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# **CARD GAMES**

for training, coaching, management and education

## **INTRODUCTION**

We develop and publish card games for training, coaching, management and education. By playing our games you gain more insight in yourself and you learn a lot about others. Available in English are:

- The Feedback Game
- The Feelings Game
- The Values Game
- The Quotations Game
- The Learning Game
- The Leadership Game

Each game consists of a box of four-colour playing cards, with rules for playing for some methods of play for work or private situations.

For two games, The Feedback Game and The Values Game, we also developed Manuals for professional use (trainers, coaches, managers, teachers and consultants), to get the maximum out of the games. They contain 20 or 25 different methods of play and additional theory, questions and exercises.

The games can also be used in combination with each other. In the manuals you will find more information about the possibilities.

From each game, there are different language editions. On our website you can find information about the publishers in other countries. The prices of the games differ per language version.

# THE FEEDBACK GAME

Peter Gerrickens

Research shows that most people working in organizations today suffer from a lack of feedback; and they, in turn, fail to give feedback to the people around them. An increase in the amount and the quality of feedback that people receive leads to a improvement in their motivation, the quality of their work, and their ability and willingness to develop.

The Feedback Game is an extremely simple game that enables everyone to:

- practise giving and receiving feedback
- to experience the emotional power and the outcomes of good feedback
- to identify and learn the opportunities and applications for feedback in any situation.

The game is simple to facilitate and simple to play. It is also very enjoyable and offers an extremely safe learning environment.

The Feedback Game includes a set of 140 four-colour playing cards, along with detailed rules for playing three different versions of the game. 70 cards contain positive human qualities such as: helpful, honest, enterprising, creative, or responsible. The other 70 cards contain, what might be called 'distorted' qualities or weaknesses such as arrogant, inhibited, inflexible, hesitant.

Since publication in 1991, the game has been successfully used in both group and one-on-one training, team meetings, performance review, career planning, coaching, counselling and teambuilding sessions. It is also frequently used in education, as well as in non-work environments.

The **Feedback Games Manual** (binder, 172 pages) is a collection of 20 ways of playing the game, many of them developed with the help of the trainers and educators who were using the game. The 20 methods of play in this collection are designed to be used in a wide variety of situations including training and education courses on team development and interpersonal skills; team meetings; appraisals; coaching and counselling sessions.

The manual also has a comprehensive part with theory and exercises. This helps both to develop people's conscious and latent strengths, and to transform those areas that they may have identified as their weaknesses.

***The Feedback Game (English): EUR 39,-- (+ VAT + post & packing)***

***The Feedback Games Manual (English): EUR 55,-- (+ VAT + post & packing)***

Available language versions: Dutch, English, German, French, Danish, Swedish, Norwegian, Polish, Italian, Portugese and Spanish.

# THE VALUES GAME

Peter Gerrickens, Marijke Verstege & Zjev van Dun

The intention of this game is to have you discuss values and group norms. As a result of this you will not only become more aware of what you aspire to, but you will also get to appreciate another person more. Furthermore this game is an aid to reaching consensus in your group, team or organisation, on the values and norms that you all consider to be important. The game may play a part in the process of discussing values and norms, but it should not direct or impose any particular value or norm!

The Values Game consists of 140 cards, divided in three groups:

1. **Values.** (symbol: compass; 63 cards). A value is something that you find important to aspire to, that directs your actions. The classifications of values that we have made are as follows:
  - a. *General values.* These are values that apply to individuals as well as to organisations. Some examples are: servitude, respect and justice.
  - b. *Values applying mainly to organisations.* (nrs. 49 - 58) Some examples: quality, profit and efficiency. Most of these values are non-relational.
  - c. *Values applying mainly to individuals.* (nrs. 59 - 63). Some examples: convenience, relaxation and health. These values are non-relational.
2. **Group norms** (symbol: roundabout – the various directions you can choose; 38 cards). These are the rules that dictate what kind of behaviour is good or bad, wished for or unwanted, allowed or forbidden. Norms are derived from or based on essential values. For example, the norm 'you must always speak the truth' is a concrete outcome of the value 'honesty'.
3. **Subjects** (symbol: coloured figures; 39 cards). These are used to narrow down the discussion on values, to make it even more concrete. Our starting point for selecting the subjects was that they had to be provoking so that they would challenge you to discuss them with each other.

