**M8-A. Ray’s Work-Related Behaviors**

**Part 1: When He First Entered the TC**

*Personal habits:* Ray was notorious for being late to work and often had an unkempt appearance.

*Work habits:* Ray’s work performance was inconsistent and unpredictable. He frequently had to be reminded of scheduled meetings and deadlines.

*Interpersonal relationships:* Ray was rebellious and quick to start arguments with his coworkers. He complained about his boss to his coworkers but would not talk at staff meetings.

*Self-management:* Ray was frustrated when customers did not order immediately after his sales presentation. He wanted instant success and would not accept suggestions about how to develop a long-term sales strategy.

*Work values:* Ray’s attitude toward work was erratic. At times he appeared motivated and performed fairly well; at other times he cut corners and did not follow up according to company procedures. His primary motivation to work was to make money so he could buy drugs.

**Part I**

Which of the following characteristics of new TC residents do you think apply to Ray?

* Mistrust and lack of respect for authority
* Lack of interpersonal skills
* Poor work habits and a poor work ethic
* Poor self-esteem
* A pessimistic outlook on life and the future (“Everyone is against me.”)
* A rebellious attitude (“No one tells me what to do.”)
* Lack of emotional self-management (e.g., easily irritated, passive, aggressive)
* Use of drugs or alcohol to cope with stress at work.