

Project Title: Motivating Teams to Succeed

[Project Title: Motivating Teams to Succeed](#)

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Imagine the Story

Who are we and what's our goal?

We are managers that are having difficulty motivating our teams because we are unaware of how offensive and rude our communication is. This is resulting in our teams not producing and defensively having externalized excuses for missing deadlines

What's the context or setting where someone must perform the actions?

The setting is in an office environment, either face to face or over a teleconference software. In front of a desk or a computer screen

In which order will people perform the actions?

Start: Communication has broken down and trust in managers is absent.

Use +/- communication style to cease being rude to subordinated

Rebuild trust after communication failure

Develop a positive work environment where deadlines are met

End: Deadlines are being met and Manger is congratulated / promoted (hinted at in future)

Over which time period will people perform the actions?

One business quarter

What is the happy conclusion if someone performs all of the actions correctly?

Deadlines are being met and Manger is congratulated / promoted (hinted at in future)

Storyboarding Checklist

- Use dialogue directly from the characters in the story when you get opportunities to do so.
- Use a conversational tone. If you can't imagine someone saying it in the real world, then we shouldn't include it in the storyboard.
- Try not to include more than 1-3 sentences per slide.
- Use short words and sentences.
- Use the active voice. For example: say "he kicked the ball" instead of "the ball was kicked by him."
- Duplicate the slides in this template as needed; you can include multiple slides between questions, and you can include multiple slides for a single consequence if needed.
- Show, don't tell. Try to show us what happens by describing the scene and incorporating dialogue directly. Don't tell us how people feel, show us what they do or say.
- Avoid the coaching voice in your narrative. The mentor character should be the one giving us information and explaining the "why" behind things, and this should only happen when we reach out to them. Keep the rest of the storyboard to pure storytelling.

Twine Link:

[Link](#)

Notes:

Slide Types:

- Intro and What's your name?
 - **Gray city/townscape?**
- Intro Scenario - **Office mute with one accent that fades to gray** when narration goes up
- Intro Mentor (**same** office background - starts gray)
 - Mentor Layer w different feedback / week (Script)
- Character Select (office background)

- Meeting Slide (**template**) (week 1-3 and tied outcome) - Office w desk - fade to gray
 - Success / Fail bar at top. 6 faces (values 0, 2,4,6,8,10) that light up / gray out as learner progresses
 - Change a calendar or a clock or weather outside of window to indicate time lapse
- Success / Fail slides (**template**) - meeting slide background wall gray except avatar
 - Success / Fail bar at top.

- 28- Final Fail - Fired
 - **Directors office**, more elaborate than your office
 - Colour w avatar sitting until boss CEO arrives then fade gray
- Final Fail
 - **White Slide** that shows stressed character from experience with others (3) (in background) with thought bubbles showing bills past due.
 - Narration box covers "others" on left on appearance
- 27- Always on Time Win Promotion
 - **Directors office**, more elaborate than your office
 - Colour w avatar sitting until boss CEO arrives then Increase
 - Saturation?
 - If not, then confetti effect that appears behind avatar and falls off slide bottom
- Final Success
 - **White Slide or gray office** with excited and happy manager avatar on right with story box on left

Audio Design:

- **Door open** (click) and sitting in seat (creak) to accompany the team member entering?
- **Success sound** (?) - quiet, almost subliminal
- **Fail sound** (?) - same
- Want "**peanuts adults**" murmuring in the background
- Want "**peanuts adults**" talking to play behind scrolling narration.
- **Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

Project title: Stop talking down to me!

Project title: Stop talking down to me!	
Story size: 1280px by 820px – space for success meter	Colors: Black, White, Grayscale Buttons: Blue, Green, or Light Purple
Font-family: Franklin Gothic Book Or Lato	Font-size: 80 Title 40 Subtitle 20px Narration (only)
Development Notes: Turn off the player. Colours and effects = light <ul style="list-style-type: none">• Choose your own adventure model.• Has mentor document drop-down in all decision slides. Always available to look at.• Drop down has download and “X” exit functionality.• Has “success bar” variable that will have values change based upon answers chosen.• Will build this as a series of slides or a series of states?	

