

# Scenario 5

## ***Introductory Description (Narrated on Videotape)***

Richard Chandler, a professional civil engineer, and Rachel, a civil engineering student, have been involved in a mentoring relationship for about six months and are having dinner at a local restaurant.

## ***Additional Description***

*Remember before viewing:*

- . Give a brief overview of what the audience will be viewing and how long it will take.
- . Tell them how much time they will have for discussion.
- . Ask them to refrain from talking during the video.

Richard and Rachel are involved in casual conversation that includes some flirtatious bantering back and forth. Although it is apparent that there is a mutual attraction and flirting going both ways, Richard, being older, appears more serious about it. Rachel thanks him for taking her on a construction tour and tries to discuss the engineering aspects of what she saw. Richard, on the other hand, keeps bringing up sexual innuendoes of that experience, and physically picks up her hand, while questioning her interest in engineering. Richard still calls his female drafters "draftsmen" and ignores Rachel's correction as if it is not important. As Rachel tries to explain, Richard turns her words into sexual connotations.

Obviously, Rachel is overly flattered by the attention of a handsome older man who is successful and well-known in his career field. Richard invites Rachel to attend an engineering function with him (one that he says his wife will not be attending) and emphasizes that there will be dancing after dinner. Rachel is excited about the great opportunity to meet and talk with all the engineers who will attend. Richard is being somewhat manipulative with Rachel as he continues to entice her into going to the dinner with him. Rachel considers the upcoming event an extraordinary career opportunity and finally accepts his invitation while flirtatiously insinuating that she might help him have a good time, too.

## ***Learning Summary (Narrated on Videotape)***

This scenario is primarily about cross-gender mentoring. It is a very sensitive scenario and includes sexist and flirtatious behavior between an

older married man and a younger student. The scenario *does not* exhibit recommended behavior or behavior that is expressly considered *typical*. It shows students that they may come in contact with situations similar to this one. It also shows mentors and mentees the express need for strictly professional behavior. While there is attention to subtle and overt sexual behavior, there is also evidence of poor mentoring dynamics and issues related to stereotypes, biases, and discrimination.

### ***Possible Questions***

- . In general, what was going on in this scenario?
- . Do you think that Rachel and Richard have a *mutual* attraction for each other?
- . How assertive and self-confident do you think Rachel is in this meeting?
- . Why do you think Richard is interested in being Rachel's mentor?
- . Do you think Richard knows what mentoring is supposed to be?
- . Why do you think Rachel is interested in being Richard's mentee?
- . Do you think Rachel realizes what she is doing by flirting with Richard?  
Do you think she knows what she is getting into by accepting the dinner invitation?
- . If they go to the dinner together, do you think the other engineers at the dinner might notice Richard's behavior toward Rachel? What might they think? How might negative impressions effect Rachel's career?  
What impact would it have on Richard's career?
- . What does Richard offer professionally in this mentoring relationship?
- . Do you think Rachel is getting the support she needs from a mentor about her schoolwork and chosen career field?
- . What do you think of Richard saying, "Why you are interested in engineering is beyond me"?
- . What did you think of Richard's reaction to Rachel saying, "You mean drafters not draftsmen"?
- . Do you think this is, or will be, a successful relationship? What do you think it would take to make it successful?
- . What would you do if you were Rachel's friend and saw this relationship building? What would you do if you were Richard's colleague and saw this relationship building?

- Remember after viewing:*
- . *Remind the audience that these scenarios are not necessarily "typical" or "exemplary."*
  - . *Encourage the audience to respect others opinions.*
  - . *Diligently keep the discussion focused and polite.*
  - . *Keep questions open ended.*
  - . *Let the audience decide good from bad.*