Thank you for auditioning for

CORPORATE TRAINING VIDEOS

ROLE: SUSAN

Please prepare:

The full packet that matches your Character Number or is most correct for you based on your Nationality. You do not need to be off book but should be familiar with the material so you can give us the best character read possible.

The style of this work should be honest and real and a bit heightened. Think Law & Order or any crime/law based TV show. These characters are all well educated and smart and have a strong sense of self.

If you are coming in for the foreign language roles and will be speaking Cantonese, Mandarin or Hindi, please see the extra script pages with sample lines to demonstrate your language skills.

These events will be presented LIVE so the best approach for vocal work is theatrical and not TV/Film.

INSTRUCTIONS:
Be sure to bring your picture and resume, otherwise we will not have one in the room!

DRESS: Business casual but definitely well dressed and well groomed/styled. Show yourself off as the business-person you can be.

Please note that auditions will be recorded so other members of the Creative Team can view them.

Thanks so much! W | S Casting
KENJI: As I have detailed in my own work, gay, lesbian, and bisexual individuals undergo forms of coerced conformity that precede covering. We can think of it as a three-phase development. First there’s conversion, where individuals seek to change their sexual orientation. Second, there’s passing, where individuals accept that they are gay but hide that fact from others. Finally, there’s covering, where individuals are willing to be and say that they are gay, but downplay it to others. Gay people are different from racial minorities and women in this way, as most racial minorities and women do not have the capacity to convert or to pass.

There are many other groups, however, who are capable of passing as well as covering, such as individuals with lower socioeconomic backgrounds or individuals with certain mental or physical disabilities. For these individuals, the decision to pass or to cover can be enormously significant. Two recent studies show a paradox—while individuals think that assimilation will lead to greater inclusion, it in fact produces greater alienation, as people feel that they are accepted not because of, rather than in spite of, who they are.

As you reflect on Michael’s two versions of his life story, which do you think is more appropriate for the firm? What would sustain a culture in which individuals could feel comfortable to tell that story?

Shopping Cart:

Kenji Yoshino, Covering: The Hidden Assault on Our Civil Rights (2006)

Anna-Kaisa Newheiser et al, People Like Me Don’t Belong Here: Identity Concealment is Associated with Negative Workplace Experiences, 73 J. of Social Issues 341 (2017)


6. “Family Time”

KENJI: The “Motherhood Penalty” is an unconscious bias triggered when a female
employee discloses she has a kid. She is perceived to be less committed at work. 
This is Susan, a mom of a 6-year-old and a 2-year-old and VP at the firm. Use the 
buttons to try maximize both her energy and status bars.

START

BEAT 1: 
From POV Susan and Lucas. A life bar and status bar hover in the corner.

LUCAS: Hey Susan, We’ve got loads going on. The client wants a status update 
tomorrow at 8am. Work for you?

SUSAN: Yeah, sure.

She looks stressed. Her life bar goes down. Her status bar goes up.

LUCAS: Great! Could you prepare a deck for them and take the lead?

SUSAN: Yeah, definitely.

She smiles until he is gone. Then appears exasperated. Her life bar goes down more. Her 
status bar doesn’t budge. A button pops up (flashes)

Uncover

Instead of saying yes, Susan says.

SUSAN: Actually I can’t make 8, my son Adler’s parent-teacher conference is then.

LUCAS: Can you move it? I wouldn’t ordinarily ask, but it’s a client.

SUSAN: I’m sorry, I can’t with this little runway. Can I prepare the deck for Julia and she can take the lead?

LUCAS: Never mind. I’ll figure out a way.

Susan’s life bar goes up and her status bar goes down.

END

BEAT 2: 
Susan and John POV

JOHN: Oh hey, so great news! We signed the global strategic partnership around 
cloud capability for our new client. We’re having a quick stand-up meeting 
tonight at 6:30 to scope it out. Can you make it?

SUSAN: (hesitantly) Yeah, totally.

Her life bar goes down and status bar goes up more.
We see her frantically text (words appear in corner of screen. We discover her nanny can’t stay.)

SUSAN: Actually John, just checked my calendar. Turns out I have a late client Meeting. I can call in later this evening, though.

Her life bar goes down again. Her status bar also goes down.

JOHN: Oh, that’s too bad. Good luck!

