Justum
Game Rules

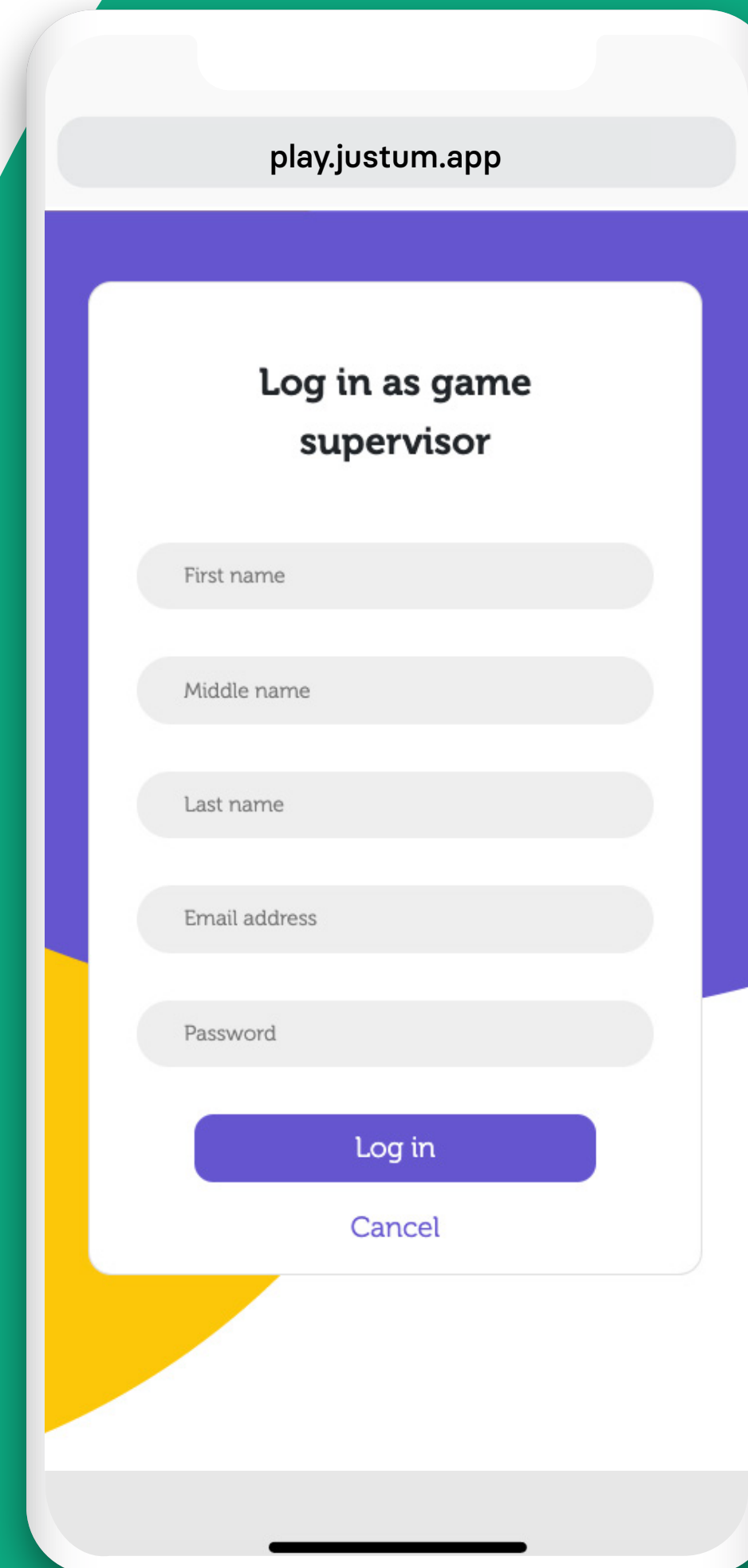morals at work
Integrity games

Justum, dilemmas in dialogue

Justum is an online game that uses dilemmas to allow for dialogue about difficult issues at work. These could be issues regarding integrity, or matters that negatively affect work progress. Sometimes it's about teamwork and leadership, at other times about conflicts of interest, unwanted behavior, and inclusivity. All of the things that could be bothering someone will be covered.

