Level Up

Number of Players: 3-5
Playtime: 10-60 minutes

No one cares how much you know,
until they know how much you care.
— Theodore Roosevelt

We designed this storytelling card game to aid groups in companies or cooperatives to tap into their empathy with each other and solve problems around either their collective behaviours or projects in resilient ways.

Background

In a research projet called For Change, researchers from different faculties at 18 Universities in Bavaria, Germany, collaborated across disciplines to develop their field of study through a lens of "resilience". They worked for two years and finally came together in groups of 2 or 3 to design games based on their research. We helped them turn their insights into game mechanics. That means, this game passes on research results to players, who learn through experiencing the insights, rather than being told. Playing this game, players will learn about resilience factors and their remedies and develop their skills around empathy.

Game objectives

The objective of the game is to tap into your empathy, not to win or gain points but to increase the spirit and joy around the table. To this end, players aim to achieve the following while working through various aspects of an agreed project (i.e. budget, timing, content) or goal or issue:

- Play the game in character, based on 1 *Character Card* chosen before the game
- Identify each others' character traits (based on the *Character Cards)*
- Match possible remedies to threats in relation to the project/goal/issue (using the *Issues and Remedies Cards*)

Materials

- 1 set of *Character Cards* (p. 3-4 in this document)
- 1 set of *Issues and Remedies Cards* (p. 5-7 in this document)
- A buzzer or object to tap on
- Optional: A talking object to pass around

Preparation

- Print and cut one set of *Character Cards* and one set of *Issues and Remedies Cards* (print one-sided, ideally on medium-thick carton).
- Write down your shared project or a concrete question about which you want the game to revolve around. For example: How can we, as a team, build a sandcastle as high as the Eiffel Tower? Or: How can we, as a team, overcome the organisational structures/ hierarchies/bureaucracies that hinder productive creativity/motivation?
- Shuffle both stacks of cards and place them upside down in the middle of the table.

How to play

To begin, each player pulls 1 *Character Card* from the deck (advanced player groups, everyone pull 2 *Character Cards*). Players memorise their traits and place them in front them so that other players can't see them. Throughout the entire game, your task is to play like someone with those character traits.

Each player then takes a turn taking a *Issues and Remedies Card*, which prompts discussion around either the "threat" or "remedy" on the cards (these are Issues and Remedies identified by researchers). You play your card by *telling a story* about the factor on the card and how it might relate to your shared project or question. After each *Resiliency Factor Card* is drawn you place it on the table, so that all pulled cards lie open. Once you have finished your story, the next player picks and plays their card and builds on your story.

Remember to stay in character (your character card!) when telling your story!

Throughout the game you might see that you are able to match the card you pull to a card that's on the table. That way you can remedy a "threat", or you see a remedy on the table and you pulled a "threat" and see a possible solution is already there.

In rounds, players take a new card per turn and continue the story, using the resiliency factor they drew and their imagination. Remember, the story is built successively around the table, always relating to the project or problem at hand. You will have to memorise your fellow players' stories! This way, the group has a conversation that might solve some of the open questions of their problem in a playful way.

At any time, a player may want to guess someone's character traits. Use the buzzer to stop play to do this. If you are correct, the player turns that respective character card around for everyone to see. If you're wrong, just continue. This is how we learn about empathy!

Game end

The game ends when all cards are matched on the table or when all character traits have been identified. Or when you decide you have played long enough!!

This game was designed by Ele Jansen with Sue Berning, Rebecca Gutwald, and Silja Hartmann and further developed with the Faculty for Transdisciplinary Innovation at the University of Technology Sydney.

CC BY NC SA

Character Card

Freethinker

Character Card

Rule Lover

Character Card

Altruist

Character Card

Individualist

Character Card

Westerner

Character Card

Indigenous

Character Card

Introvert

Character Card

Extrovert

Character Card

Technician

Character Card

Business Minded

Character Card **Creative**	*Character Card* **Traditionalist**
Character Card **Intuitive**	*Character Card* **Analytical**
Character Card **Loose**	*Character Card* **Strict**
Character Card **Scarcity Mindset**	*Character Card* **Abundance Mindset**
Character Card **Growth Mindset**	*Character Card* **Fixed Mindset**

Issues and Remedies **Lenient**	*Issues and Remedies* **Severe**
Issues and Remedies **Flow**	*Issues and Remedies* **Stuck**
Issues and Remedies **Protected**	*Issues and Remedies* **Bare**
Issues and Remedies **Trust**	*Issues and Remedies* **Fear**
Issues and Remedies **Care**	*Issues and Remedies* **Ignorance**

Issues and Remedies **Community**	*Issues and Remedies* **Isolated**
Issues and Remedies **Understanding**	*Issues and Remedies* **Confusion**
Issues and Remedies **Engagement**	*Issues and Remedies* **Apathy**
Issues and Remedies **Bravery**	*Issues and Remedies* **Timidity**
Issues and Remedies **Confidence**	*Issues and Remedies* **Doubt**

Issues and Remedies

Transparent

Issues and Remedies

Covert Strategy

Issues and Remedies

Adaptable

Issues and Remedies

Stubborn

Issues and Remedies

Modular

Issues and Remedies

Fixated

Issues and Remedies

Diversity

Issues and Remedies

Monoculture

Issues and Remedies

Frugal

Issues and Remedies

Wasteful

Issues and Remedies

Self-Learning (Autodidactic)

Issues and Remedies

Not Self-Learning

Issues and Remedies

Longevity (Sustainable)

Issues and Remedies

Short-Term Win

Issues and Remedies

Assuming Imponderability

Issues and Remedies

Presumptuous

Issues and Remedies

Issues and Remedies

Issues and Remedies

Issues and Remedies