Title Slide

Title Slide
Title Slide: Intro and What’s your name? “ All the projects are late and I am going to be fired! ” “How am I going to get my teams to start meeting deadlines?”
Visual notes Gray city / townscape with narration box centered “Once upon a time, in the bustling city of Achievementville, there was a dedicated and experienced general team manager named [enter name] . “
Programming notes Gray townscape with one accent that grayscales as centered narration box fades in w small movement path from right Narration box has text entry field “ userName ” Variable uName needed and attached to text entry userName Use %userName% in following dialogue Continue button (new and rounded the right way) is grayed out until name entry (loses focus?) Advance when Text entered (variable != blank) [[1- Introduce Scenario (1-3)]]

Audio Design:

- Happy birds noise to match outside setting

1- Introduce Scenario (1-3)

1- Introduce Scenario (1-3)

Prompt

Start the prompt here and speak to us in the second person (for example: "you are..."), Alternatively, you can use a character prompt and have a character introduce us to the story / situation directly.

Narration:

[uName] leads a team of talented individuals, each with unique skills and expertise. However, they found themselves puzzled and frustrated as their teams consistently failed to meet deadlines and achieve their targets, without understanding the underlying reasons.

Pause timeline for [Continue] - fade in 1 seconds (from right motion path) after narration fades in

[uName] is a driven and goal-oriented manager, who is always pushing their team members to excel, they set high standards and expect everyone to perform at their best.

Pause timeline for [Continue] to appear

However, [uName] was unaware of the challenges and roadblocks that the team members faced on a daily basis. [uName]'s lack of insight into the team's struggles prevented them from providing the necessary support and guidance.

Pause timeline for [Continue]

One by one, deadlines were missed, projects fell behind schedule, and frustration grew within the team. [uName] couldn't comprehend why their team, which was filled with capable individuals, was consistently underperforming. They felt disheartened, and started to doubt their own ability to manage these people.

"Wow! How am I going to figure this out"

[[2- Introduce Mentor]]

Visual notes

Describe the visuals that you will include on the slide.

- Grayscale city/townscape
- Text box on left and image on right

Programming notes

- Each narration box will fade in from right with text grouped (short motion path)
- After 2 seconds the continue button will fade in from right (short motion path)
 - Break up long narration
- End of the timeline will jump to [[2- Introduce Mentor]] slide when user selects Continue button.

Audio Design:

- **Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

2- Introduce Mentor

2- Introduce Mentor

Character Prompt

Hey there, I'm Mentor **Mike!** As your mentor, I'll lend you my years of experience and provide valuable insights to help you make informed decisions. Together, we'll navigate challenges, explore different perspectives, and empower you to lead with confidence.

Description of how to access

Select my image in the upper right to get some helpful advice.

Visual notes

- Bullpen area grayscale template
- 30 something male mentor that is business casual but has air of friendly authority from Storyline elements

Programming notes

- **Bullpen area grayscale - build template - fade in first time only (avoid distraction)**
- **Narration** is white left box with right fade in and 1 sec lag on [Continue] fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
- Create (do not use) hotspot around Mentor icon (template)
- Flash arrow if user clicks on wrong area - hotspot (not template)
- Mentor will have character on right side
- Dialogue will be on left, balance image and character w/ bounding box
- Jump to **[[3- Character Select (4)]]** slide when user selects Continue button - centered
 - Continue button will start gray and change state at +2 seconds in layer

Character Select

3- Character Select (4)

Character Select (4)

Prompt

Choose your character.