To get the most from The Values Game in working situations, please study the **Values Games Manual** (binder, 71 pages). This manual contains 20 ways of using the Values Game, including applications for: the drawing up of a values profile for yourself, your team or your organisation; comparison of the wished for with the current real situation: theoretical and vivid values; discussion about the norms within a team; making acquaintance in groups using values; tracing conflicting values and moral dilemmas. The manual also contains the *Norms Matrix*. This playboard (A2) helps you to discuss group norms.

***The Values Game (English): EUR 39,- (+ VAT + post & packing)***

***The Values Games Manual (English): EUR 55,- (+ VAT + post & packing)***

Available language versions: Dutch, English, German, Danish, Hungarian and Swedish.

# THE FEELINGS GAME

Peter Gerrickens & Marijke Verstege

Feelings play an important role in our life. They highly influence our behaviour. That is why it makes sense to understand them. Many people however, have difficulty putting their feelings into words. This game is designed to help people get over this difficulty.

The intention of this game is to enable people to discuss the way they experience situations, people or organisations. As a consequence people not only become more aware of their own feelings, but will also get to appreciate other people better.

The Feelings Game consists of 140 cards, divided into three groups. There is a blank card in each group, in case you need to make any additions. The groups are:

1. **Pleasant feelings** ( symbol: sun; 55 cards). For example: happy, satisfied and grateful.
2. **Unpleasant feelings** (symbol: cloud; 69 cards). For example: alone, angry or hurt.
3. **Areas of life** (symbol: rainbow; 17 cards). These are aspects of life that may be of importance to you and that are emotionally loaded, for example: friends, (un)paid work or health.

Within the two groups (pleasant and unpleasant feelings) the cards are divided into two parts. Cards 1-24, in each group, represent those feelings, which are more commonly recognised and more likely to be in every day use (part 1). The remainder of the cards, (part 2) deal with more complex feelings.

The game allows you to be flexible i.e. to use part 1, part 2 or a combination of both. You are of course free to alter the composition of part 1 and part 2 according to your own liking.

There are three cards within the 'areas of life' cards, that somewhat differ from the rest, namely: past, present and future. By applying these cards you can consider specific phases in your life or your life as a whole.

The separate groups can be applied individually or you can combine them.

The Feelings Game can be applied in various situations such as: teamwork, getting acquainted, evaluation in training courses, career planning, job appraisal and coaching.

***The Feelings Game (English): EUR 39,-- (+ VAT + post & packing)***

Available language versions: Dutch, English, German, Danish and Swedish.

# THE QUOTATIONS GAME

Peter Gerrickens, Marijke Verstege, Gerben Willemse & Judith Kunen

The aim of this game is to playfully open up discussion between people concerning their personal views on subjects such as 'communication', 'change', or 'leadership'. With the help of provocative questions, this game also encourages you to link these subjects to your own personal experience.

The Quotations Game consists of 144 cards. On the face side of the cards is a quotation and on the back is a question which is linked to it. Of course you are free to use either the quotation or the question cards.

The quotations are divided over six themes: leadership, communication, giving meaning, change, personal development and relationships. Some quotations could also be placed in another category. In each theme there are 20-25 cards plus a card without a quotation or a question in case any additions need to be made.

The questions can be classified into straightforward and deeper questions. The straightforward questions are easy to answer and generally evoke a pleasant atmosphere. The deeper questions require more thought and are often more confrontational. The proportion of the number of the two types of questions per theme is quite varied. You are free to make your own arrangement using more or fewer confrontational questions, depending on the situation and the group.

The possibilities for application of this game are quite varied both in work and personal situations:

- Becoming better acquainted within a team, group, circle of friends, etc.
- Making specific themes open to discussion.
- Supplying mutual feedback.

