



Scenario Library Facilitator Guide

Eight behavioral rehearsal scenarios · Character Before Title. I know who I am. I know whose I am.

How to run each scenario (about 12 minutes)

Step	Time	What you do
1. Read	2 min	Read the setup aloud or let men read it on their phones at /kingsmen/scenarios.
2. Choose	1 min	Each man privately picks what he would most likely do, not what sounds best.
3. Respond	3 min	Ask who chose each option. Read the matching response from this guide (what happens, strengths, risks).
4. Rehearse	3 min	Pairs say the practice script aloud, showing the presence behavior. Swap roles once.
5. Debrief	2 min	Use one or two debrief prompts. Optional faith note for those who want it.
6. Commit	1 min	Each man notes the 48-hour action in his journal or commitment page.

Suggested session plans (please adjust; timing is a draft, not from your materials)

- **60 minutes:** welcome and ground rules (6), three scenarios at 12 each (36), pair rehearsal of a chosen script (10), close and commitments (8).
- **90 minutes:** welcome (6), five scenarios (60), open debrief (14), close (10).
- **Two evenings:** four scenarios each night at about 12 minutes, with a short opening and close.
- **Suggested pairings:** work night 1, 2, 7; home and church night 3, 4, 6; social night 5, 8.

Ground rules to say out loud

- Answers are private. No one has to share his choice, and nothing is graded or scored.
- Every option has strengths and risks. There is no villain answer, so no one gets laughed at for his pick.
- Speak from your own experience, never about a named person who is not in the room.
- Faith reflections are an invitation, never a requirement. Men of any faith or none are welcome.
- What is shared here stays here, except when someone's safety is at risk.

Handling sensitive discussions

- **Pause, don't push.** If a man goes quiet or emotional, thank him, slow down and offer to talk after. Never press for details.
- **No diagnosing.** Avoid words like depressed, backsliding or toxic about anyone. Describe behavior, not character.
- **Redirect gossip.** If someone names an absent person, say: "Let's keep it to our own choices."
- **Home and marriage.** Scenario 4 can touch real strain. Keep it about attention and listening, not blame of a spouse.
- **Harm is different.** Matthew 18:15 is about restoring a relationship. Never suggest a man confront someone who has abused or endangered him or his family.
- **Workplace risk.** In scenario 1, honesty may carry job risk. Respect that; suggest HR, an ethics line or a trusted mentor.
- **Safety signpost.** If anyone may be unsafe: contact the pastor right away, call 911 in an emergency, or call or text 988, the Suicide and Crisis Lifeline. Have the pastor's number ready.
- **Shame check.** Remind men that this lab never measures their worth or faith.

The mistake he wants buried

Setup summary: You are a shift lead at a distribution company. On Thursday your supervisor, Ray, mis-entered a delivery date that caused a major client to miss a product launch. Ray has backed you for two promotions and recently told you that you are next in line for operations manager. Late Friday he pulls you aside and says, "Corporate is reviewing what happened. If anyone asks, the scheduling system glitched. That keeps both of us out of trouble, and it keeps your promotion on track." You have a family that depends on your paycheck, and you genuinely respect Ray. You also know the client will be asking for a root cause on Monday morning, and three people on your team saw the original entry. Ray is waiting for you to say you are on board before he leaves for the weekend.

Responses to read after participants answer

A. Tell Ray calmly that you won't say it was a glitch, and offer to help him own it on Monday.

What happens: Ray is quiet, then frustrated. Over the weekend he texts that he needs to think. On Monday he asks you to sit in while he explains what happened.

Strengths: Clear boundary, delivered with respect and an offer to help. You protect the truth and the relationship at once.

Risks: Ray may feel betrayed, and your promotion could be delayed. Integrity sometimes costs something in the short term.

B. Say you need the weekend to think, and avoid committing either way.

What happens: Ray leaves uneasy. By Sunday you feel more pressure, not less, and Monday arrives without a plan.