Visual notes

- “Choose your character” will be a centered title (22px) with 4 avatars bounded by white boxes within bounding box
- 2 male and 2 female choices, business casual, 2 late twenties/early thirties, 2 past 35.
- Mix of ethnicities

Programming notes

- **Bullpen area template**
- Start avatars in gray state and colour when mouse moves over
- Create variable **[character]** to hold value 1-4 depending on avatar chosen
- When avatar is chosen, jump to slide **[[4- Week 1 Meeting]]**

Audio Design:

- **Door open** (click) to accompany the team member selection?

Test character select (all) on next slide before continuing

4- Week 1 Meeting

4- Week 1 Meeting

Prompt

As the clock ticks closer to your scheduled status meeting, anxiety grips you, tightening its hold on your stomach.

[Continue] 1 sec fade in

The thought of sitting across from your team member whose work is consistently sub par fills you with dread.

[Continue] 1 sec fade in

Images of awkward conversations and confrontations swirl in your mind as your fear of the difficult decisions you might have to make increases.

[Continue] 1 sec fade in

With a heavy sigh, accept that this is going to be difficult, and you walk into the room.

[Continue] 1 sec fade in

Question:

As the meeting starts you (22px)

[[5- option A Ideal path]] +/-/+ method

Ask about how they are progressing on the project.

[[6- option B Rude]] - imply lack of skill

Ask about whether they think the deadline will be met.

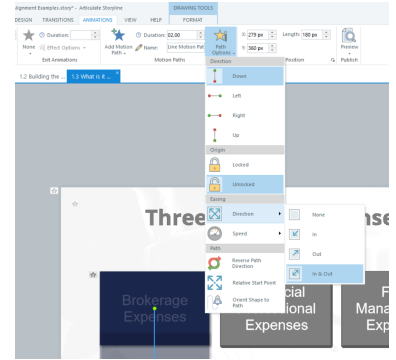
[[7- option C Insulting]] - imply lack of ability
Ask if they think they will be able to finish on time.

Mentor text

Remember that you are trying to deal with these people in a respectful and dignified manner to get them working for you. You want to think about these interactions differently and be more positive towards your team members and their contributions to the team.

Visual notes

- **Day 1** (fade in { .05 in, 1.0, 0.5 out } and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on [Continue] fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)



Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start
 - White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Success sound** (?) - quiet, almost subliminal
- **Fail sound** (?) - same
- **Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

5- Week 1 - option A Ideal path

5- Week 1 - option A Ideal path

Prompt

You take a deep breath and decide to approach the meeting with a constructive mindset.
[Continue] 1 sec fade in

When you sit across from your team member, you start by asking about the status of the project, commending their recent efforts and progress.

[Continue] 1 sec fade in

With genuine interest, you express your concern about the upcoming deadlines, emphasizing the importance of meeting them.

[Continue] 1 sec fade in

Finally, you conclude the conversation on a positive note, acknowledging the valuable work the employee has done so far and expressing confidence in their abilities to deliver exceptional results.

[Continue] 1 sec fade in

Visual notes

- Grayscale office with desk and chairs background
 - You in one and team in
- White rectangle for narration (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[8- Week 1 Success]]** slide when user selects Continue button.

Audio Design:

- **Start - Success sound (?)** - quiet, almost subliminal
- **Constant** - Want **“peanuts adults”** murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

6- Week 1 - option B Rude

6- Week 1 - option B Rude **Combined 6 and 7 to save on slides s**

Prompt

After updating you on some of the difficulties that they are having and warning you that these difficulties might make hitting the deadline more difficult. Your team member gets up and leaves the meeting.

[Continue] 1 sec fade in

Include consequence here **Consequence slide**

Visual notes

- Show person leaning back, narrowing eyes and crossing arms
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[9- Week 1 Failure]]** slide when user selects Continue button.

