Responding to Workplace Violence in Healthcare Transcript
10-Roleplaying Getting Into Character



[Instructor]

- All right, so now I want to talk about how to get into character real quick. Before I give you the actual tips that I have about getting into character, I wanted to accentuate the most important thing, and that is what happens if you don't put on a realistic performance. It will lessen the impact of the simulation and will, you know, put limits on the quality that you're able to, the quality training that you're able to provide if you don't get into character. The more realistic that you make it, the character, the more effective the training is, especially in this role. So you're the one sole person that is responsible and has the ability to get people's heart rates moving to get people's critical thinking shut down and such. The second point is know the character before you start acting it.
- So, you know, this, it comes easier if you have experience or that somebody's acting, that has experience semi-frequently of dealing with angry people, whether it's an ED staff member or an officer or somebody that's pretty, pretty experienced at dealing with it. And they act, they know the behaviors that other people express that make them feel a certain way and make their heart rate jump up, or, you know, they, they're more familiar with that. If you don't have experience, it doesn't mean it's impossible to, to, to understand or to, or to learn those, those behaviors. But I would strongly encourage before jumping into character, I'd strongly encourage watching YouTube videos or movies with angry people and just pay close attention to those behaviors so that, you know, are more comfortable what those behaviors look like. So, knowing the character, each scenario's a little different.
- So know what that person, that violent person's expressing, whether it's, you know, desperation because they have nothing left, whether it's revenge, whether it's a mix of both, whether it's blame, whether it's just, you know, somebody that in a, in a dark space in their life, and they're just lashing out at the world. Just know what those characters are, so you know, what behaviors to describe. So the next step I have is, is, you know, really focusing on the mindset that you have. So your mindset needs to change to get into character. It needs, you need to leave all of your, your, your, your normal, personal personalities at the door and what you, you know, the things that you care about. How people look at you and what they think about you leave all that stuff at the door, because you're about to be somebody who is not you. So leaving those, checking those things, at the door, you know, take this, the mindset needs to be that you're taking this role serious because this is the most serious part of the training. It, it, it's only going to be as effective as you're able to act it out, and you're able to make it.
- In order to get into a mindset, you might need to break away from other people that are around that are talking for a minute or two before the scenario starts. Be in a quiet place. I can tell you the, that used to be pretty common for me to do it when I first started getting into

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character was I needed, I needed it quiet or else, you know, I couldn't get into that mindset. So the next step I have is, you know, be ready to be violent, you know, understand what violence, what violent behaviors look like. They look brash, they look unpredictable, they look very, very quick and intimidating. So the you know, doing things during the simulation, be prepared to and think of, think of it ahead of time, what you're going to do to be violent, bang, banging on tables, desks, banging on the door, on doors, getting up into people's face and yelling. The hollering, that voice that comes from deep, deep inside that gets, gets everybody's attention and gets everybody's heart rate jumping. You know, you have to be prepared and get in and think about what specific things you're gonna do to be violent.

- And then lastly, you know, just know and have confidence that the more, it might be tough the first couple of times to get into character, but know that the more that you do it, the more easier it is to flip that switch and to get into character. And it becomes more natural. Unfortunately it becomes more natural because you don't want to obviously flip that switch outside of a simulation, but it is, it does get easier. And the more that you do it, the more effective you're going to be at it.
- So, one thing I want to just make sure that we do keep in mind is that we aren't physical in the simulation part of this class. So there might be other trainings that your students have taken or that in that I've taught or that other people have taught, maybe even you taught that do have physical parts, but for the purpose of these simulations, you know, we want to make sure we keep in mind while we are being violent, that we're, that there's rules around people touching each other, nobody's on attack mode at this point in the, in the simulations or anything like that. So make sure that that's, you're not touching as well while you're being violent.