

*[theme music playing]*

*Opening credits: Two cartoon women in office are arguing. Conversation bubble appears over woman with long brown hair in black shirt and gray skirt saying, "You never listen to me!" Superhero Joe in blue and green outfit and superhero Jeanne in green and blue outfit fly across a cityscape. Back to office. Other woman with black hair in a black pantsuit says, "I don't care what you have to say!" Superhero Joe and Jeanne characters fly over buildings and run into office where women are arguing. Superhero Joe says, "We can solve this problem. Follow us." Superhero Joe and Jeanne run left off screen. Ask Joe logo pops up next to the women. Woman raise their hands and yell, "Ask Joe!" Narrator says, "And Jeanne!"*

**Jason:** I wanted to let you all know that I was selected to be a speaker at an event this weekend. I've been working toward this for some time now so I'm very excited about it. It's going to be a large event and I want all of you there to represent our company. You'll be paid for your time.

**Max:** Congrats on that, Jason. That's great you get to do that.

**Jason:** Thanks, Max. I'll be happy to have my team there. Plus it's going to be a great networking opportunity for us. We could get a lot of leads there.

**Max:** Well...I wanted to talk to you about that.

**Jason:** About what?

**Max:** About attending. You see, I had made plans to go to my sons to a baseball game this weekend. I won't be able to be there. I'm sorry.

**Jason:** Well, there's plenty of baseball games in the season, Max. This is for work. You'll be paid for it. I expect to see you there.

**Max:** He doesn't get it, Abe. This is outside of our normal working hours. It wasn't planned in advance, so we shouldn't be obligated to attend just because he wants us to see him speak.

**Abe:** Well, he said it was also a networking thing.

**Max:** So? There's eight of you. Me not being there isn't going to affect anything. My son is really looking forward to this game.

**Abe:** What did he say when you told him you couldn't go?

**Max:** He basically acted like I wasn't being a team player. So now I don't know what to do.

**Abe:** Maybe there's someone else you could talk to about it? I know...why don't you...

*[Theme music playing in background]*

*A yellow background with dots. Ask Joe logo explodes onto the background in between a male cartoon character with black hair and glasses wearing a blue superhero outfit with green gloves and a female character with black hair and glasses wearing a green and blue superhero costume and green gloves. Scene moves off screen to the top to reveal a pixelated comic book page of Joe smiling wearing a red plaid shirt. Two bookcases with various items on them against a blue wall and a tree in the background. Scene zooms out quickly to reveal a wider shot and the top right corner of the screen folds down like a page turning to reveal live action Joe.*

**Joe:** The question I ask myself is, “What is Jason’s motivation for having everyone attend?” I can see five possible reasons: Watch him present. Hear the content of his presentation. Support him by being in the audience. Provide networking opportunities. Feed his ego.

**Joe:** The next question I ask myself is, “If one member of the team can’t attend because of a prior family commitment, will four of those outcomes be significantly minimized?” I think the answer is no. If Jason’s desire is to have his team there to feed his ego, I seriously question his ability to effectively lead.

**Joe:** Jason should have approached this differently by requesting everyone attend the weekend event not by requiring it, especially with no advance notice. That seems unreasonable. In this scenario, forcing Max to attend the event to avoid retribution is likely to create hard feelings and animosity. Not just with Max, but with the rest of the team who may find themselves in similar situations in the future.

**Joe:** As leaders, we need to know what’s important to each member of our team and disregard demands that create barriers to meeting those needs. Acting with benevolence is a key attribute to building trust within the team. Benevolence means putting another person’s interest equal to our own.

**Joe:** Encouraging Max to see his son’s game is benevolent, requiring him to miss the game seems selfish, particularly when almost every outcome can be checked. If Jason wants the team there to network for leads, there is certainly a way to achieve that without Max having to attend.

**Joe:** If Jason’s goal is to have the team there to hear the content of the presentation or watch him present, that can be easily accomplished with Max by having him watch the video, since most major events are recorded. There are other ways Max can offer support if he can’t attend.

**Joe:** As for Max, he should revisit this with Jason. My guess is if Max must attend, he will not be pleased. Max can start by understanding the outcomes Jason wants to accomplish and then laying out a plan for how to achieve those while still attending his son’s game. Max also needs to stress how important attending his son’s game is to him.

**Joe:** Forcing someone to decide between attending a weekend work event and watching his son’s baseball game doesn’t align with what our first priority as a leader should be – engaging our team members.

**Joe:** If you have a leadership concern, please email me at [askjoe@mycuserVICES.com](mailto:askjoe@mycuserVICES.com). I’d love to help.

*Yellow screen with dots slides over Joe. Black text appears on screen.*

**Female voice:** Have a leadership concern and need a second opinion? Ask Joe and Jeanne! Send your questions to [askjoe@mycuserVICES.com](mailto:askjoe@mycuserVICES.com).

*[theme music playing]*

*Fades to Vizo Financial logo on gray background between a male cartoon character with black hair and glasses wearing a blue superhero outfit with green gloves and a female character with black hair and glasses wearing a green and blue superhero costume and green gloves. Vizo Financial logo fades out and disclaimer text appears on screen. Disclaimer says: “The content expressed in this video is the copyright of Vizo Financial Corporate Credit Union and is provided as general information. If you wish to apply the information, concepts or ideas contained in this video, you are taking full responsibility for your actions. Neither Vizo Financial Corporate Credit Union, the Writers, nor the Actors shall in any event be liable to*

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