Audio Design:

- **Start - Failure sound** (?) - quiet, almost subliminal
- **Constant - “peanuts adults”** murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

7- Week 1 - option C Insulting

7- Week 1 - option C Insulting **Combined 6 and 7 to save on slides**

8- Week 1 - Success

8- Week 1 - Success

Prompt

Narration:

"Well that went better"

[Continue]

NOTE: (learner is unclear if progress was made at this stage)

Visual notes

- Show person leaning **forward**, **opening eyes** and **uncrossed arms**
- **Then disappear character**
- **Now manager avatar front and center (happy) on right to match dialogue box on left**
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[10- Week 2 Success - Use +/-/+ method]]** slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

9- Week 1 - Failure

9- Week 1 - Failure

Prompt

Narration:

"Well that didn't work"

"I have to get this person producing or this will affect my performance review!"

[Continue] (unpause timeline)

Your employee continues to work at the same pace and continues to give excuses for not meeting deadlines.

[Continue] (unpause timeline)

NOTE: (learner is unclear if progress was made at this stage)

Visual notes

- Show person leaning **back**, **squinting eyes** and **crossing arms**
- **Then disappear character**
- **Now manager avatar front and center (anxious / stressed) on right to match dialogue box on left**
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[12- Week 2 - Rebuild Trust]]** slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

10- Week 2 Meeting - Success - Use +/-/+ method

10- Week 2 Meeting - Success - Use +/-/+ method

Prompt

Narration:

TITLE CARD

Ask the right questions

Since last week seemed to work, you decide to continue using the same format to talk to your team member. You remind yourself to adopt a constructive mindset, show genuine interest in their work and to positively note the work that they have already done.

[Continue] 1 sec fade in

They seem to be less defensive and argumentative so you choose to take it to the next step and try to find out what has caused the missed deadlines in the past.

[Continue] 1 sec fade in

Probe to understand what is blocking team member performance

[Continue] 1 sec fade in

[[14- Probe 1 - Whoops! Rude]]

Hey, so last week's approach seemed to make some progress. Mind shedding light on what's been blocking

your performance? Just curious, you know.

[[13- Probe 2 - Correct]]

I appreciate your efforts so far, but let's address the upcoming deadlines. What obstacles have you been facing? Can I help with anything?

[[15- Probe 3 - Whoops! Insulting]]

Listen, I noticed you've been missing deadlines. Care to enlighten me on what's been holding you back? Trying to understand, really.

Mentor text

Now that you have identified ways to talk to your team members let's continue with this!
How can we ask about the difficulties that they may be having without upsetting or offending them?

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
-
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start
 - White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Constant** - "peanuts adults" murmuring in the background
 - **Uptempo this to indicate a happier environment**

11- Week 2A Meeting - Recognize Communication Error

11- Week 2A Meeting - Recognize Communication Error

Prompt

Narration:

TITLE CARD

Ask the right questions

Apologizing for being rude before seems to work so you decide to try again to talk to your team member.

[Continue] 1 sec fade in

They seem to be less defensive and argumentative so you choose to take it to the next step and try to find out what has caused the missed deadlines in the past.

[Continue] 1 sec fade in

Probe to understand what is blocking team member performance

[Continue] 1 sec fade in

[[14- Probe 1 - Whoops! Rude]]

Hey, it seems our previous approach made some headway. Can you share what's been impeding your performance? I want to know why you are not able to get this done.

[[13- Probe 2 - Correct]]

I acknowledge your efforts thus far, but let's focus on the upcoming deadlines. What challenges have you encountered? Is there any assistance I can provide?

[[15- Probe 3 - Whoops! Insulting]]

I've observed some missed deadlines. Can you enlighten me about the factors hindering your progress? I genuinely want to understand the problem.

Mentor text

Now that you have identified ways to talk to your team members let's continue with this!

How can we ask about the difficulties that they may be having without upsetting or offending them?

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
-
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start

- White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

12- Week 2 Meeting - Rebuild Trust

12- Week 2 Meeting - Rebuild Trust

Prompt

Narration:

TITLE CARD

Week 2

Well, that didn't work. You have to get this person working again.

[Continue] 1 sec fade in

What will you say?

[Continue] 1 sec fade in

[[16- Week 2 Rude]]

I believe it's within your capabilities to push for this deadline. Let's work together and make it happen.