Strengths: You did not agree to the false story, and pausing before a big decision can be wise.

Risks: Silence can be read as consent. Delay often makes the honest conversation harder, not easier.

C. Go along with Ray for now and plan to tell the truth only if someone asks you directly.

What happens: Corporate accepts the glitch story at first. Two weeks later a teammate mentions the original entry, and questions turn toward you.

Strengths: You avoided an immediate confrontation with someone who has supported you.

Risks: You now carry part of the concealment. Trust, once broken, is slow to rebuild with your team and leadership.

Presence to model: Square your shoulders, hold steady eye contact, keep your voice low and even, and use short sentences. Do not over-explain.

Rehearsal script: "Ray, I respect you and I'm grateful for how you've backed me. I can't tell corporate it was a glitch. I will help you think through how to explain it on Monday, and I'll stand with you while you do."

Debrief prompts: What makes it hard to say no to someone who has helped you? · What did the respectful boundary sound like in rehearsal? · Whose approval am I most tempted to protect at the expense of the truth?

Optional faith note (Daniel 1:8 and Proverbs 10:9): Daniel, a young exile in training for the Babylonian court, resolved not to compromise, and he did it by making a respectful request rather than by defiance. Proverbs 10:9 teaches that a person who walks with integrity walks securely, while crooked paths are eventually exposed. Together they picture conviction expressed with courtesy.

48-hour action: Identify one small place where you have been shading the truth, and correct it plainly within 48 hours.

Facilitator care note: Job security is real. Do not imply anyone who has stayed quiet before is a bad man.

Talked down to in the meeting

Setup summary: You are presenting a quarterly update to fifteen colleagues and two vice presidents. Halfway through, Marcus, a peer from another department who has been passed over for the same role you now hold, interrupts: "With respect, this is the third time your numbers have been off. Maybe let someone who understands the business present next quarter." A few people laugh nervously. One vice president looks at you, waiting. You feel heat rise in your chest, and you know one of your figures does contain a small error you caught this morning. You also know Marcus has made similar comments in private before. You want to defend yourself, you want to protect your credibility in front of leadership, and you do not want to look weak or rattled. You have perhaps two seconds before the silence becomes the story.

Responses to read after participants answer

A. Pause, breathe, acknowledge the one error briefly, and continue with the rest of the update.

What happens: The room settles. The vice president nods and asks a follow-up question about your plan. Marcus says nothing more.

Strengths: You separated the fact from the jab. Owning a small error calmly increases credibility.

Risks: The disrespect goes unaddressed for now. You will need a private follow-up so it does not become a pattern.

B. Respond firmly: "Marcus, if you have concerns, raise them with me directly, not like this."

What happens: The room goes quiet. Some colleagues respect the boundary, others feel the meeting turned personal.

Strengths: You named the behavior and set a boundary in the moment.

Risks: In public, even a fair boundary can look like a counterattack and shift attention away from your content.

C. Laugh it off with a joke and move quickly to the next slide.

What happens: The tension breaks, but the error question hangs. Afterward a vice president asks you about the numbers privately.

Strengths: Humor can defuse tension and keep momentum.

Risks: Deflecting can look like avoidance, and talking faster afterward signals that the comment landed.

Presence to model: Stop moving, take one full breath, lower your voice slightly, look at the group rather than only at Marcus, then speak slowly.

Rehearsal script: "Thanks, Marcus. You're right about one figure on slide six, and here is the corrected number. The rest stands, so let me walk through what it means for next quarter." Later, privately: "I want us to work well together. When you have a concern, please bring it to me first."

Debrief prompts: What did your body do in the first two seconds? • How do you separate a fair point from a jab? • What do I usually do in the first two seconds after I feel disrespected?

Optional faith note (Proverbs 16:32 and James 1:19): Proverbs 16:32 ranks control of one's own spirit above the strength of a warrior who takes a city. James 1:19 encourages believers to be quick to listen, slow to speak and slow to anger. Neither says anger is wrong; both describe the strength of choosing your response.

