

# Dilemma

## Game rules

**morals at work**  
Integrity games





## The integrity game Dilemma

Dilemma consists of 42 playing cards, of which 36 are dilemma cards and 6 are protest cards. The games are delivered in a plastic game box, which also contains a game rule insert and 3 parking cards.

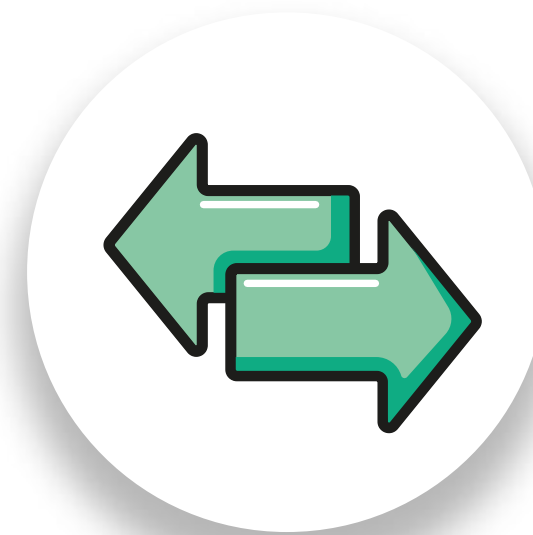
The game is suitable for 4 to 6 people. Including a short reflection afterwards, the game takes around 90 minutes. The first player to finish playing all their cards is the winner. The rules of the game are explained on the next sheets.

# Symbols

Six different symbols are used on the game cards. These symbolize the six aspects that together determine an ethical culture at work.