[[17- Week 2 Insulting]]

While there have been some challenges, I have confidence that you can rise to meet this deadline.

[[11- Week 2A Recognize Communication Error]]

Apologies if I was rude earlier. Let's move past it and focus on meeting the deadline. Your work is valuable.

Mentor text

Remember that you are trying to deal with these people in a respectful and dignified manner to get them working for you. You want to think about these interactions differently and be more positive towards your team members and their contributions to the team.

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- Narration is white left box with right fade in and 1 sec lag on **[Continue]** fade in
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start
 - White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Success sound (?)** - quiet, almost subliminal
- **Fail sound (?)** - same
- **Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

13- Week 2 - Probe 2 Ideal Path - Correct

13- Week 2 - Probe 2 Ideal Path - Correct

Prompt

Narration:

I appreciate your efforts so far, but let's address the upcoming deadlines. What obstacles have you been facing? Can I help with anything?

Action:

team member relaxes eve more and even start to hesitantly smile

Visual notes

- Show person leaning **forward**, **opening eyes** and **uncrossed arms**
- **Then disappear character**
- **Now manager avatar front and center (happy) on right to match dialogue box on left**
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- Narration is white left box with right fade in and 1 sec lag on **[Continue]** fade in
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[18- Week 2 Success]]** slide when user selects Continue button.

Audio Design:

- **Start - Success sound (?)** - quiet, almost subliminal
- **Constant** - Want “peanuts adults” murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

14- Week 2 - Probe 1 - Whoops! Rude

14- Week 2 - Probe 1 - Whoops! Rude Combined 14 and 15 to save on slides

Prompt

Narration:

The team member goes back to work but it seems nothing has changed.

Action:

Further defensive body language and expression - scowl etc.

[Continue] 1 sec fade in

Continue button to layer

Layer:

Narration:

"Well that didn't work out."

Action:

Panicked manager Avatar

[[12- Week 2 - Rebuild Trust]]

Include consequence here **Jumps back in a loop to practice to an earlier slide.**

Visual notes

- Show person leaning back, narrowing eyes and crossing arms
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- Narration is white left box with right fade in and 1 sec lag on **[Continue]** fade in
- Avatar (head and chest) displays "talking" + positive + lean in
 - Balance narration box and image

Programming notes

- Jump to **[[12- Week 2 - Rebuild Trust]]** slide when user selects the second continue button.

Audio Design:

- **Start - Failure sound** (?) - quiet, almost subliminal
- **Constant** - Want "peanuts adults" murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

15- Week 2 - Probe 3 - Whoops! Insulting

15- Week 2 - Probe 3 - Whoops! Insulting Combined 14 and 15 to save on slides

16- Week 2 - Rude

16- Week 2 - Rude - Combine 16 and 17 to save on slides

Prompt

Narration:

Gotta get this person working!!!

Action:

very defensive and or angry body language and expression - scowl etc.

[Continue] 1 sec fade in

Continue button to layer

Layer:

Narration:

The team member goes back to work but it seems nothing has changed.

Action:

Panicked manager Avatar

[[19- Week 2 Failure]]

Include consequence here **Jumps to future consequence slide.**

Visual notes

- Show person leaning back, narrowing eyes and crossing arms
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- Narration is white left box with right fade in and 1 sec lag on **[Continue]** fade in
- Avatar (head and chest) displays "talking" + positive + lean in
 - Balance narration box and image

Programming notes

- Jump to **[[19- Week 2 Failure]]** slide when user selects the second continue button.