48-hour action: Practice a single slow breath and a three-second pause before answering in your next tense conversation.

The fourth missed commitment

Setup summary: You coordinate the men's ministry outreach at your church. Andre, a friend for ten years, volunteered to organize transport for the monthly food distribution. In the last three months he has missed two drop-offs and arrived late to another, and each time someone else scrambled to cover. Last night he texted an hour before the event: "Something came up, sorry man." Two older volunteers drove in his place, and one of them told you he is tired of covering. You know Andre recently started a second job, but he has not said much about it. You value the friendship and do not want to shame him. You also owe it to the team and the families served to make the commitment reliable. The next distribution is in three weeks, and the schedule needs to go out on Sunday.

Responses to read after participants answer

A. Ask Andre to meet one on one, describe the pattern specifically, ask what is going on, and agree together on what is realistic.

What happens: Andre is embarrassed at first, then shares that the second job changed his weekends. He agrees to hand off transport and help on weekdays instead.

Strengths: Private, specific and curious. You held the standard while protecting his dignity.

Risks: It takes courage and time, and he may still feel hurt. Be ready to listen more than you speak.

B. Quietly reassign transport to someone else without talking to him.

What happens: The schedule works. Andre notices later and feels pushed out. The friendship cools.

Strengths: You protected the outreach and avoided an awkward conversation.

Risks: Avoiding the conversation removes his chance to respond and can feel like judgment without a hearing.

C. Raise reliability with the whole team in Sunday's group text, without naming anyone.

What happens: Everyone knows who you mean. Andre stops replying in the group, and others wonder if they will be next.

Strengths: You named the expectation clearly for everyone.

Risks: An indirect public message can feel like shaming and rarely changes one person's behavior.

Presence to model: Sit side by side or at an angle, not across a desk. Name the facts in one or two sentences, then ask an open question and stay quiet while he answers.

Rehearsal script: "Andre, you matter to me and to this ministry. In the last three months transport fell through three times, and others had to cover last minute. I'm not here to shame you. What's going on, and what can you realistically commit to?"

Debrief prompts: How do you hold a standard without shaming a friend? • When is going privately first not the right step? • Am I avoiding a conversation because I care, or because it is uncomfortable for me?

Optional faith note (Ephesians 4:15 and Matthew 18:15): Ephesians 4:15 describes a maturing community that speaks the truth in love. In Matthew 18:15 Jesus teaches that when a brother wrongs you, you go to him privately first, aiming to win him back rather than expose him. Applied responsibly here, it supports a private, restorative conversation. It is not a formula for every situation, and it never requires someone to confront a person who has harmed or endangered them.

48-hour action: Write down one commitment someone has broken with you, and the first two sentences you would say to them privately.

Facilitator care note: Keep the focus on restoring the relationship, not winning the argument.

Present in the room, absent at home

Setup summary: You walk in at 7:15 p.m. after a long day that included a difficult client call. Your wife starts telling you about a conflict she had with her sister, and your nine-year-old daughter wants to show you a drawing she made at school. Your phone buzzes with a work message marked urgent, and you know your manager expects a reply tonight. Over dinner your wife says quietly, "You've been here all week, but you haven't really been here." She is not angry, she sounds tired. You love your family and you work hard for them, which is part of why the comment stings. You also know the work message really does need an answer before morning, and you are mentally exhausted. Your daughter is still holding the drawing, waiting for you to look at it.

Responses to read after participants answer

A. Put the phone in another room, look at the drawing, and tell your wife you hear her and want to talk after the kids are in bed.

What happens: Your daughter beams. Later your wife talks for twenty minutes while you mostly listen. You answer the work message at 9:30.

Strengths: You chose presence first and planned the work reply instead of letting it interrupt.

Risks: It requires real energy when you are depleted. Saying you will talk later only builds trust if you follow through.