Justum can be played by a maximum of 8 people and consists of 30 playing cards, 25 of which are dilemma cards and 5 being surprise cards. There are open-ended questions as well as multiple choice questions. The winner of the game is the player with the most stars at the end of it. The duration of the game is approximately 90 minutes.
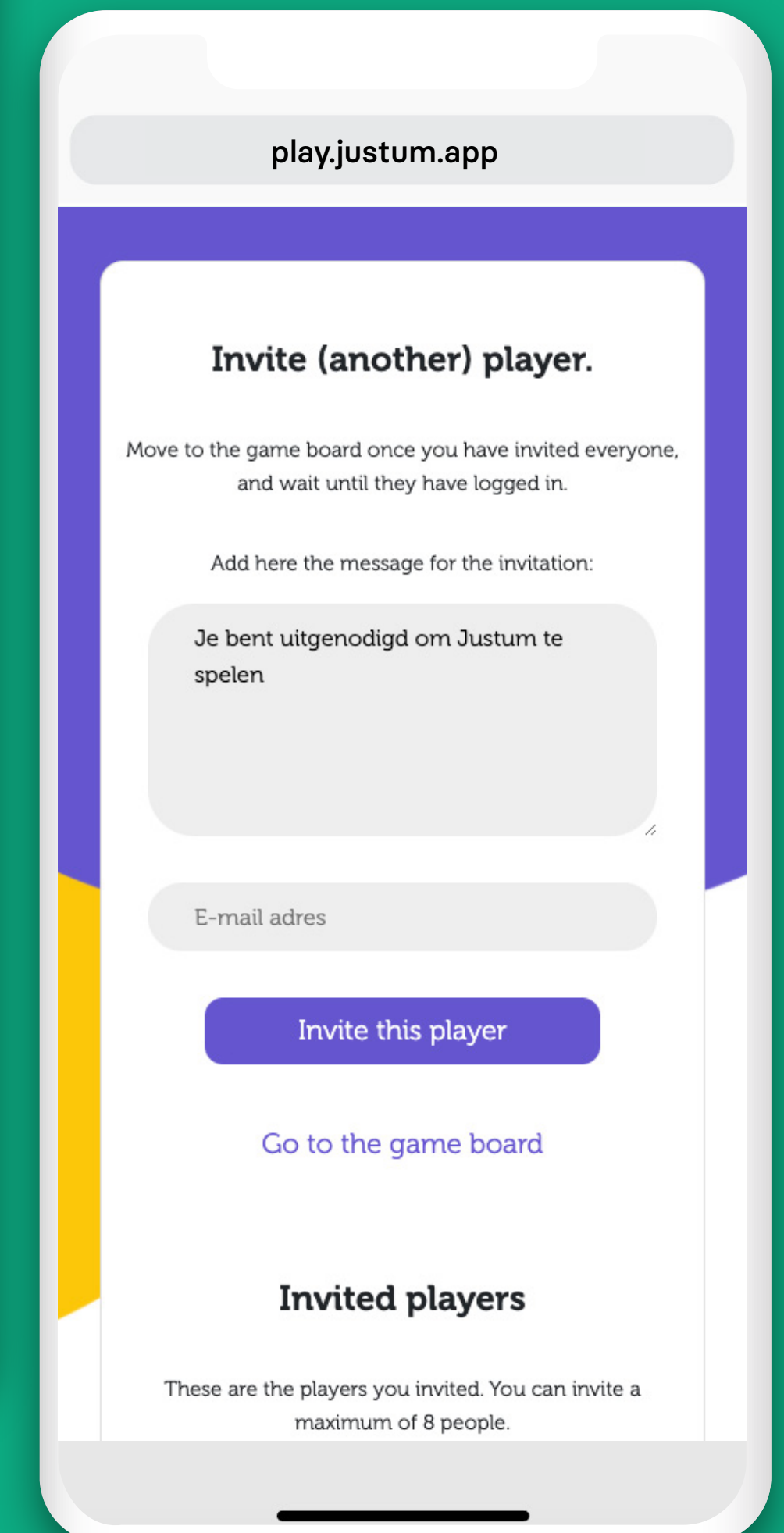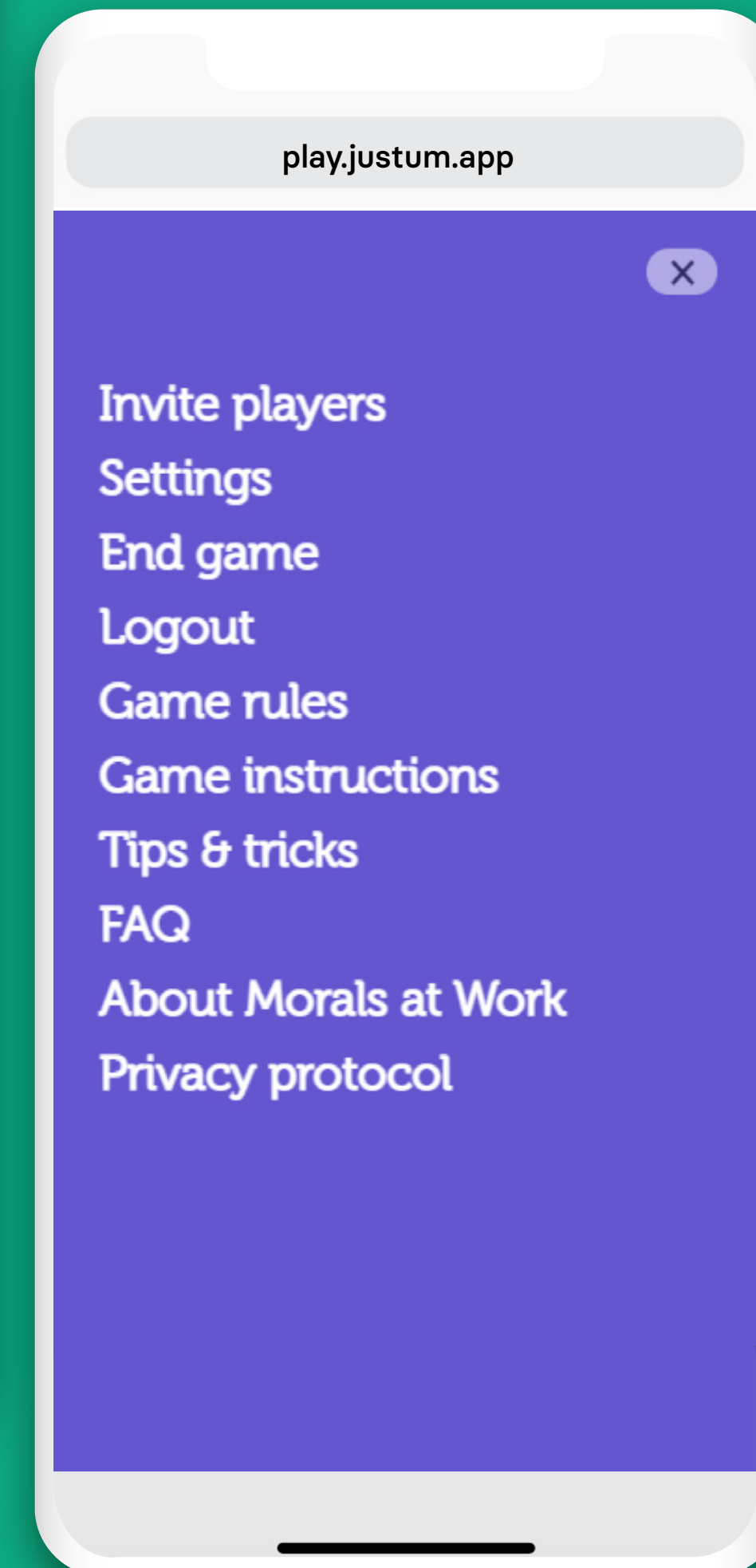
As game supervisor, you have a number of responsibilities: inviting the players, facilitating progress, stimulating dialogue and discussing the evaluations.

