



# JANE | AEROSPACE ENGINEER



## ROLE-PLAY GOAL

Jane needs to learn how to accept feedback from her team and adjust her management style. How can she balance her technical expertise with her new leadership responsibilities?



## MOTIVATIONS

- Professional growth and career advancement
- Solving complex aerospace engineering challenges
- Gaining respect as a leader from her team



## CAREER STAGE

Mid-career

## INDUSTRY

Aerospace and defence

## BACKGROUND

Jane is a highly skilled aerospace engineer who has been with the company for 10 years. She has always excelled in technical roles and enjoys working on complex problems. Recently, she was promoted to a management role, where she now oversees a team of engineers.

## CONFLICT

Jane is struggling to adjust to her new leadership responsibilities. She is used to being the expert in technical matters but now finds herself managing people, which is outside her comfort zone. Her team has provided feedback that she is too controlling and doesn't give them enough independence.



## WORK GOALS

- Successfully transition from a technical expert to an effective leader
- Improve team productivity and innovation
- Maintain her technical edge while developing managerial skills



## KEY ATTRIBUTES

- Highly analytical
- Detail-oriented
- Ambitious
- Perfectionist
- Technically proficient



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

- Investigative
- Realistic
- Conventional



## KEY SKILLS

- Advanced aerospace engineering
- Project management
- Problem-solving



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# MIKE | MECHANICAL ENGINEERING TRADESPERSON



## ROLE-PLAY GOAL

Mike needs to learn how to accept constructive criticism without becoming defensive. How can he use this feedback to improve his performance and grow in his role?



## MOTIVATIONS

- Proving his worth and capabilities to his superiors
- Career advancement in the defence industry
- Contributing to national security through his work



## CAREER STAGE

Early career

## INDUSTRY

Aerospace and defence

## BACKGROUND

Mike is a new technician in the defence sector, specialising in mechanical systems for military vehicles. He is eager to learn and often tries to take on more responsibilities to prove his capabilities.

## CONFLICT

Mike recently received critical feedback from his supervisor, stating that he tends to rush through tasks, leading to mistakes. Mike feels frustrated and defensive because he believes his hard work isn't being recognised.



## WORK GOALS

- Establish himself as a competent and reliable technician
- Gain more responsibilities and advance in his career
- Improve his technical skills and knowledge in defence systems



## KEY ATTRIBUTES

- Enthusiastic
- Ambitious
- Hardworking
- Eager to learn
- Slightly impulsive



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

1. Realistic
2. Enterprising
3. Investigative



## KEY SKILLS

- Mechanical systems maintenance
- Machinery operation
- Problem solving



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# SARAH | PHARMACEUTICAL MANUFACTURING TECHNICIAN



## ROLE-PLAY GOAL

Sarah needs to find a way to communicate her concerns effectively to management and resolve the conflict without damaging her relationship with senior staff. How can she approach this issue diplomatically?



## MOTIVATIONS

- Ensuring public safety through rigorous quality control
- Professional integrity and ethical responsibility
- Recognition for her expertise and dedication



## CAREER STAGE

Mid-career

## INDUSTRY

Pharmaceutical and medical technology

## BACKGROUND

Sarah has been working in quality control for a pharmaceutical company for 15 years. She is meticulous and takes pride in ensuring that products meet high safety standards.

## CONFLICT

Sarah has noticed an increase in production errors, and when she raised the issue, management dismissed her concerns as minor. She feels unheard and is worried about the long-term consequences for product safety, but she's not sure how to escalate the issue without causing conflict with senior management.



## WORK GOALS

- Maintain high quality standards in pharmaceutical production
- Improve communication channels with senior management
- Implement more effective quality control measures



## KEY ATTRIBUTES

- Attention to detail
- Reliable
- Persistent
- Safety-conscious
- Analytical



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

- Investigative
- Conventional
- Social



## KEY SKILLS

- Quality assurance protocols
- Regulatory compliance
- Data analysis



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# DAVID | RENEWABLE ENERGY ENGINEER AND MANAGER



## ROLE-PLAY GOAL

David needs to decide whether to adapt to the new technology and continue working or to discuss his concerns with his manager. How can he manage this internal conflict and address his concerns about technological changes?