B. Explain that work is intense right now and ask for patience until the project ends.

What happens: Your wife nods, but the evening feels distant. Your daughter puts the drawing away.

Strengths: Honest about real pressure, and asking for understanding is reasonable.

Risks: An explanation can sound like a defense. It answers the schedule but not the feeling she shared.

C. Answer the urgent message quickly first, then give the family your full attention.

What happens: The reply takes twenty-five minutes, not five. By the time you return, dinner is over and the moment has passed.

Strengths: Clearing the urgent item could free your mind to be present.

Risks: Quick tasks often expand. The people in front of you learn they come second.

Presence to model: Phone face down and out of reach, body turned toward the person, eye level with your child, and a brief summary back of what you heard.

Rehearsal script: "You're right, and I'm sorry. I've been distracted. Let me see this drawing first." Then to your wife: "I want to hear about your sister. Can we talk at 8:30 once she's in bed? I'll have my phone away."

Debrief prompts: What steals your attention at home most often? • What would your family say they need from you this week? • Who at home is waiting for my attention, and what usually takes it instead?

Optional faith note (James 1:19 and Philippians 2:3-4): James 1:19 calls for being quick to listen and slow to speak. In Philippians 2:3-4 Paul urges believers to look not only to their own interests but also to the interests of others, pointing to Christ's humility. At home this is less about grand gestures and more about attention.

48-hour action: Choose one evening in the next two days for a phone-free hour with your family, and tell them in advance.

Facilitator care note: Some men may be separated, divorced or grieving. Allow them to apply it to any close relationship.

When the joke is about someone absent

Setup summary: It is Saturday morning at the barbershop where you have been going for twelve years. The regulars are laughing about Kevin, a man from the neighborhood whose wife recently left him. Someone shows a screenshot of a post where Kevin vented about the separation, and the jokes get sharper. You know Kevin a little; your sons played ball together. The barber, a friend you respect, catches your eye in the mirror and says, "Come on, you know that's funny." You enjoy the easy brotherhood of this place, and you are not the type to lecture anyone. You also notice a teenager waiting for a cut, watching how the older men talk. You do not want to seem self-righteous or kill the mood, but something about humiliating a man who is not there to answer does not sit right.

Responses to read after participants answer

A. Say calmly, "Man, that's a hard season. I wouldn't want my worst week passed around," then change the subject.

What happens: There is a short pause. One man says, "True." The talk moves on to football. The teenager glances at you.

Strengths: Brief, warm and firm. You protected an absent man's dignity without preaching.

Risks: Someone may tease you for being serious. Keep your tone light and do not repeat the point.

B. Stay quiet, don't laugh, and pick up your phone.

What happens: The jokes continue for a few minutes, then fade. No one notices your silence.

Strengths: You did not join in, and you avoided a scene.

Risks: Silence protects you but not Kevin. Others, including the teenager, may assume everyone agrees.

C. Laugh along briefly to keep the peace, then reach out to Kevin later.

What happens: The moment passes easily. Later that week you text Kevin, but you still feel uneasy about the morning.

Strengths: Reaching out to Kevin is genuine care, and the room stayed relaxed.

Risks: Joining in public while helping in private sends mixed signals and shapes what younger men think is normal.

Presence to model: Relaxed posture, a calm half-smile, one sentence at normal volume, then move on. Steadiness, not a speech.

Rehearsal script: "That's a rough season for anybody. I wouldn't want my worst week on a screen." Then, lightly: "Anyway, did y'all see the game last night?"

Debrief prompts: Who is watching how you talk when you think no one is? · How do you speak up without preaching? · In casual spaces, do my words build people up or keep me comfortable?

Optional faith note (Proverbs 11:13 and Ephesians 4:29): Proverbs 11:13 contrasts a gossip who betrays a confidence with a trustworthy person who keeps a matter private. In Ephesians 4:29 Paul encourages believers to avoid harmful talk and to speak what builds others up according to their need. It calls for dignity, not for policing every joke.