Step 1. Logging in and inviting players

- The game supervisor receives a link and password to log in.

- After the game supervisor logged in, he/she chooses a game type and moves to the menu.

- You can send your invitation to the participants by entering the email address of the participants using the "Invite this Player" button, or by copying the unique game code at the bottom of the invitation screen and sending it to the players in the subject line of your email, via an SMS, WhatsApp or chat message.

- Then go to Settings in the menu to choose whether you want to play with a maximum of 5 or with a maximum of 10 stars in the valuations.

- You can also set the timer in the Settings, so that the players see how much time is left to discuss the dilemma. The timer must be activated by the game supervisor with every new dilemma. You can do this on the same screen where you find the players valuations.

- Click 'Go to the game board' once everyone has been invited.

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Log in as game supervisor

First name

Middle name

Last name

Email address

Password

Log in

Cancel

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Invite players
Settings
End game
Logout
Game rules
Game instructions
Tips & tricks
FAQ
About Morals at Work
Privacy protocol

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Invite (another) player.

Move to the game board once you have invited everyone, and wait until they have logged in.

Add here the message for the invitation:

Je bent uitgenodigd om Justum te spelen

E-mail adres

Invite this player

Go to the game board

Invited players

These are the players you invited. You can invite a maximum of 8 people.

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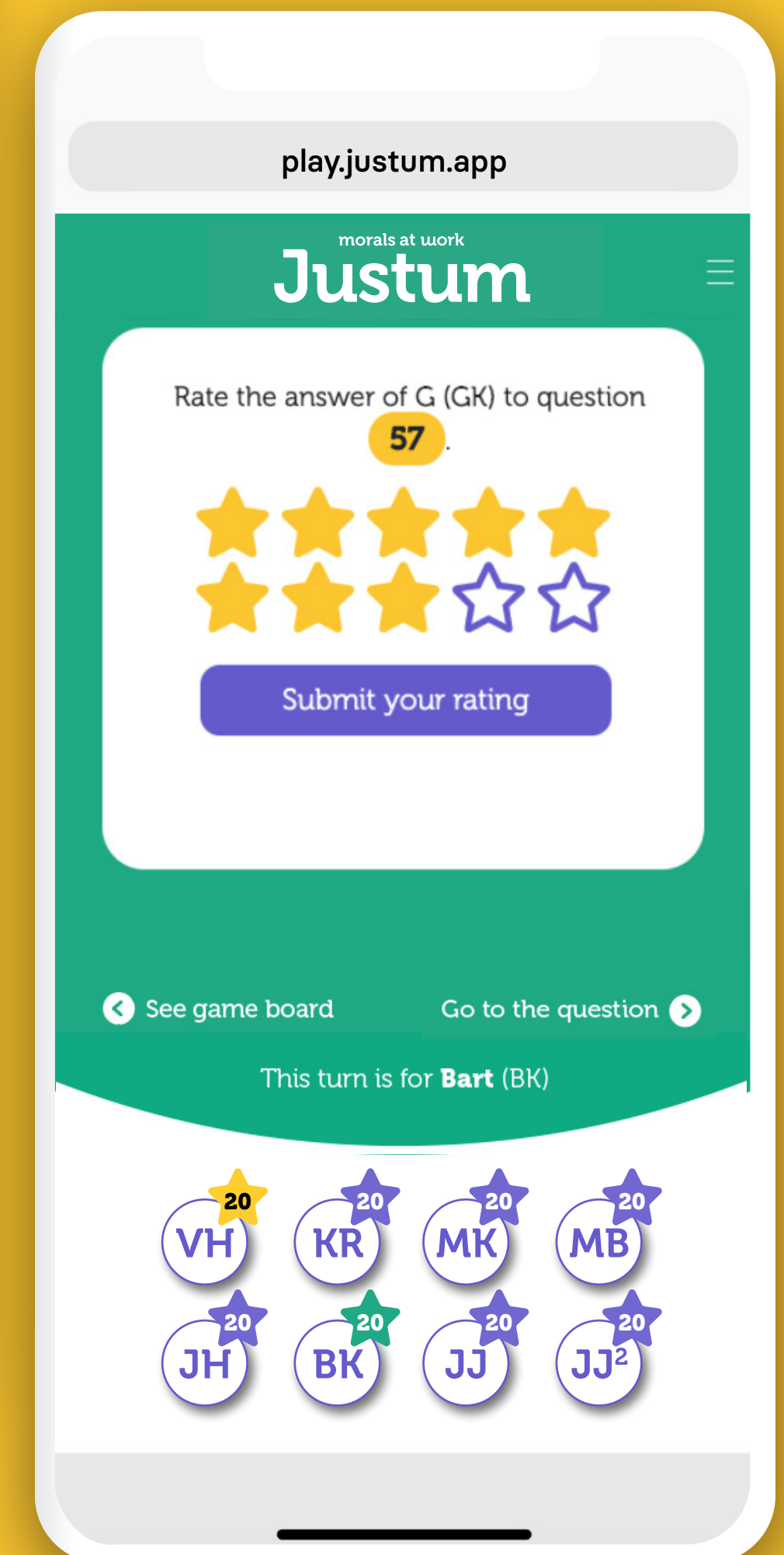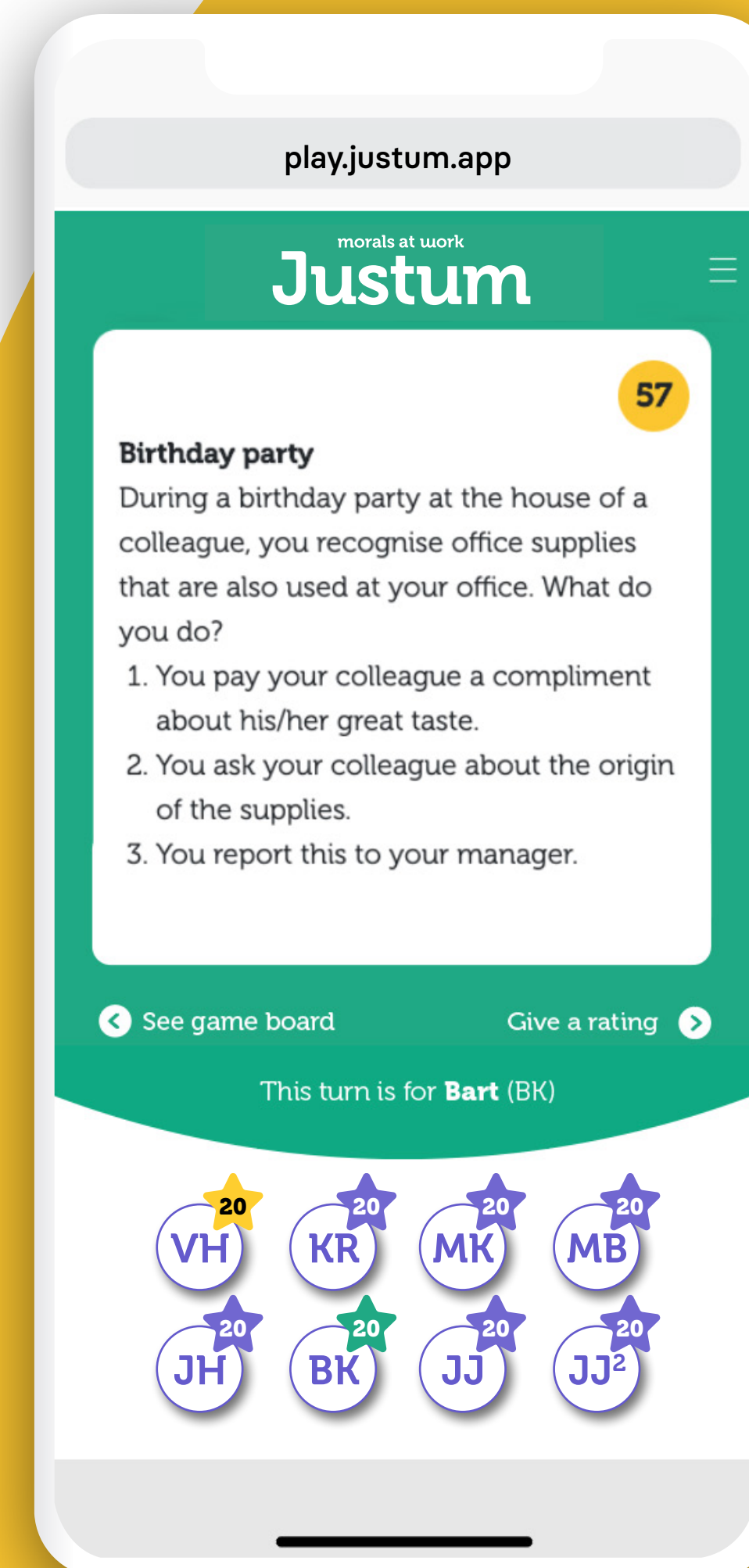# Step 2. Waiting for the players

