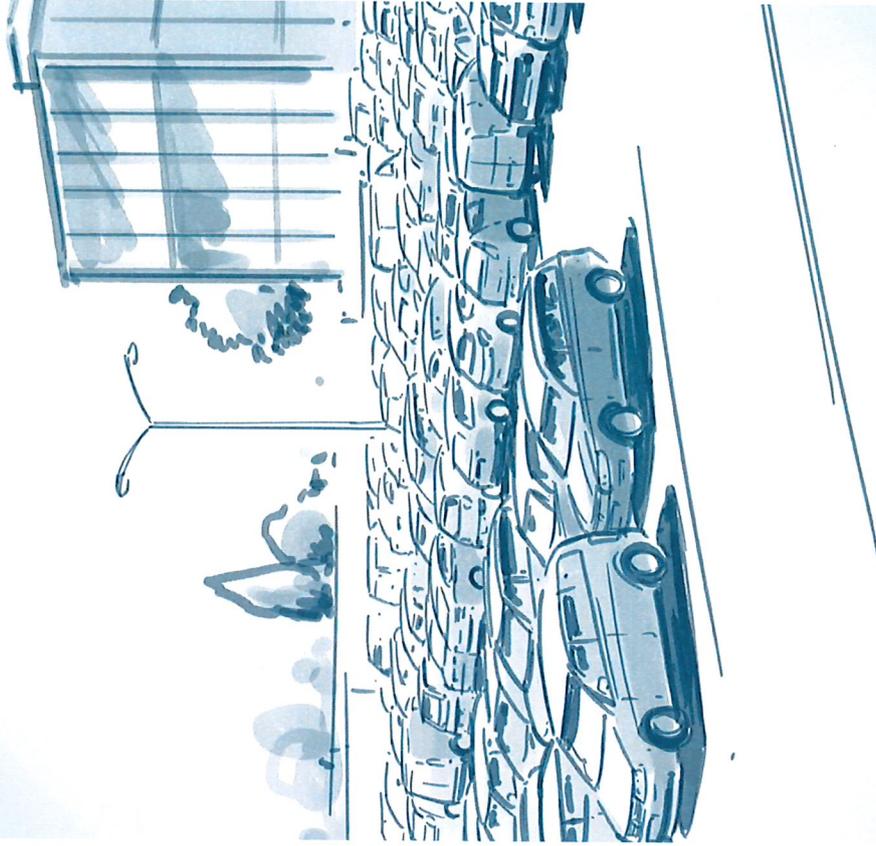


ELEVATOR



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**THE CAR PARK**



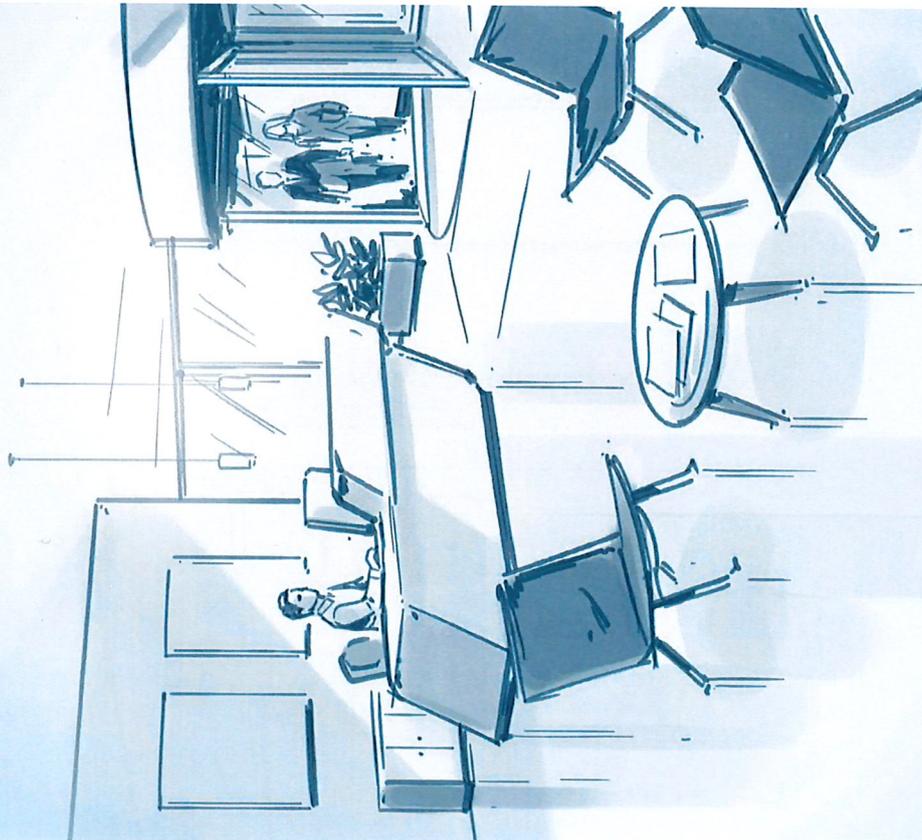
