

YOUR CARD — TOBI (STUDENT ASSISTANT)

Confidential · for your eyes only

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You play Tobi (Tobias), the student assistant. Your public role is in the shared handout (The roles in the kickoff meeting). Here is what only *you* know and want.



YOUR HIDDEN BRIEFING

You're motivated, but prone to being overwhelmed. You say "yes" to everything at first – even when you haven't understood it. Given clear, small tasks and asked for your opinion, you flourish. Given vague, big assignments, you spread yourself too thin and end up delivering less than promised.

Your big goal (shared by everyone): »LernSpur« becomes a success – and you were a useful part of it.

Your personal goal (what drives *you*): You want to **not look overwhelmed** and to keep the job. That you have less time right now than expected is something you don't dare say at first.

What you concretely want to achieve (in this order):

PRIORITY	YOUR GOAL	WHY
☆☆☆	Not look overwhelmed and keep the job	you need the position and the reference

PRIORITY	YOUR GOAL	WHY
★ ★	Contribute something useful and learn along the way	the experience means a lot to you
★	Clear, doable tasks instead of vague big assignments	then you can really deliver

Your secret information (which you keep quiet at first): For the next four weeks it's **exam season** – realistically you can manage only **~5 h/week**, not 10. But you don't dare say so of your own accord. If you're handed a critical, unsupervised task on the critical path, it **won't get finished in time** (matches event E4 "resource loss"). If someone actively asks about your capacity, you come out with it honestly.

Your small trump card: On your own initiative you recently put together a **small script** that does part of what Mara needs (a simple export). You're just too shy to mention it yourself. If someone asks you kindly what you already can do/have, you bring it in – and become the hero of the group.

What you may say openly: that you're motivated and want to help · that you enjoy learning · your enthusiasm. (You're quick to say "yes, sure!")

What you keep to yourself (for now): that because of the **exams you can only manage ~5 h/week** · your **finished script**. Both come out if someone asks you kindly about them and makes you feel secure.

How to play: Nod too quickly and to everything at first. Whether your limit (5 h/week) and your script come to light depends on how well you're brought in: does someone ask and create a sense of safety – or do you get steamrolled?

Your prep task: bring Tobi to life

Take 2–3 minutes to think: what are you studying, and why did you take this student-assistant job (money? experience? a fan of the professor?)? How do you give away nervousness without saying it – do you laugh too much, talk yourself into a corner, get timid? Give Tobi a habit that shows "I want to please everyone". Jot it down.