• After the players have logged in using the invite link from the game supervisor, their initials are displayed below the game board.

• Once all the players have logged in and their initials are displayed, the game can be started by pressing the start button.

• The moment of login determines the playing order. Whoever logged in first, starts.

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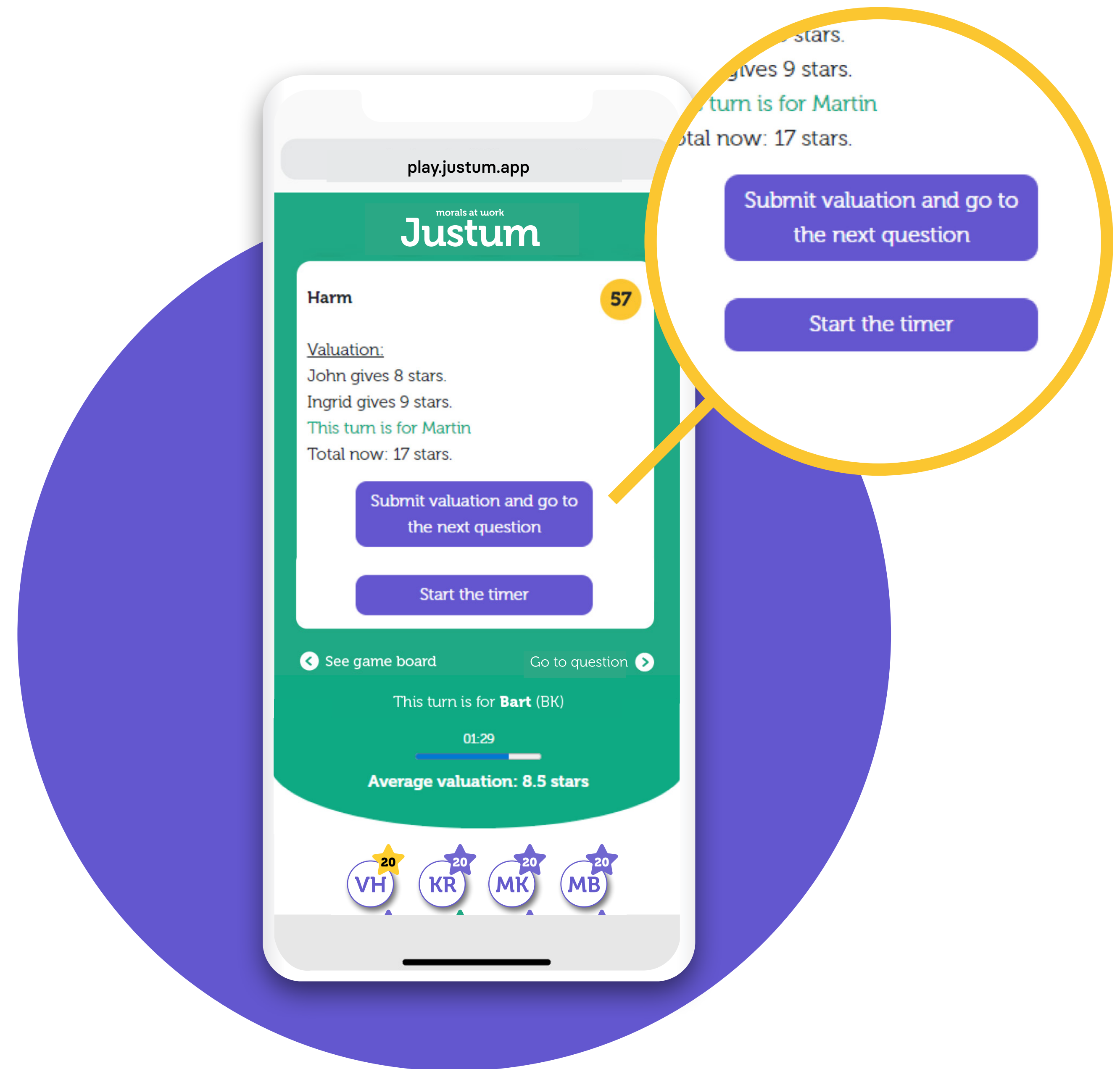
Step 3. Playing Justum