***The Quotations Game (English): EUR 39,-- (+ VAT + post & packing)***

Available language versions: Dutch, English, German, Danish, Hungarian and Swedish.

# THE LEARNING GAME

Peter Gerrickens, Marijke Verstege & Zjev van Dun

Learning and development play an important role in our society. All sorts of changes take place rapidly. People will need to develop themselves continually to keep up with these changes. Nowadays lifetime-learning is required in all areas of life.

The intent of this game is to contribute to improving the opportunities and experiences associated with learning and development. These include formal study, course or training-situations but also to learning in the workplace as well as everyday life.

The starting point in the game is the five factors that play a role in creating an optimal learning-experience:

1. **Learning motivation**(24 cards) : Why do I study? i.e.: 'become (more) skilled in a certain area', 'earn (more) money', 'gain recognition'.
2. **Approaches to learning** (19 cards): How do I prefer to learn? Or: What sort of learning process do I use? i.e.: 'I learn by doing it myself', 'I prefer to learn in a group', 'I learn by reading about a subject'.
3. **Learning skills** (51 cards): What skills do I need to be able to learn effectively? To what extent do I already possess these skills? i.e.: 'distinguish between the significant and the trivial', 'make a connection between the subjects I am studying and my (work) situation'.
4. **Learning conditions** (41 cards): What conditions and what support do I need to learn in as pleasant a way as possible? To what extent are these needs met? i.e.: 'structured and comprehensible educational material', 'relevant and challenging assignments'.
5. **Learning obstacles** (27 cards): Who or what is preventing me from learning? i.e.: 'I do not dare to ask for help', 'I feel insecure when faced with new things to learn', 'other people don't approve of me studying'.

Depending on the context, greater or lesser emphasis can be laid on one or more of these factors, on its own or in combination with others.

*The Learning Game* is a useful aid for any person who wants to gain insight into how their own learning process works and who or what play an important role in the process. Also it is suitable for professionals working with, or responsible for, the learning process of others i.e.: teachers, trainers, coaches, social workers and managers.

***The Learning Game (English): EUR 39,-- (+ VAT + post & packing)***

Available language versions: Dutch and English.

# THE LEADERSHIP GAME

## Peter Gerrickens & Marijke Verstege

Leading and being led are part of any business. What is effective leadership exactly and what does it involve? Opinions on this issue are divided. The purpose of this game is reflecting on how you function in your role as a leader. This involves some important questions such as:

- What is your vision of leadership and how do you put it into practice?
- Does your style of leadership best suit the current situation?
- What is your organization's vision of leadership?
- What do your employees expect from you as a manager and a leader?

The game consists of two parts:

1. **Aspects of leadership** (75 cards). These aspects (leadership is ..... ) describe a mix of behaviour, attitude and values and comprise six themes. The definitions have been worded as seen from the manager's point of view. Each of the six themes has its own coloured line, shown on the front of the cards, to differentiate between them. The six themes are:

- Managing values (e.g. treating everyone fairly).
- Aims and results (e.g. bringing out the best in everyone).
- Managing people (e.g. knowing what is of interest to your employees).
- Managing (e.g. establishing procedures and have them implemented).
- Decision-making (e.g. involving employees in what is to happen).
- Self-management (e.g. adjusting your own behaviour).

2. **Pictures** (40 cards). This series of striking images and photographs can be used as a medium to discuss concepts of leadership.

*The Leadership Game* covers all the main aspects of leadership. Therefore, the game is suited for all kinds of managers, for a range of situations and alternative visions on leadership. You can for example use it for:

- Coaching managers.
- Appraisal interviews with managers.
- Coaching employees who are having difficulties with the leadership styles of their manager.
- Peer-group sessions involving managers to give each other feedback or for employees which are moving into management.
- Discussing the expectations from employees about leadership in a team.

***The Leadership Game (English): EUR 39,- (+ VAT + post & packing)***

Available language versions: Dutch, English, German, French, Danish and Swedish.