48-hour action: The next time an absent person is mocked, practice one short sentence that restores his dignity.

Facilitator care note: Do not let the debrief become gossip about real people.

The brother who stopped showing up

Setup summary: Darnell has been a steady part of your Tuesday men's group for three years. Over the past six weeks he has missed four meetings, stopped posting in the group chat, and when you saw him at church on Sunday he looked tired and left right after the service. You heard from someone else that his father has been ill and that he may have lost hours at work, but you do not know the details. A couple of men in the group have started saying he is backsliding. You care about Darnell, and you also feel unsure about what to say, worried about intruding or saying the wrong thing. You are not a counselor, and you know it is not your role to diagnose him. You want him to know he is not alone without making him feel watched or judged.

Responses to read after participants answer

A. Send a private message: "Been thinking about you. No pressure to reply. Coffee this week, my treat?"

What happens: He replies two days later. Over coffee he shares a little about his father. You mostly listen.

Strengths: Private, low pressure and specific. You offered presence without demanding explanation.

Risks: He may not reply. Keep the door open with a gentle check-in later rather than pushing.

B. Ask the group to pray for Darnell and mention what you heard about his father and job.

What happens: Several men reach out at once. Darnell learns his situation was discussed and feels exposed.

Strengths: You mobilized care and support from the community.

Risks: Sharing someone's private struggles without permission damages trust, even with good intentions.

C. Give him space and wait for him to come back when he is ready.

What happens: Weeks pass. When he does return, he mentions that he felt nobody noticed he was gone.

Strengths: Respecting space can honor a person's pace.

Risks: Space without any contact can feel like being forgotten. One quiet message is usually welcome.

Presence to model: When you meet, sit beside him, listen without fixing, allow silence, and avoid labels. If he shares something heavy, thank him for trusting you.

Rehearsal script: "I've missed you on Tuesdays. I'm not checking up on you, I just want you to know you matter. If you ever want to talk or just grab food, I'm in."

Debrief prompts: What keeps us from reaching out? · What is the difference between support and checking up? · When someone pulls away, do I move toward him or wait for him to come back?

Optional faith note (Galatians 6:2 and Romans 12:15): In Galatians 6:2 Paul urges believers to carry each other's burdens. Romans 12:15 asks them to rejoice with those who rejoice and mourn with those who mourn. Both describe walking alongside someone, not diagnosing or correcting him. Calling withdrawal backsliding can add shame to a hard season.

48-hour action: Send one short, no-pressure message to someone you have not heard from in a while. If you ever fear someone is unsafe, contact your pastor right away, call 911 in an emergency, or call or text 988, the Suicide and Crisis Lifeline.

Facilitator care note: This may hit close to home. Keep the 988 signpost visible and offer to talk privately after.

Someone else got the credit

Setup summary: For two months you led the redesign of your department's onboarding process, staying late to build the training guide yourself. At the all-staff meeting today, your director thanked Jason, your teammate, for "transforming onboarding," and announced he will present it to the regional leadership team next month. Jason helped with the final review, but most of the work was yours. He smiled and said thank you, and did not mention you. You feel overlooked and angry, and you are aware that your annual review is in six weeks. You also know Jason is under pressure after a rough year, and your director is generally fair but very busy. You do not want to look petty or self-promoting. You also know that if the record stays wrong, it may shape who gets opportunities next.

Responses to read after participants answer

A. Ask your director for ten minutes, describe your role factually and gently, and ask to co-present.

What happens: Your director apologizes for missing it and asks you and Jason to present together.

Strengths: Measured, factual and solution-focused. You corrected the record without attacking anyone.

Risks: The director might be defensive, or Jason may feel exposed. Keep it about the work, not about him.

B. Talk to Jason first and ask him to set the record straight.

What happens: Jason is apologetic and says he froze. He emails the director that afternoon.

Strengths: Direct and private, giving Jason the chance to make it right.

Risks: If Jason gets defensive, you will still need to talk with the director, and the delay can deepen resentment.