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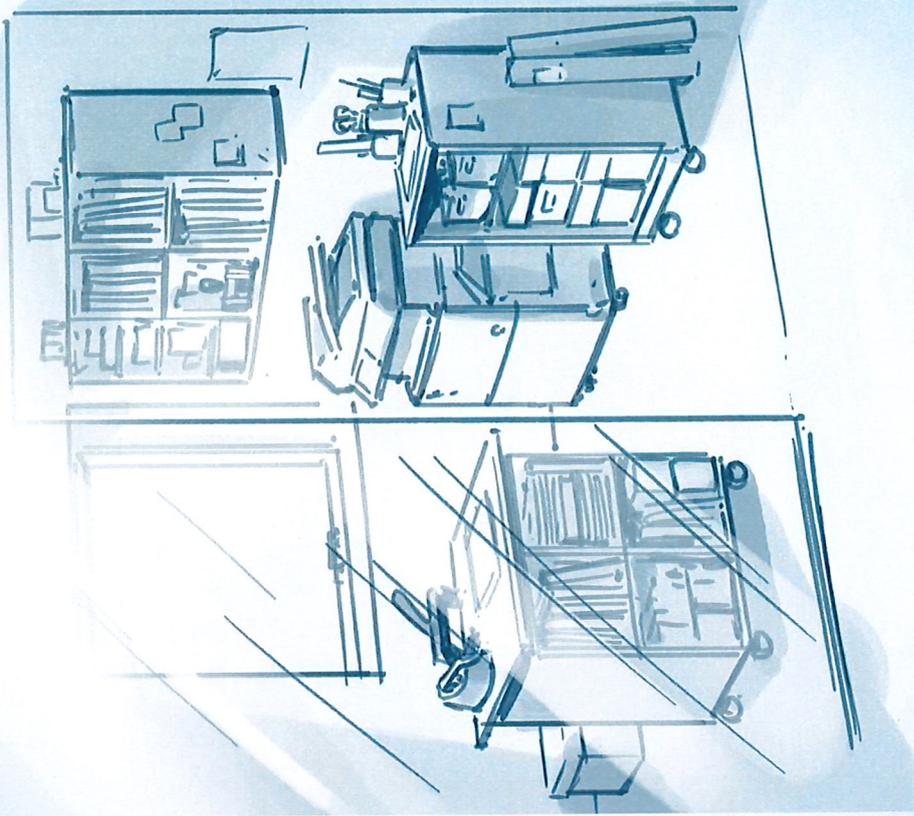
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**THE RECEPTION**