- Once the game supervisor starts the game, the cards are shuffled, and the first dilemma card is shown.

- The player whose turn it currently is reads the dilemma out loud and explains how they would solve it. The current player's initials and score will be displayed in green.

- After a short dialogue about the answer, the other players can value the answer. This is done on a scale of max. 5 or max. 10 stars, which is set by the game supervisor prior to a game session. Your rating indicates what you think of the answer of your fellow player. You may base it on the quality of the answer, but also on the fantasy, honesty, cunning or vulnerability of your fellow player. Keep in mind that those who want to win, often prioritise other considerations.

- The game supervisor is the only one who can see the individual players' ratings. A particularly negative rating may be reason to ask a follow-up question.

- If the average rating is higher than 3 resp. 6, the card number on the game board is activated and the points are added to the players' score.

- Players are easily able to switch between the current question and game board. That way, players can quickly check if the current player is close to finishing a row of five. If they are, this might affect the valuation they'll give that player.

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Step 4. Continuing the game

• After the players have valued their fellow player's answer and have confirmed this valuation, the average rating is displayed to all players.

• Once all players have given their valuation, the game supervisor presses 'Next question' after which a new dilemma is shown for the next turn's player to answer.

• If this question turns out to be a Surprise, the player will read it out loud. Additionally, the indicated rating on the card will be added to or deducted from the total.

play.justum.app

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Justum

Harm   57

Valuation:
John gives 8 stars.
Ingrid gives 9 stars.
This turn is for Martin
Total now: 17 stars.

Submit valuation and go to
the next question

Start the timer

See game board   Go to question

This turn is for **Bart** (BK)

01:29

Average valuation: 8.5 stars

VH   KR   MK   MB

— stars.
— gives 9 stars.
— turn is for Martin
— tal now: 17 stars.

Submit valuation and go to
the next question

Start the timer

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Step 5. Scoring

- Players have three different ways to earn stars. Firstly, through the valuation awarded to them for their answers. Secondly, through the surprise cards. And thirdly, if they can use the number on their dilemma card to finish a row of five numbers on the game board. This can be vertically, horizontally, or diagonally. If this happens, the valuation given to their answer by their fellow players will be doubled. In the event that two rows can be finished, the valuation will even be tripled, and so on.

- The star total of each player is visible to the top right of that player's initials, below the game board. The highest score is made to stand out by using a distinct color.

Step 6. Insufficient rating

- Only if the average of all ratings is higher than half of the maximum number of stars that can be achieved, the card number on the game board is activated and the stars are added to the player's score. If you play with 5 stars, the average must therefore be at least 3 stars. If you play with 10 stars, the average must be at least 6 stars.