17- Week 2 - Insulting

17- Week 2 - Insulting- Combine 16 and 17 to save on slides

18- Week 2 - Success

18- Week 2 - Success

Prompt

Narration:
"Well that went better"
[Continue]

Visual notes

- Show the person leaning **forward, happy! -NEW**
- **Then disappear character**
- **Now manager avatar front and center (happy) on right to match dialogue box on left**
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- Narration is white left box with right fade in and 1 sec lag on **[Continue]** fade in
- Avatar (head and chest) displays "talking" + positive + lean in
 - Balance narration box and image

Programming notes

Jump to **[[20- Week 6 - Develop Positive Work Environment]]** slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

19- Week 2 - Failure

19- Week 2 - Failure

Prompt

Narration:
That still didn't work. What is happening?

I have to get these people performing or it is my neck!

[Continue] (unpause timeline)

Your employee continues to work at the same pace and continues to give excuses for not meeting deadlines.

Meet again next week

[Continue] (unpause timeline)

NOTE: (learner is unclear if progress was made at this stage)

Visual notes

- Show person leaning **back**, **squinting eyes** and **crossing arms**
- **Then disappear character**
- **Now manager avatar front and center (anxious / stressed) on right to match dialogue box on left**
- Grayscale office with desk and chairs background
- White rectangle for narration (22 px)
- Narration is white left box with right fade in and 1 sec lag on [Continue] fade in
- Avatar (head and chest) displays “talking” + positive + lean in
 - Balance narration box and image

Programming notes

Jump to [[21- Week 6 - This is not looking good!]] slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

20- Week 6 - Develop Positive Work Environment

20- Week 6 - Develop Positive Work Environment

TITLE CARD

Week 6

Narration:

Progress is getting better and some projects have been delivered by deadlines.

You are very excited about this change and want to further grow this increased production in your teams.

[Continue] 1 sec fade in

Action:

The team member comes into the room for the week 6 update.

Prompt

What will you say?

[[22- Week 3 - Success - Tailored Motivation Strategies]]

Hey, I've noticed some projects are on track. Any updates on the ones that are still behind schedule?

[[23- Week 3 Rude]]

What's the holdup with the projects that are lagging behind? I hope there's a valid reason.

[[24- Week 3 Insulting]]

Seriously, why are some projects still falling behind? Can you explain what's causing the delays this time?

Mentor text

Let's further build on our success with our teams. It seems that when we recognize a person's achievements and skill sets it puts them in a more cooperative mood when working with us. People relate to carrots more than sticks (positive versus negative encouragement).

Visual notes

- **Week 6** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Week 6" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
-
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start
 - White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Constant** - "peanuts adults" murmuring in the background
 - **Uptempo this to indicate a happier environment**

21- Week 6 - This is not looking good!

21- Week 6 - This is not looking good!

Prompt

Narration:

TITLE CARD

Week 6

Narration:

This is not looking good.

You have tried several times and things keep going wrong.

[Continue] 1 sec fade in

You are getting very nervous as you watch your teams continue to miss deadlines.

[Continue] 1 sec fade in

You are not looking forward to your next update meeting with upper management.

Let's try one more time.

[Continue] 1 sec fade in

[[12- Week 2 - Rebuild Trust]] Hail Mary throw!

I have full confidence in your capabilities to strive for this deadline. Let's collaborate and ensure its successful achievement.

[[25- Week 3 Continue Fail Rude]]

Despite encountering the various challenges you are facing, I believe you can meet this deadline. Please remain focused and continue progressing.

[[26- Week 3 Continue Fail Insulting]]

Hey, even though you've been dealing with a bunch of challenges, I guess you can try to meet this deadline. Just, you know, try to stay focused and keep moving forward, I guess.

Mentor text

Remember that you are trying to deal with these people in a respectful and dignified manner to get them working for you. You want to think about these interactions differently and be more positive towards your team members and their contributions to the team.

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
-
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image

- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

- Timeline pauses at each step (2 seconds)
- Mentor layer available from start
 - White background with boxed stroke (2) box and mentor avatar on right
- Last continue jumps to choices
- Choices jump to related outcome slide

Audio Design:

- **Start - Failure sound** (?) - quiet, almost subliminal
- **Constant** - Want “peanuts adults” murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

22- Week 6 - Success - Tailored Motivation Strategies

22- Week 6 - Success - Tailored Motivation Strategies

Win!!!