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**THE COPY ROOM**



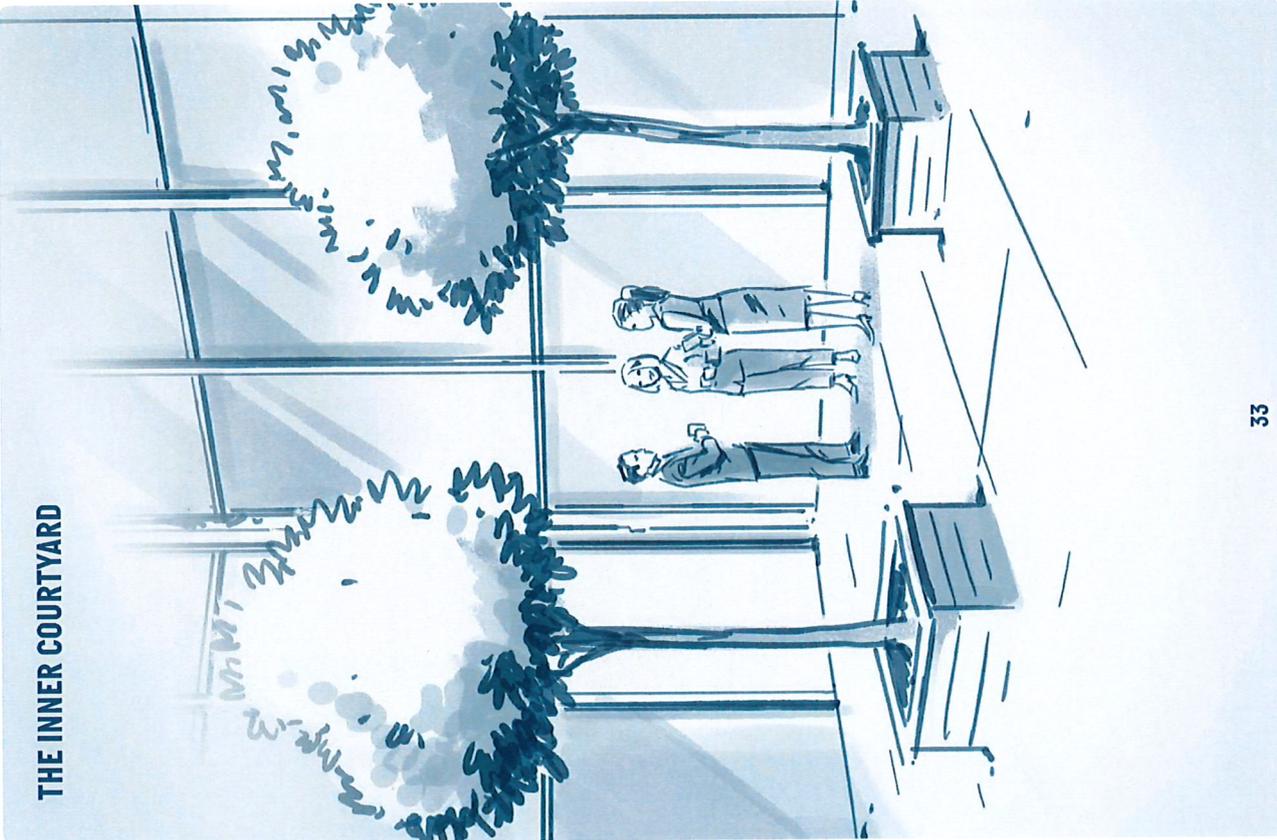
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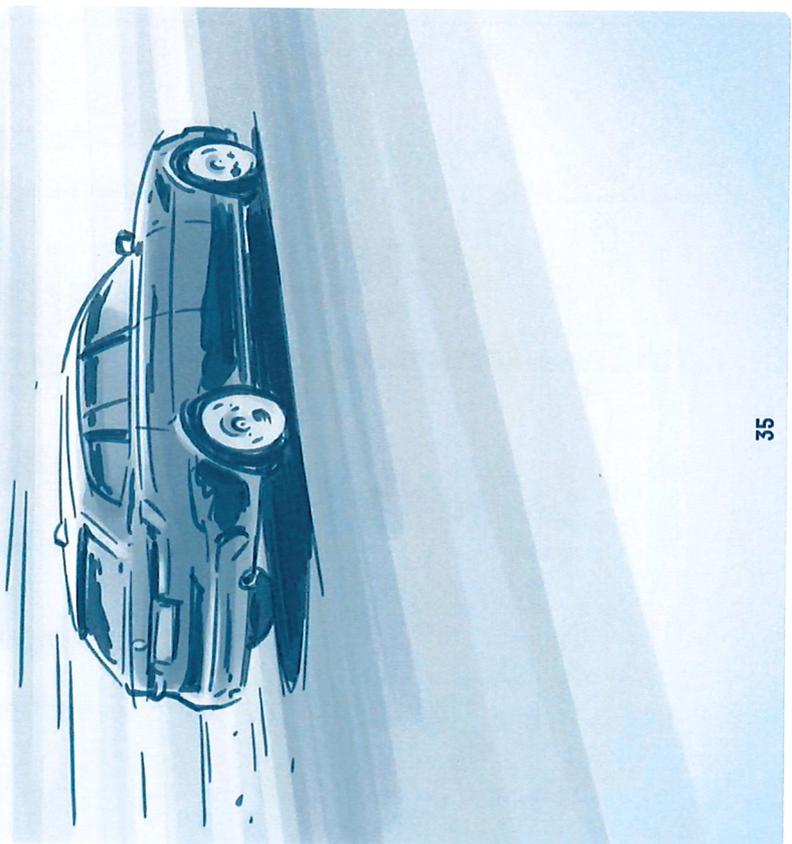
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**THE INNER COURTYARD**



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**ON THE WAY TO A MEETING**



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**CONFERENCE ROOM**



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