Compliance



Behaviour



Integriteit



Risk



Culture



Fraud

# Game rules



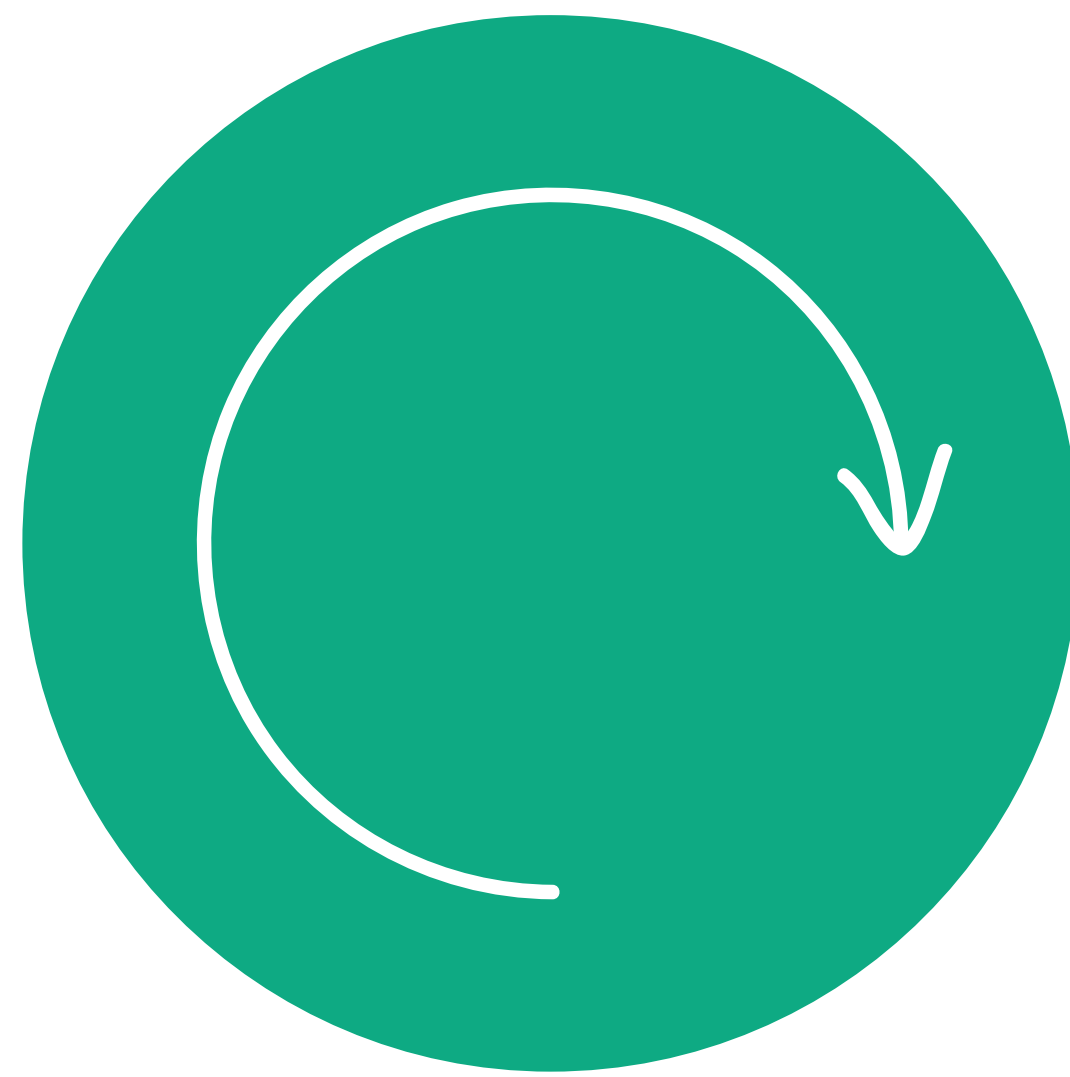
# 1

Shuffle the cards and give each player 7 cards. Place the cards that are left over if you play with fewer than 6 players in the center of the playing surface, with the logo facing up.