Action:

Show team members working away happily with manager in the foreground (out of their office) smiling

Narration:

This is fantastic! Your teams are producing and all you had to do was talk to them a little differently than you usually talk to people. You and your teams are hitting all of their deadlines and some have even come to you privately to tell you how much more they like working with you now.

Week 12 meeting with your boss

[[27- Always on Time Win Promotion]]

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side

- Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Jump to **[[27- Always on Time Win Promotion]]** slide when user selects Continue button.

Audio Design:

- **Start - Success sound (?)** - quiet, almost subliminal
- **Constant** - Want “peanuts adults” murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

Mentor:

You are getting the hang of this. It seems that when speaking to different people the more we understand about what motivates them the better we can speak their language and get them producing.

23- Week 6 - Rude

23- Week 6 - Rude **Combined 23 and 24 to save on slides**

Action:

Body language switches back to defensive. Person asks "will that be all" and leaves.

Narration:

Whoops! That did not work.

Try again?

[[20- Week 6 - Develop Positive Work Environment]]

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Jump to **[[20- Week 6 - Develop Positive Work Environment]]** slide when user selects Continue button.

Audio Design:

- **Start - Success sound** (?) - quiet, almost subliminal
- **Constant** - Want “peanuts adults” murmuring in the background
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

Mentor:

Please note that using rude or insulting language is not recommended in professional settings, and it's important to maintain respectful and constructive communication with team members.

24- Week 6 - Insulting

24- Week 6 - Insulting **Combined 23 and 24 to save on slides**

25- Week 6 - Continue Fail Rude

25- Week 6 - Continue Fail Rude

Action:

Body language stays defensive. Person asks "will that be all" and leaves.

Manager avatar is frustrated and confused

Narration:

That did not get the desired response!

Week 12 meeting with your boss

[[28- Final Fail - Fired]]

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in

- Break all narration to **3 lines or less per slide**
- Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Jump to **[[28- Final Fail - Fired]]** slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

Mentor:

Please note that using rude or insulting language is not recommended in professional settings, and it's important to maintain respectful and constructive communication with team members.

26- Week 6 - Continue Fail Insulting

26- Week 6 - Continue Fail Insulting

Action:

Body language switches back to defensive. Person asks "will that be all" and leaves.

Manager avatar is frustrated and confused

Narration:

That did not get the desired response!

Week 12 meeting with your boss

[[28- Final Fail - Fired]]

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box moves out to the top with the new one coming in from the bottom at the same time.

- **Ideal is smooth scroll**
 - Look for “**slow / fast / slow**” animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Jump to **[[28- Final Fail - Fired]]** slide when user selects Continue button.

Audio Design:

- **Silence** - reinforces uncertainty of learner if progress was made
 - Only indicator was very low decibel success sound in previous slide

Mentor:

Please note that using rude or insulting language is not recommended in professional settings, and it's important to maintain respectful and constructive communication with team members.

27- Week 12 - Always on Time Win Promotion

27- Week 12 - Always on Time Win Promotion

Well Done. You Win!

Action:

The manager starts in the director's office (more elaborate) and is looking nervous. Director walks in (not white guy but in suit) and starts discussion

Start standing and then sit once boss is seated

Narration:

None

Hey [Manager's Name], I wanted to take a moment to congratulate you on the remarkable turnaround you've achieved with your team. It's been impressive to see how you've led them to consistently hit deadlines once again. The results speak for themselves, with happy clients, increased referrals, and a noticeable reduction in client churn.

Your dedication and leadership have truly made a difference. Your recent performance demonstrates that you're more than ready for additional responsibilities in the future. I believe this success is just the beginning of what you can achieve. Keep up the excellent work, and I look forward to discussing opportunities for your continued growth and advancement.

