

Job Hunters

Introduction

You are looking for a Job!

Of course you have acquired a range of technical skills in your field. Did you know that nowadays your personal skills are often a determining factor for the recruiter?

Are you rather enthusiastic? Creative? Or even bold, driven, punctual? In the employment jargon, all these non-technical skills are called "soft skills".

Will you be able to highlight them in order to get your future dream job? Get the attention of your potential employer and, above all, be more convincing than your competitors in order to win the game!



édition

formaform

Material presentation

- Job cards. Each of them mentions two jobs: a “real” job and a “fun” job.
- 27 “soft skills” cards (see rules below)
- Vote sheets

Game set-up

1. Mix the **27 soft skills cards** and place them face down in a pile in the centre of the table.
2. Mix the **job cards** and distribute three cards to each player.
3. Place the remaining cards in a pile face down in the centre of the table.
4. Each participant gets a vote sheet and writes down the other participants’ names on it. Of course, one cannot vote for oneself! So, nobody writes down their own name.

Game procedure

The game is played in two or three rounds and each round is divided into three phases.

Phase 1: research. It consists of discovering the four **soft skills cards** that will be used during the round.

Phase 2: job interview. This is where the real stuff starts! Each player will have to prove that they have the four soft skills the job requires **in two minutes max!**

Phase 3: recruitment. Time to vote! The players select the most convincing applicant.

The phases are similar during all rounds but the job interview phase comes with some specific details described below. The game ends at the end of the second or third round.

Procedure for each round

Phase 1: research

The first player turns over **four soft skills cards** and places them face up on the table. Once the four cards have been understood by each player, phase 2 (job interview) can start.

Phase 2: job interview

Players take it in turns to convince the other players (**in two minutes max**) that their job is the one that best matches the 4 soft skills revealed during the research phase (phase 1).

**Evolution of the job interview phase over the rounds, see below.*

Phase 3: Recruitment

At the end of each job interview phase, each player takes on the role of the recruiter and will have to vote for the best candidate for the job. In order to do so, each player will have to tick one box discreetly on the voting sheet, in the column of the current round. Each player can only tick **one name** corresponding to the player who has been most convincing during their job interview.

Once all players have voted, the round stops. The player sitting to the left of the previous first player becomes the first player of the new round.

The four **soft skills** cards used during this round are put aside so that they can be easily found for the game debriefing.

A new round can now start, with a new **research phase**.

*Note: The result of this vote will only be revealed **at the end** of the game to keep the suspense alive throughout the game.*

**Evolution of the job interview phase over the rounds.*

1st round: Each player chooses from their three **job cards** the “fun” job they think would most closely match the **4 soft skills cards** presented on the table and places it face down in front of them.

Starting with the first player, each player will have to reveal their card and will have **two minutes maximum** to convince the other players that the job they have chosen is the one that best matches the **4 soft skills cards** on the table.

Once all players have defended their **job card**, the **recruitment phase** can start.

2nd round: Each player still has **two job cards** in their hands. In this phase, the players have to play with one of the **“real”** jobs they still have and place it face down in front of them. The last card the players still have in their hands is put aside and will not be used anymore for this game.

Like in the 1st round, starting with the first player, each player will have to reveal their card and will have **two minutes maximum** to convince the other players that the job they have chosen is the one that best matches the **4 soft skills cards** on the table.

Once all players have defended their job card, the **recruitment phase** can start.

3rd round (optional): At the beginning of this round, the players no longer have a **job card** in hand. The player picks the first card of the **“job” pile** and immediately starts convincing the other players that the **“fun”** job they have chosen is the one that best matches the **4 soft skills cards** on the table. They also have **two minutes maximum** to do so.

Once all players have defended their **job card**, the **recruitment phase** can start.

End of the game

The game stops after two or three rounds.

It is then time to determine by counting the votes which player has been the most convincing. Each player reveals round by round who they voted for.

For each round:

- **1 point** for each vote received per player
- The winner of the round gets **3 extra points** for their brilliant victory. However, in case of a tie between several players, each of them only gets **1 extra point** for the shared victory.

The total score for each player in each round are added up. The player with the highest score wins the game.

If there is a tie between several players, they will then proudly share the victory. Therefore, they will both have to share the same job... and also the salary at the end of the month!

Example of calculation of points at the end of a game:

N.B. For greater clarity in the table below, the names of the players have been replaced by their initials.

	Round 1	Round 2	Round 3
Rudy	J	C	V
Chloé	V	V	R
Jonathan	J	C	N
Natacha	R	V	R
Vincent	J	N	N

Round 1:

Rudy got **1 vote**, so he gets **1 point** for it.

Jonathan got **3 votes**, so he got **3 points** for the votes + **3 extra points** for his brilliant victory.

Vincent got **1 vote**, so he gets **1 point**.

Round 2:

Chloé got **2 votes** and shares her victory with Vincent, so she gets **2 points** for the votes + **1 extra point for shared victory**. Vincent gets exactly the same amount of points as Chloé. Natacha got **1 vote**, so she gets **1 point**.

Round 3:

Round 3: Rudy shares her victory with Natacha with 2 votes each, so they both get **2 points** for the votes and **1 extra point for the shared victory**. Vincent gets **1 point** for the vote he could obtain.

	Round 1	Round 2	Round 3	TOTAL
Rudy	1		2 + 1	4
Chloé		2 + 1		3
Jonathan	3 + 3			6
Natacha		1	2 + 1	4
Vincent	1	2 + 1	1	5

After adding up the scores, it appears that Jonathan is the winner of the game.

Variant

Round 1: “fun” job – card chosen from the player’s hand

Round 2: “fun” job or “real” job, at the player’s choice

Round 3: “real” job – card chosen from the player’s hand

Variant with more than 6 players

With more than 6 players, the game should be played in one or two rounds only so that it does not drag on.

One-round game:

Give each player **2 job cards**. Each player will have to defend a “fun” job or a “real” job from the cards they are holding.

Each player will then have to opportunity to vote for the most convincing candidate. The winner of this round will then get the job.

Two-round game:

In this case, give each player **3 job cards** at the beginning of the game.

The first round will be played with the “fun” job from one of the cards the player is holding.

For the second round, the player will choose a “real” job from the two remaining cards in their hands.

The votes system to determine the winner is similar to the one used in a regular game.

Variant: The worst job interview

One of the three rounds can be changed using this variant. Instead of arguing for the four soft skills in order to get hired, the player will have to highlight the fact they have none of the soft skills displayed on the table. The player will have to illustrate with loads of examples that they are the worst candidate for the job. In this case, the vote will be given to the player who will have had the worst job interview. Well, as you can see, in this game, failing can also make you win!

Note: this variant requires more drama skills from the players, and is therefore more difficult to play.

End-of-game debriefing

The aim of the game is to help candidates discover the notion of soft skills. Therefore, it is interesting to have a follow-up discussion once the game has ended. This will raise the awareness of the players that soft skills are also important to highlight in the job-hunting process. This game has a pedagogical scope. It will certainly inspire you and serve as a springboard for your soft skills trainings.

This game was created during the Cré@tatons FormaForm 2019

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