Game instruction
- How to play the learning game Code of Conduct

Game instruction for
The learning game Code of Conduct

Introduction

The learning game Code of Conduct is applicable for NGOs and organisations / institutions and individuals who wish to become even better in responding to humanitarian needs with transparency and accountability in alignment with the Core Humanitarian Standards[1] and dealing with crisis-like incidents and dilemmas their engagement in humanitarian activity might pose through a healthy, reflective, and learning safety- and emergency culture.

In short, the game's idea is that the players are alternately confronted with a scenario within the area of humanitarian development (long term development and crisis situations) that they must deal with. The other players must then imagine how the person will deal with the scenario. The players are rewarded if they know about the organisation's code of conduct and staff policies on security and engagement, but it also pays off to be honest and have knowledge about humans.

The organisations and the team's resilience develops through the ongoing dialogues that arise during the game. The learning game Code of Conduct cannot stand alone. Follow-up is necessary and the capacity building can be supplemented with other learning tools. Therefore, you can say that the Code of Conduct game is only over once specific changes have taken place in the area of humanitarian development and emergency in the organisation.

You can add your own organisation / team - specific scenarios to the game, meaning that you can tailor it according to the organisation's realistic practise. Furthermore, it is possible to play Code of Conduct with theme-specific scenarios, The learning game Code of Conduct can be played by 2 to 6 players or with composite teams, and it is aimed at all employee groups.

Gameplay

The players (card drawer) take turns taking a card from the pile in the middle of the board. Then they must deal with a specific scenario that is defined in a question. Each scenario has 3 to 4 defined action options.

The other players must guess how the card drawer will deal with the scenario. A correct guess triggers extra fields for the card drawer and the players who made a correct guess. The other players, who were wrong, must go back some fields on the board. The game can be played on time or until the first player reaches the finish line.

In the scenarios (questions), you will find the term 'whom it may concern,' meaning persons with responsibility concerning, i.e., work and environment security, a person responsible for emergency, manager, etc. When the card drawer reads out the action options, he must name the 'whom it may concern' before answering - either by saying the person's real name (i.e., Per Johansen) or by mentioning a specific work area (i.e., Emergency Manager).

Box content

The box contents:

- 1 board
- 1 deck of cards with scenarios and action options (standard + wild cards)
- 6 sets of answer tokens. Each set contains 4 answer tokens with 1 to 4 dots/eyes
- 6 game tokens in different colours
- 6 plates for betting (betting plates)
- 2 pens
- 2 Post-it blocks for notes

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[1] https://corehumanitarianstandard.org/the-standard

- Gamemaster rules
- Guide "Game instructions — how to play the learning game Code of Conduct"

Preparing the learning game Code of Conduct

Each player must have the following:

- One token
- A set of answer tokens with 1, 2, 3, and 4 dots (four tokens for each player)
- A plate with fields for betting (1 to 4 fields)

Prepare the game like this:

- Shuffle cards (scenarios and wild cards) and place them in the middle
- The Game Master introduces the purpose of the game, hands out roles (observer, evaluator, etc.), and other things according to the "Gamemaster Guide" How to rule the learning game Code of Conduct

Each player prepares by

- Placing the betting plate immediately in front of the player
- Placing his token in the start field

Before starting the game, the players must agree about playing on time or until the first player reach the finish line. Play clockwise.

Start the learning game

The oldest person (by age) starts the learning game by drawing a card:

1. The card drawer takes a card from the pile
2. Readout loud the scenario and the action options. If relevant, define "whom it may concern"
3. Put the card on the table, so that others can read it
4. Do your best to imagine that you are in the scenario. Now you must consider the scenario and the action options
5. Choose the action option that you mostly agree with without telling or implying your choice to the other players
6. If you feel that the scenario/action options do not relate to your work function or the company in general, you must use your imagination to find out what you would do under the given circumstances.
7. Each action option on the card has a number from 1 to 4. Pick your answer token with the same number of dots as the answer number you have chosen and put the answer token upside down on your betting plate so that the other players cannot see your guess.

Example 1 — The players made a guess to your (the card drawer) answer

If you have chosen action option number 4, you turn your answer token with four dots upside down and the blank side up. Put the token on the board. Now, the other players must guess which answer you have chosen. Now, each player picks the answer token with the same number of dots that they believe reflect your choice and puts it with the dots upside down (1 to 4) on the betting plate that shows the number of fields that the player will bet on.

Example 2 — The players put their bet

One player bet that you have chosen action option number 3. The player puts his answer token with the dots upside on the betting plate on the number that the player wants to bet from 1 to 4. If the player bets on "1" (on the betting plate) and his bet was right, the player moves one field forward on the board. If he bets on "4" (on the betting plate) and his bet was right, the player can move four fields forward on the board.

All players must place a bet. Once all players have made a guess on your answer and have placed a bet (number of fields), you turn your answer token and show your answer.

Once all players have moved the relevant number of fields forward or backward — depending on whether their guess was right or wrong — the next player can take his turn.

This player draws a new card from the pile — and repeats the process.

In the case of wild cards, no bet must be made. Wild cards are only relevant for the card drawer. In the case of wild cards, only the card drawer can wind or lose fields.

How to win and lose fields

You win fields in these situations:

- When it is your turn to deal with a scenario and the other players guess your answer right. You win a field for each player guessing your answer.
- When it is your turn to answer (alone) a question from a wild card.
- You lose the betted fields in a round if you make a wrong guess, or you cannot answer/take action on a question from a wild card.

Example 3 — When and how you win fields as a card drawer

Three players guess your answer. You can move 3 fields forward on the board.

Example 4 — When and how you win fields as a player

You bet 3 fields, and you guess your opponent's answer. Thereby, you win 3 fields, and you can move 3 fields forward on the board.

Example 5 — When and how you lose fields

Example — it turns out that the card drawer has chosen action option 2 for a scenario. The player who made a bet of 3 fields (answer token) on the betting plate on action option number 4, will lose 3 fields and must move 3 fields backward on the board (counter-clockwise). The player cannot move further back than the START field.

Who is the winner?

The game is over when the play's agreed time is up, or the first player has reached the finish line. Have fun playing the learning game Code of Conduct!