WORKPLACE BEHAVIOURS IN PRACTICE

EEO specialists
Equal Employment Opportunity

HALF-DAY INTERACTIVE WORKSHOP

An engaging, practical half-day workshop using facilitated discussion and interactive theatre to help participants recognise workplace behaviours of concern, understand the standards that apply and build confidence to respond constructively.

RECOGNISE	UNDERSTAND	RESPOND
Identify and describe specific behaviours of concern.	Connect behaviour to values, organisational standards, psychosocial safety and the law.	Explore practical upstander options and appropriate workplace responses.

SESSION AT A GLANCE

TIME	SESSION	WHAT PARTICIPANTS WILL EXPLORE
9.00	**Welcome & wellbeing**	Acknowledgement of Country, facilitator introduction, session overview and EAP/support information.
9.15	**Conflict Resolution Styles**	Explore how different approaches to conflict and communication can influence workplace relationships and outcomes.
9.30	**Four Circles of Behaviour**	Explore the legal minimum standard, organisational/code expectations, personal standards and psychosocial safety.
9.45	**Scenario 1: Recognising behaviour**	Interactive actor-led scenario focused on noticing and describing specific behaviours rather than relying on labels or assumptions.
10.15	**Debrief + Upstander Responses**	Unpack what was observed; explore practical upstander options; reflect on company values, legislation and key principles of law.
10.45	**Morning Tea**	15-minute break.
11.00	**Scenario 2: Behaviour & impact**	Actors bring a workplace situation to life. Explore impact, escalation points, workplace culture, psychosocial safety and opportunities to intervene.
11.30	**Scenario 3: Responding in practice**	Move from identifying concerns to deciding what to do. Actor-facilitated small groups followed by a full-group discussion.
12.00	**Final Activity: What would you do?**	Apply the session: identify the behaviour, determine which standards apply and choose an appropriate response.
12.15	**Wrap-up & reflection**	Consolidate key learning, personal actions and practical takeaways. Final questions and support reminder.
12.30	**Finish**	Session concludes.

INTERACTIVE. PRACTICAL. BEHAVIOUR-FOCUSED. Designed to create meaningful discussion and practical 'aha' moments participants can take back into the workplace.