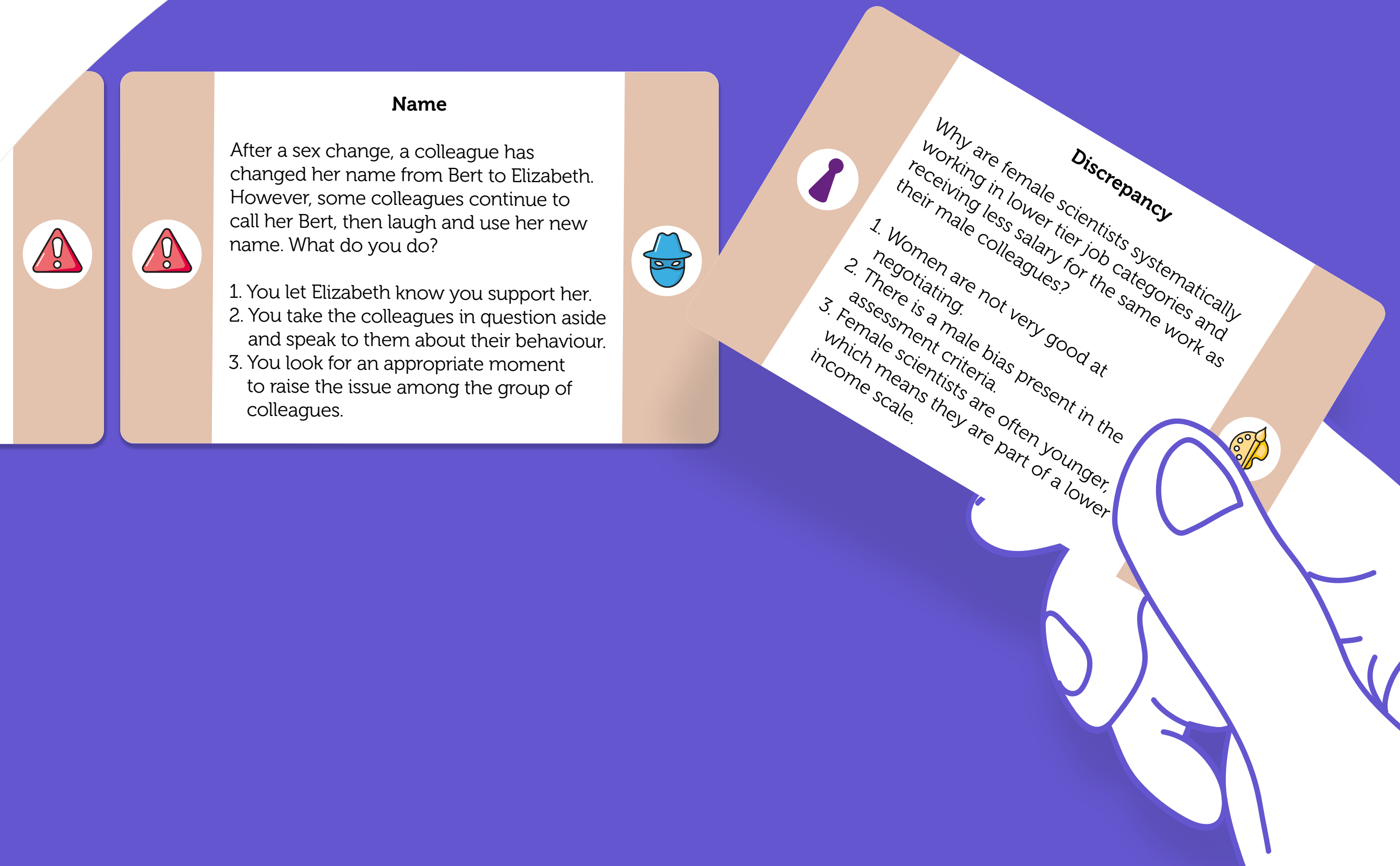
# 2

Choose a way to determine who can start. Then play clockwise.



# 3

The aim of the game is the same for every player: be the first to play all your cards and you are the winner. A card can be played if one of the symbols connects to one of the symbols on one of the cards that are already on the table. Dilemma cards with two identical symbols can be placed across the row of cards, creating a new connection option. A player can only end with a dilemma card, not with a protest card.



4

The first player chooses one of their own dilemma cards, reads the situation sketch plus any answers aloud, and makes a choice from this. If it is an open question, the player formulates an answer.

5

If the other players can agree with the choice, it is the next player's turn. If they are in doubt, it is up to the player to explain the answer.

### Coffee Talk

During a coffee break people are gossiping about a colleague. What do you do?

1. You commend on the importance of gossiping as a social game.
2. You let them know that this is not acceptable.
3. Nothing.



### Special Issue Card

Our issue is: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ and \_\_\_\_\_ will discuss this issue on:

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_



6

If a player does not have a card with matching symbols, he or she takes a card from the deck. If the player does not yet have a matching card, or if the pile is depleted, this player skips a turn. If this card fits, it can be played in the same turn.

**Name**

After a sex change, a colleague has changed her name from Bert to Elizabeth. However, some colleagues continue to call her Bert, then laugh and use her new name. What do you do?

1. You let Elizabeth know you support her.
2. You take the colleagues in question aside and speak to them about their behaviour.
3. You look for an appropriate moment to raise the issue among the group of colleagues.

**Vertrouwen**

Een collega vertelt je over een strafbaar feit bij een aanbesteding. Wat doe je?

Why are female working in low receiving less their male c

1. Women negotia
2. There i assess
3. Female which incc

**Coffee Talk**

During a coffee break people are gossiping about a colleague. What do you do?

1. You commend on the importance of gossiping as a social game.
2. You let them know that this is not acceptable.
3. Nothing.



# 7

A protest card can be played if one of the co-players objects to the last player's choice or answer. After the objection has been made, and the two points of view have been explained, the fellow players determine by voting whether the protest is justified or not. If the majority agrees, the player takes the dilemma card back. If they do not think so, the protest card player receives the dilemma card.

# 8

After a protest card has been played, it is placed separately. Players jointly determine whether a protest card can be used more often. In that case, players are allowed to use a protest card laid separately after they have played out their protest card but still want to protest against a choice or answer.

## Objection!

Play this card if you have good reason to object to the choice, or the answer expressed by the player before you. Mind you, if your objection is overruled by your fellow players the card you objected to will be yours. If your objection is being honoured, the last player has to take his/her card back and play it again in another turn. This objectioncard may not be your last.



## Set up of a game session

- Introduction: about the importance of working with inclusion, by client
- Game introduction: game explanation and the game rules, by the game supervisor.
- Game round: the participants play Dilemma .
- Teamreflection: the team reviews the game and writes down relevant results.  
At the same time participants fill in the Individual evaluation form.
- Plenary feedback: the game supervisors will present the relevant results.

# **m**orals at **w**ork

Integrity games