- If the average rating is less than 3 or 6 stars, the player does not receive any stars and the dilemma card is added to the stack of dilemma cards still to be played.
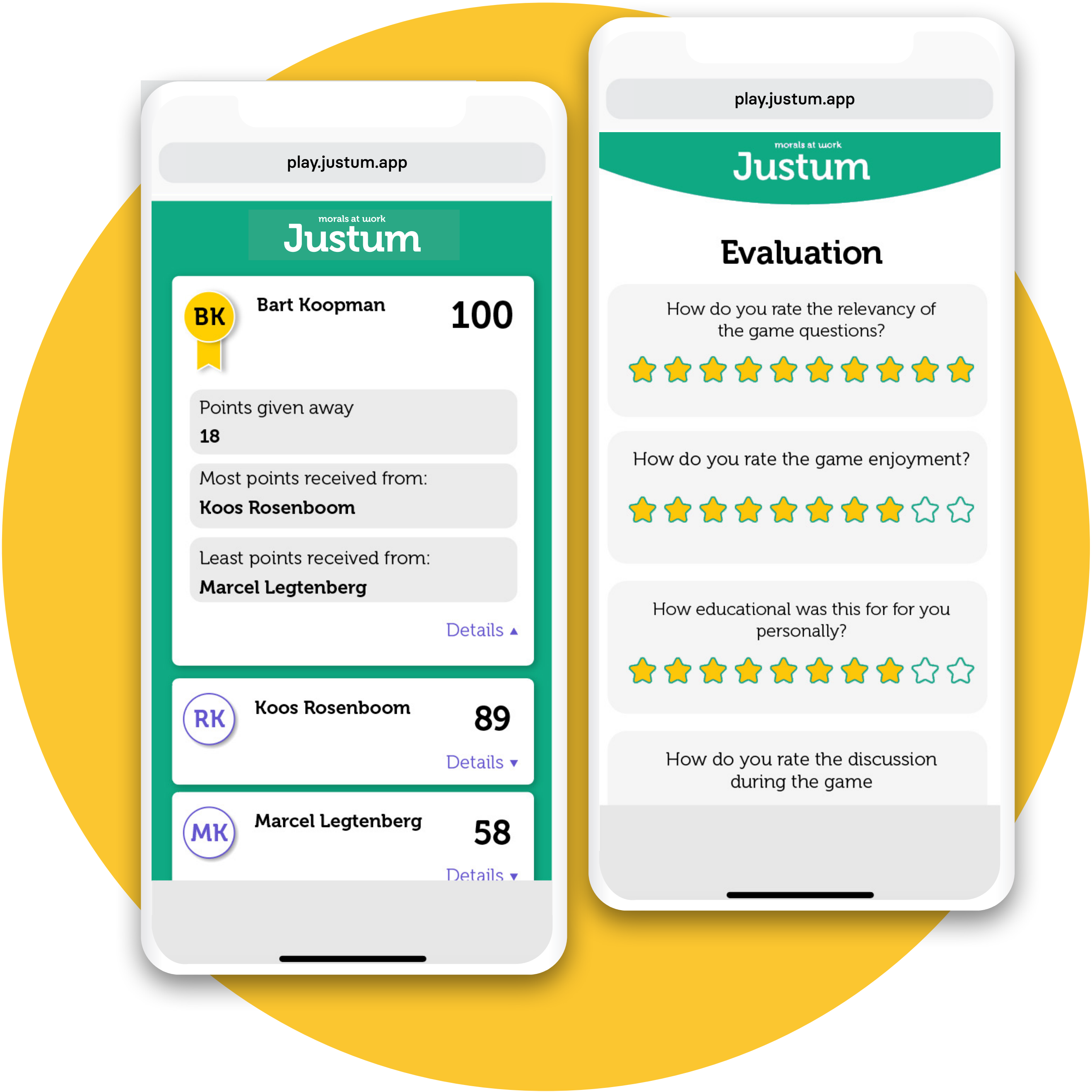
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Step 7. The end of the game

• The game is over when the stack of game cards has run out, or once the available time is up.

• The game supervisor can end the game session by pressing 'End game' in the menu. After doing so, the final scores are shown.

• The final scores allow the opportunity to show some details that could lead to a question or remark.

• After this, press 'Evaluation' to present the evaluation questions to the players.

Step 8. Evaluation

• The evaluation consists of five questions that the players can rate from 1-10, 10 being the highest possible score.

• After you reflected on the final scores, press 'Go to the evaluation'.

Disclaimer: shown illustrations may differ in shape and design from the illustrations used in the game itself.

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