

COMMUNICATING TO ENGAGE: ROLE PLAY

**ARMY NATIONAL GUARD
COMPREHENSIVE COMMUNICATION SKILLS**

**Communicating to Engage: BCCC
Role Play**

**Session 1
Participant B**

Case 1

Soldier's Instructions

- Read your background information and prepare for the role play by making notes.
- When all members of your group are ready, the BCC will begin the role play.
- The objective of the role play is to help the BCC use all the skills for **Communicating to Engage** that you have learned so far in the course.
- In your role as Soldier, be natural and respond as you think the individual might.
- If you get stuck or need to think about what to do next, ask for a short time-out, collect your thoughts, and then resume the role play.
- Feel free to ad-lib if it makes sense. Be realistic but don't give the BCC an unnecessarily hard time.
- In this role play, the BCC will uncover one motivator and one value. Do not present a concern.
- At the end of the role play, the Observer will provide feedback on skill use.

Case 1 Soldier's Background

You are: SPC Jack Smith

You are meeting with: the BCC

Background:

- You are finishing your initial 6 year enlistment and you aren't sure if you are eligible for extension or not. You've been telling everyone you are getting short and saying your goodbyes since this drill started.
- No one has spoken to you about extending.
- You enlisted to get money for college and graduated from college a year ago.
- You are using the SLRP and have acquired additional loans since you enlisted.

Information about your motivator and value:

Motivator (what you want): Money

Value (why it's important): You are getting married soon and you need to move out of your parent's house and get a place of your own.

It helps to get inside the mind of the person you're playing. Make some notes below to help you play the role. Feel free to make some assumptions about motivators and values as long as those are consistent with the background information.

What interests you and what do you like to do?

What's important to you and why?

What would make this interview a win for you?

Case 2
Observer's Instructions

As the Observer, your role is to provide guidance and feedback.

To prepare for the role play:

- Read the background information and consult with both of your team members during preparation.

During the role play:

- Assist the BCC, if necessary.
- When appropriate, note specific examples of skill use.

After the role play, debrief the role play by doing the following:

Ask the BCC:

What did you do well? _____

What would you improve? _____

Ask the Soldier:

What did the BCC do well? _____

What would you recommend he or she improve? _____

Offer your own observations:

In using the skills, you ... _____

Next time you might... _____

IMPORTANT – the BCC is supposed to uncover one motivator and one value.

Case 2
Observer's copy of Soldier's Background

You are: SPC Jackson

You are meeting with: BCC

Background: You are 23 year old 11B.

- Feel stuck in the position he is in and can't see any concern from his leaders about his professional growth.
- You want to attend difficult, challenging, and adventurous training.
- You have requested to attend several schools and never heard anything back from your first line leader.
- You have 10 months left on your initial contract and are considering going into active duty to be able to attend schools like SF, airborne, and/or air assault school.

Information about your motivator and value:

Motivator (what you want): Adventure

Value (why it's important): Professional development for promotion and advancement.

Case 2
Observers copy of the BCC's Background

You are: the BCC

You are interviewing: SPC Jackson

Background – what you know:

- You've been observing the squads for the past two drills realizing that SPC Jackson is in his 12 month window.
- You request to meet with him through the Soldier's FLL and he tells you he is one of the strongest Soldiers in the unit and will be a Squad Leader soon.
- The FLL knows the Soldier has a desire to go to Airborne and Air Assault school but because the unit MTOE, he can't get a slot for the school.
- The FLL thinks SPC Jackson is too valuable of a Soldier to lose to a nearby unit that has airborne opportunities.

Case 3
BCC's Background

You are: a BCC in the GA ARNG

You are meeting with: SPC Jones

Background:

SPC Jones seemed upset when he left the orderly room after speaking with the readiness NCO so you asked to speak to him.

You know he is a good Soldier and he has at least two years remaining on his contract.

His actions in the orderly could have been considered insubordinate - at best - and this is out of character for SPC Jones.

SPC Jones attends college at a local university and has always been a satisfactory participant at drill. In addition, he was a valuable asset during the last deployment.

Case 3
BCC's Preparation

Your objectives:

Primary: _____

Backup: _____

Based on what you know, write an **Open** statement for this interview.

Based on what you know, write a possible **first question** to ask. Be sure that this is an open question.

What might you ask as follow-up questions?

Plan how you might **Close** on a next step based on your primary objective (be prepared to be flexible!)