## MOTIVATIONS

- Making a positive impact on the environment through his work
- Maintaining his reputation as an innovative project manager
- Personal growth and continuous learning



## CAREER STAGE

Late career

## INDUSTRY

Renewables

## BACKGROUND

David is a seasoned project manager in the renewable energy sector. He has worked on numerous large-scale solar and wind energy projects over his 25-year career and is known for his innovative approaches.

## CONFLICT

Recently, David's company has implemented new technology for project management that he finds difficult to navigate. He feels overwhelmed and is considering early retirement, even though he still loves his work.



## WORK GOALS

- Successfully adapt to new project management technologies
- Continue contributing to renewable energy projects
- Mentor younger colleagues and share his extensive experience



## KEY ATTRIBUTES

- Experienced
- Innovative
- Adaptable (historically)
- Passionate about renewable energy
- Collaborative



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

1. Enterprising
2. Investigative
3. Realistic



## KEY SKILLS

- Renewable energy project management
- Stakeholder communication
- Risk assessment



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# AMANDA | PROCESS PLANT TECHNOLOGIST



## ROLE-PLAY GOAL

Amanda needs to find a way to manage her fear of change and learn the new systems. How can she resolve the conflict with her manager and ensure she remains valuable to the company?



## MOTIVATIONS

- Job security and financial stability
- Proving her continued value to the company
- Overcoming her fear of technological change



## CAREER STAGE

Mid-career

## INDUSTRY

Chemicals, hydrocarbons and refining

## BACKGROUND

Amanda has been working in chemical manufacturing for 12 years and is highly skilled in operating machinery for refining hydrocarbons. Recently, the company has introduced automation technology, which she believes will lead to job cuts.

## CONFLICT

Amanda feels anxious about the automation changes and is resistant to learning the new systems. She believes her job is at risk and is experiencing conflict with her manager, who is encouraging her to embrace the changes.



## WORK GOALS

- Secure her position in the company despite automation changes
- Develop new skills to work alongside automated systems
- Maintain her reputation as a skilled operator



## KEY ATTRIBUTES

- Skilled in traditional processes
- Safety-conscious
- Hardworking
- Loyal to the company
- Results-oriented



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

- Conventional
- Realistic
- Investigative



## KEY SKILLS

- Chemistry and biology skills
- Safety procedures
- Equipment maintenance



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# TOM | MEAT PROCESSING SUPERVISOR/MANAGER



## ROLE-PLAY GOAL

Tom needs to learn how to balance meeting production targets with maintaining a positive team environment. How can he address his team's concerns while still ensuring productivity?



## MOTIVATIONS

- Proving his worth as a team leader through high productivity
- Gaining recognition from upper management
- Maintaining quality standards in meat processing



## CAREER STAGE

Mid-career

## INDUSTRY

Manufacturing – Meat and Seafood Processing

## BACKGROUND

Tom is a team leader at a meat processing plant, overseeing a group of workers responsible for packaging and quality control. He's known for being hardworking but has a reputation for being overly demanding.

## CONFLICT

Tom's team recently provided feedback that they feel overworked and underappreciated. Tom feels his high expectations are necessary to meet company targets, but he's starting to notice tension within the group.



## WORK GOALS

- Meet or exceed company production targets
- Improve team morale and job satisfaction
- Develop more effective leadership skills



## KEY ATTRIBUTES

- Hardworking
- Accountable
- Goal-oriented
- Focused on efficiency
- Struggling with empathy



## HOLLAND'S SIX PERSONALITY PROFILE (TOP 3)

1. Realistic
2. Enterprising
3. Conventional



## KEY SKILLS

- Production line management
- Quality control
- Leadership



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