C. Let it go publicly, and keep a private record of your contributions for your review.

What happens: You stay calm, but the presentation proceeds without you. At review time the director is surprised by your list.

Strengths: Avoids conflict and preserves documentation of your work.

Risks: Saving it for later can feel like an ambush and may still leave you resentful.

Presence to model: Bring a one-page summary, sit upright, speak in a measured tone, and state facts without adjectives. Ask for a specific outcome.

Rehearsal script: "I want to make sure the record is accurate. I led the onboarding redesign and built the training guide. Jason helped with the final review. I'd welcome the chance to co-present it with him to regional."

Debrief prompts: What is the line between humility and silence? · How did a factual, gentle tone change the script? · When I feel overlooked, do I tend to stay silent, get sharp, or speak up calmly?

Optional faith note (Philippians 2:3-4 and Proverbs 15:1): Philippians 2:3-4 warns against acting from selfish ambition while affirming care for others' interests and your own. Proverbs 15:1 observes that a gentle answer turns away wrath, while a harsh word stirs up anger. Humility does not require silence; it shapes how you speak up.

48-hour action: Give specific credit to one colleague for their work, in front of others, within 48 hours.

Leading the volunteers with no title

Setup summary: You volunteer with a neighborhood youth basketball league. Registration for the spring season opens in ten days, but the coordinator moved away and no one has replaced her. In the parents' group chat, people are complaining, two coaches are arguing about gym times, and someone posted, "Somebody needs to fix this or we're done." You are not on the board and you have no official role. You do have experience organizing schedules at work, and you know families are counting on the season. You also have a demanding job and do not want to take over permanently or step on anyone's toes. A board member privately texts you, "Could you help pull this together? We can't find anyone." The group chat is getting louder by the hour.

Responses to read after participants answer

A. Offer to convene a 30-minute call, set a short agenda, and ask others to own specific tasks.

What happens: Six people join. You leave with three owners and a draft schedule. The chat calms down.

Strengths: You served by organizing others rather than doing it all yourself. Influence grew from service.

Risks: People may still expect you to own everything. State clearly what you will and will not carry.

B. Quietly build the whole schedule yourself over the weekend and post it.

What happens: The schedule is solid, but one coach feels sidelined and complains that no one asked him.

Strengths: Fast and competent, removing the immediate pressure.

Risks: Doing it alone limits ownership and can create resentment and burnout.

C. Encourage the board member to find someone official, and stay out of it.

What happens: The board scrambles. Registration opens late and some families sign up elsewhere.

Strengths: You protected your time and respected the formal structure.

Risks: Waiting for a title can leave real needs unmet when you have the capacity to help.

Presence to model: Open the call on time, name the goal in one sentence, invite quieter voices by name, summarize decisions and owners before ending.

Rehearsal script: "I'm not on the board, but I'm happy to help us get unstuck. Can we do a 30-minute call Thursday at 7? Goal: a gym schedule and three volunteers who each own one piece. I'll facilitate, not run it long term."

Debrief prompts: Where are you waiting for a title? · How do you help without taking over? · Where am I waiting for a title before I offer what I already have?

Optional faith note (Mark 10:42-45 and 1 Timothy 4:12): In Mark 10:42-45 Jesus tells his disciples, after two of them asked for places of honor, that greatness among them looks like serving rather than lording authority. In 1 Timothy 4:12 Paul urges Timothy to earn respect through his example in speech, conduct, love, faith and purity. Influence can come before, or without, a title.

48-hour action: Identify one stuck situation in your circles and offer one specific, limited way you can help.

Closing the session (5 to 8 minutes)

- Ask each man to name, silently or aloud, one script he will use this week.
- Point to the journal (open now) and the commitment page to record the 48-hour action.
- Remind them: Character Before Title. I know who I am. I know whose I am.
- Optional closing prayer, offered as an invitation.
- Stay available afterward for anyone who wants to talk privately.