# 🎧 Advanced Listening Scenarios: Full-Monty Set

These scripts are designed for immersive, multi-role listening practice with emotional complexity and organizational nuance.

## 🔹 Scenario 4: Strategic Strain Behind the Training Curtain

Context: The training department is under scrutiny for spending and strategic alignment. Department leaders from HR, Finance, and Operations join a reflective session with the Coach.

Roles:

- Training Department Head  
- HR Deputy  
- Finance Representative  
- Operations Officer  
- Coach

Sample Dialogue:

Training Head: We've built this curriculum around mission readiness. It's not fluff—we’re shaping capability.

HR Deputy: No one questions the intent, but I can't champion this if I don’t see cooperative planning across units.

Finance Rep: I’m still unclear about the deliverables. I need to show ROI. Right now, it looks like soft skills are spent with little measurement.

Operations Officer: Look, I support training, but this is dragging into turf disputes. Can we remember the mission here?

Coach: I’m hearing strong purposes from all sides, but there is also unspoken tension. What’s not being said here that might move us forward?

Note: The Training Department Head carries significant weight in the organization—his voice often dominates conversations, sometimes unconsciously steering decisions before others contribute.

Reflection Prompt:

As the coach, when would silence serve best? What might you reflect back? How would you bring attention to tone, not just content?

## 🔹 Scenario 5: The Incident in the Pool

Context: A simulated helicopter escape exercise led to a near-accident. A female trainee swallowed water and called the office. A resolution meeting is underway with leadership and coaching support.

Roles:

- Trainee (Female Student)  
- Lead Trainer  
- Diver  
- Modular Safety Training Head  
- Student Representative  
- Coach

Sample Dialogue:

Trainee: I know it's supposed to be stressful, but I really thought I was drowning. I wasn’t ready, and no one asked if I was.

Lead Trainer: We followed protocol. It’s high-risk training—it’s meant to push limits. We intervened the second it was clear she was delayed.

Diver: I was right there. We always monitor—it wasn’t unsafe.

Safety Head: If the trainee felt unsafe, then that perception matters. Let’s make space for that.

Student Rep: She called me shaken and angry. Her voice needs to be heard—no brushing this off.

Coach: There’s a lot of protection here—understandably. Can we also sit with the impact for a moment before jumping to defend our roles?

Trainee: I just… I need someone to say this wasn’t okay. That it matters how I experienced it—not just how it was handled.

Reflection Prompt:

What role does the coach play when safety meets silence? How do we allow for collective accountability without blame? What listening posture opens a path to healing?

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