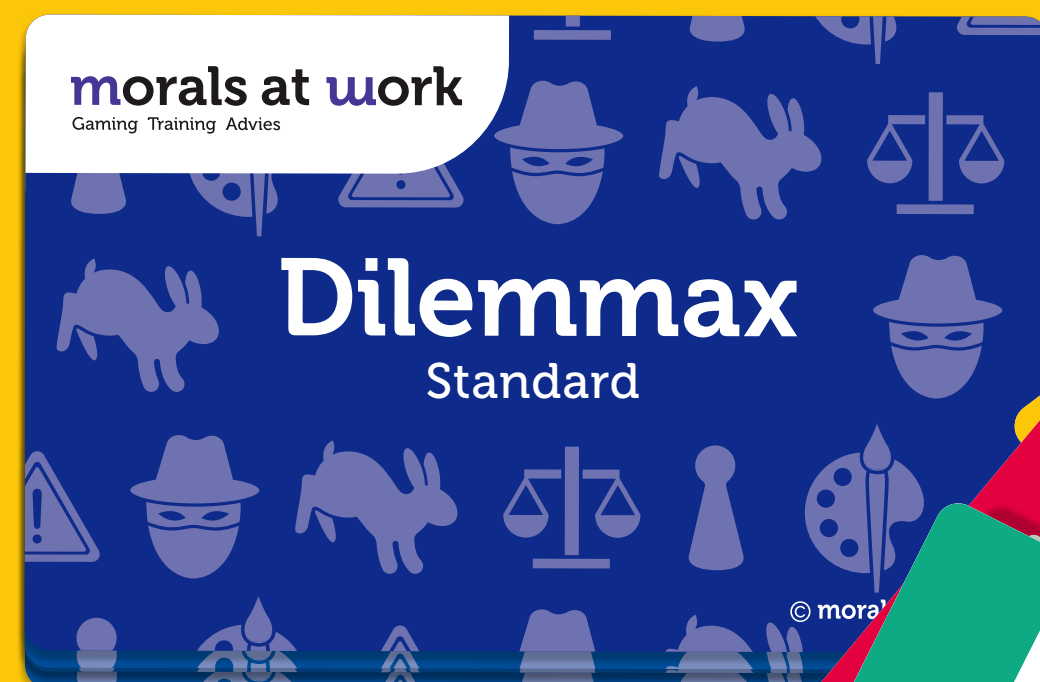


Dilemma

An integrity game

morals at work
Gaming Training Advice





The integrity game Dilemma

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

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 colours connects to one of the colours on one of the cards that are already on the table. Dilemma cards with two identical colours can be placed across the row of cards, creating a new connection option. A player can only end with a dilemma card, not with an objection card.

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Reclassification

Your client asks you to bill an interim assignment as training hours. There is still budget for the assignment, but not for the interim part. What do you do?

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Pragmatic

Why would you comply with the rules and regulations?

1. Because rules and regulations provide consistency and a cohesive structure.
2. In your company, safety (zero harm) always prevails.
3. As long as the rules are not being enforced, there is nothing you should do.

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.

Advice

The purchasing rules are not complied with during a purchasing process. Your advice to do it differently is ignored. In fact, the manager puts you under pressure to execute the deployed process. How do you deal with this?

1. You do what he says. After all, he is ultimately responsible.
2. You refuse to continue the process.
3. Other, namely : . . .

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. Sometimes it takes pretty long to discuss a dilemma. If that's the case, you can use a 'Special Issue Card' to make an appointment for further discussion.

Special Issue Card

Our issue is: _____

_____ and _____ will discuss this issue on:

Date: _____ Time: _____ Location: _____

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6

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

Invitation

You see one of your colleagues using the work copier to copy his birthday party invitations. What do you do?

1. You tell your colleague this is not allowed.
2. You congratulate your colleague on his birthday.
3. You do nothing.

7

An objection 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 objection card player receives the dilemma card.

8

After an objection 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 an objection card laid separately after they have played out their objection card but still want to objection 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.

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