"Continue" button to "say goodbye to mentor layer

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle

- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on [Continue] fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box move out to top with new coming in from bottom at same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

1- Jump to **[[“Continue” button to “say goodbye to mentor layer”]]** slide when user selects Continue button.

2- Jump to **[[29 - Final Success]]**

Audio Design:

- **Start - Success sound (?)** - quiet, almost subliminal
- **Constant - Susurrus of office sounds.**
 - Low decibel background for all interactions with talking at higher decibel to dominate

Mentor:

Well done! I have nothing more to impart to you. Keep up your newly found communication strategies and you will be able to continue to motivate teams and advance your career in management.

28- Week 12 - Final Fail - Fired

28- Week 12 - Final Fail - Fired

Final Fail

Action:

The manager starts in the director's office (more elaborate) and is looking nervous. Director walks in (not white guy but in suit) and starts discussion

Start standing and then sit once boss is seated

Narration:

It is the end of the quarter and nothing has changed [Manager]. Your boss comes in and tells you that they are going to let you go. You have not been able to get your teams producing and your replacement will be starting in a week.

You are given your exit package and your list of deliverables before your last day.

[[30 - Final Fail]]

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box move out to top with new coming in from bottom at same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Jump to **[[30 - Final Fail]]** slide when user selects Continue button.

Audio Design:

- **Silence** - creates tension

29- Week 12 - Final Success

29- Week 12 - Final Success

Well Done. You Win!

Action:

White Slide or gray office with excited and happy manager avatar on right with story box on left

Narration:

6 months later

[Scroll]

You have never been happier. Your teams are working so much better now and their deliveries are on time, high quality and the clients love the work your teams are doing.

[Scroll]

You no longer dread team meetings and now have a friendly relationship with everyone who reports to you.

[Scroll]

You understand that the mindset of a manager is one of seeing through other's eyes and treating them in a way that will remove anything that is stopping them from producing exceptional products.

[Scroll]

You are wondering how much more you could learn about this to further improve your teams performance and advance your career.

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for "Day 1" (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll "up"** with each continue
 - Old box move out to top with new coming in from bottom at same time.
 - **Ideal is smooth scroll**
 - Look for **"slow / fast / slow"** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

Want to Try Again **[[3- Character Select (4)]]** available
[[Exit]] Available

Audio Design:

- **Constant** - "peanuts adults" murmuring in the background
 - **Uptempo this to indicate a happier environment**

30- Week 12 - Final Fail

30- Week 12 - Final Fail

Action:

White Slide that shows stressed character from experience with others (3) (in background) with thought bubbles showing bills past due.

Narration box covers "others" on left

Narration:

The company's client base shrinks as delivery deadlines continue to be missed and layoffs follow.

[Scroll]

90% of your team is laid-off 4 weeks after you are and they are now unsure how they are going to pay their mortgages.

[Scroll]

Clearly this is not the desired result for you or anyone else.

"Continue" button to "try again mentor layer"

Visual notes

- **Day 2** (fade in {.05 in, 1.0, 0.5 out} and fade out
 - White rectangle
- Grayscale office with desk and chairs background
- White rectangle for “Day 1” (22 px)
- **Narration** is white left box with right fade in and 1 sec lag on **[Continue]** fade in
 - Break all narration to **3 lines or less per slide**
 - Boxes will **scroll “up”** with each continue
 - Old box move out to top with new coming in from bottom at same time.
 - **Ideal is smooth scroll**
 - Look for **“slow / fast / slow”** animation of narration
 - **Looks better**
- Avatar (head and chest) moves between different anxiety, fear, frustration stated on right side
 - Balance narration box and image
- Choice boxes appear on left spaced and padded within narration box
 - Gray until moused over (**states**)

Programming notes

[[Continue]] moves to mentor layer

Mentor layer provides **[[Try Again]]** option

Audio Design:

- **Silence** - creates tension

Mentor:

Well that didn't work out this time but practice makes perfect.

[Scroll]

Try again and see where the other options take you.

Try Again [[3- Character Select (4)]]