An “Uncover” button pops up and flashes.

Instead of saying that she has a client meeting she says……

SUSAN: Oh shoot, actually I can’t. My nanny is sick. I can call in from home, though.

JOHN: Oh...no, don’t worry about it. We’ll just fill you in tomorrow. Thanks though!

Susan’s status bar goes down, her life bar stays the same.

BEAT 3:

SUSAN and LUCAS, POV

LUCAS: Hey, just the person I want to see. I want you to take the lead on Fall Plan.

Susan’s life bar is almost gone.

Prompt: Your life bar is dangerously low. What do you want to do?

Two buttons pop up, “Take the lead,” and “Resign,” You can choose one, but also watch the other one play out.

END 1: Take the lead

SUSAN: (tired) Ok sure, I’ll take it.

Via sound design, more and more voices/requests build up (including her kids, her husband,) creating a cacophony of sounds. She is audibly and visibly overwhelmed. Her life bar goes to zero. The screen goes black (envisioned like performance art.)

Prompt: That didn’t go well. Choose a different future.

The “Resign” button pops up.

END 2: Resign
SUPER: After 6 months of unsuccessfully trying to juggle early meetings with after-school pickups and feeling overwhelmed at work, Jessica decides to resign.

SUSAN: Sorry, Lucas. I wanted to pull you aside today because I’ve decided to resign. It’s just too difficult to juggle this job with a child. I’m at a breaking point. I’ve decided to accept a job at a smaller company.

Prompt: That’s a shame, see what happens if you decide to stay.

The “Take the Lead” Button pops up.

After they view two endings.

KENJI: When they become mothers, women incur a “motherhood penalty” which new dads do not incur. Women can diminish the penalty if they engage in what researchers call “work-devotional” behavior—that is, if they cover. However, this covering behavior is itself a burden, as it asks individuals to manage their identities as mothers alongside their jobs. Moreover, while men don’t get punished simply for announcing that they are dads, they do incur a penalty if they ask for accommodations relating to being a parent. So any solution on behalf of caregivers themselves will likely fall short.

For this reason, managers of teams should create the psychological safety where individuals feel they can ask for such accommodations. Three ways you can do this are: (1) to familiarize yourself with the relevant parental leave policies; (2) to be open about your own use of these policies, and more generally about your own strategies for balancing work and family (or any non-work obligation); and (3) to avoid rejecting accommodations reflexively—by conflating work time with face time, for example—as this discourages people from even asking for them.

Workplaces that engage in more family-friendly policies accrue benefits. A 2000 study of 527 companies suggests that organizations with better work-family policies have a higher perceived firm-level performance. A 2011 study showed that employers with increased flexibility had greater employee engagement, satisfaction, and retention.

Shopping Cart:


Beatriz Aranda & Peter Glick, “Signaling devotion to work over family undermines the motherhood penalty,” 17 Group Processes and Intergroup Relations 91 (2014).

Therese, do you want to hire?</p>

Potential: Really? She's got great recommendations, but I think Larry's got more

TRINA: Hire Jacelyn now.

Definitely the right call. True to our meritocratic culture, I'll write the offer

TRINA: So we're done?

Larry: I totally agree. No firm experience, but he's got amazing credentials.

TRINA: Hire Larry.

Two buttons pop up (Larry) and (Jacelyn). They sit contemplate until you press one.

Prompts: Whom do you want to hire?

in the Watson group for the past three years. UCLA is no Stanford.

Jacelyn has real experience. She's been at the firm for the last 10 years and

TRINA: Time.

Standford, he's smart as hell. His references do say he can be headstrong at

AMIR: OK, we've got Larry and Jacelyn. Larry is posted MIT, he went to

TRINA and AMIR: Pov

Jacelyn and Larry are displayed in the upper right with their credentials.

Financial Services. See if you can unbiasedly pick the best person for the job.
You've just interviewed Larry and Jacelyn, two amazing candidates for Watson

the pre-screen candidate rather than choosing the candidate based on fixed criteria.

Key!: Even in meritocratic company culture, we often reverse engineer the criteria from

"Merit Assessment"


Jim E. Perry-Smith & Terry C. Blum, "Work-Family Human Resource Bundles and Perceived

Oxford University Press.