



Training Solutions, Delivered!

VENGEFUL GAMES AT WORK

**Leader's Guide, Fact Sheet
& Quiz**

Item Number: 5222
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This easy-to-use Leader's Guide is provided to assist in conducting a successful presentation.

PREPARING FOR THE MEETING

Here are a few suggestions for using this program:

- a) Review the contents of the Fact Sheet that immediately follows this page to familiarize yourself with the program topic and the training points discussed in the program. The Fact Sheet also includes a list of Program Objectives that details the information that participants should learn from watching the program.
- b) If required by your organization, make an attendance record to be signed by each participant to document the training to be conducted.
- c) Prepare the area and equipment to be used for the training. Make sure the watching environment is comfortable and free from outside distractions. Also, ensure that participants can see and hear the TV screen or computer monitor without obstructions.
- d) Make copies of the Review Quiz included at the end of this Leader's Guide to be completed by participants at the conclusion of the presentation. Be aware that the page containing the answers to the quiz comes before the quiz itself, which is on the final page.

CONDUCTING THE PRESENTATION

- a) Begin the meeting by welcoming the participants. Introduce yourself and give each person an opportunity to become acquainted if there are new people joining the training session.
- b) Introduce the program by its title and explain to participants what they are expected to learn as stated in the Program Objectives of the Fact Sheet.
- c) Play the program without interruption. Upon completion, lead discussions about your organization's specific policies regarding the subject matter. Make sure to note any unique hazards associated with the program's topic that participants may encounter while performing their job duties at your facility.
- d) Hand out copies of the review quiz to all of the participants and make sure each one completes it before concluding the training session.

5222 VENGEFUL GAMES AT WORK FACT SHEET

LENGTH: 5 MINUTES

PROGRAM SYNOPSIS:

Understanding reasons employees seek revenge is important. It's important to also learn the dangers of revenge. One must learn how to handle thoughts of revenge. When we are hurt, it's a natural response to return the hurt. And our reasons may be logical, but none justify retaliation. When plotting to hurt another, we are consumed with immature beliefs and reactions instead of sound judgment. Revenge is a primal need for self-defense. The goal of revenge is to rid one of shame and humiliation and restore power and pride. You want satisfaction and justice in the present. You want reassurance it won't happen again in the future. But seeking revenge does not provide a cure, rather it perpetuates the cycle of pain. The minor satisfaction you may experience in the short run will have long-term repercussions.

Topics include the reasoning behind wanting revenge, knowing how to process what we're feeling in the moment, and how to avoid becoming vengeful.

PROGRAM OBJECTIVES:

After watching the program, the participant will be able to explain the following:

- Why employees seek revenge;
- The dangers of someone taking revenge;
- How to handle thoughts of revenge;
- How to avoid becoming vengeful.

INSTRUCTIONAL CONTENT:

BACKGROUND

"He ridiculed me at that meeting. You do things to me, it's only fair I do things to you. I'll never get a raise with you in the way. I'm going to have to teach you a lesson. You will be punished. You are not going to get away with this. You are not going to get away with this."

- 44% of U.S. workers have admitted to getting revenge in the workplace.
- When we are hurt, it's a natural response to return the hurt and our reasons may be logical, but none justify retaliation.
- When plotting to hurt another, we are consumed with immature beliefs and reactions instead of sound judgment.
- Revenge is a primal need for self-defense. The goal of revenge is to rid one of shame and humiliation and restore power and pride.
- You want satisfaction and justice in the present. You want reassurance it won't happen again in the future.
- But seeking revenge does not provide a cure, rather it perpetuates the cycle of pain. The minor satisfaction you may experience in the short run will have long term repercussions.
- Revenge is like grabbing a hot coal to throw at someone but you're the one that gets burned. Does revenge still sound like a viable option?
- All behavior has a purpose and we are all capable of horrible things under the right circumstances, but this behavior doesn't just involve us. It includes our friends and coworkers, people who take pride in their work and have families to support.
- The drama of revenge can create an unstable, if not dangerous, workplace.
- Gossiping, taking sides, outbursts, threats can fill the work environment with negative stress and fear, causing decline in the quantity and quality of work. Is hurting the company that pays you, more important than not handling your anger?
- Anger is an emotional response to hurt and pain.
- If unmanaged, it can trigger a series of negative events but if managed, it can be expressed and resolved quickly.

PROCESSING OUR EMOTIONS & VENGEFUL THOUGHTS

- In every moment and with every event, we must learn to process our emotions and instincts in a way that preserves our self-respect and the respect and safety of others.
- The key is never to swell. Process promptly and move on.
- To elaborate, here is what to do when you have thoughts of revenge.
- Accept your urges as a basic human response but never submit to misplaced anger, irresponsible behavior, lying or violence.
- Calm yourself emotionally before making any decisions.
- Understand that people are complicated, sometimes insecure and defensive and occasionally annoying and moody. Aren't we all at times?
- Focus on making peace with the situation. Summon compassion as it will increase empathy.

- Learn from the experience and let life right the wrongs.
- Concentrate on what is in your control and take the appropriate steps since you're the only person you can control.
- Practice acceptance and forgiveness as they increase self-esteem and decrease anxiety.
- No one is rewarded for harming others, no matter the reason or situation it reflects poorly on your character.
- As they say, living well is the best revenge.

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ANSWERS TO THE REVIEW QUIZ

1. a

2. d

3. b

4. a

5. a

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REVIEW QUIZ

The following questions are provided to determine how well you understand the information presented in this program.

Name _____ Date _____

1. _____ of U.S. workers have admitted to getting revenge in the workplace.
 - a. 44%
 - b. 16%
 - c. 87%

2. Revenge is like grabbing _____ to throw at someone but you're the one who gets burned in the end.
 - a. A rock
 - b. A football
 - c. A frisbee
 - d. A hot coal

3. Anger is an emotional response to getting praise and doing a good job.
 - a. True
 - b. False

4. It's important to make sure you are calm before making any kind of decisions.
 - a. True
 - b. False

5. Acceptance and forgiveness increase self-esteem as well as decrease anxiety.
 - a. True
 - b. False