

INSIGHTS

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A game about teams, onboarding, and work culture.

Want to try new methods for getting to know each other? It can be to include a new colleague or to strengthen the work culture that's already there in an existing team.

INSIGHTS is a learning game about all the unspoken things that are a big part of daily life within the team. As a new employee, it can be some of the most difficult aspects to decode. **INSIGHTS** allows for the opportunity to study the informal work culture that's present within the team. However, it isn't just for the new employees' sake. The game is just as much about the team as a whole and highlights, through reflection exercises, where there might be issues within the team.

In **INSIGHTS** you're following a new employee's first three months within a new team. During this time, you have to handle dilemmas that are both about the new employee and the team as a whole. The game's dilemmas are fictional yet realistic. This creates a safe environment where you can discuss things like the tone at work, assignment habits, the relationship with managers and much more.

INSIGHTS is created from a need to include the entire team in the onboarding process. It's developed in collaboration with experts that know the demand for structural tools to increase the insight into the culture at work; especially when welcoming new employees.

Themes of the game

- It creates a space for talking about formal and informal structures in the work culture.
- It creates a connection between and insight into the existing team.
- It helps colleagues talk about challenges at work in a proper and reasonable tone.

Application

The game is aimed at teams and their leaders. The game is self-instructing and can be used by internal consultants as a part of workshops, themed days, courses or as a part of the onboarding process. You're playing in teams of 4-6 players. Multiple games can be played in parallel. If there are multiple new employees, dividing them into different groups would be ideal.

Why learning games work

1. The participants experience a simulated practice of what they're good at and what they need to work on.
2. The game facilitates a process that integrates communicating knowledge and sharing experiences while still being deeply serious yet fun and engaging.
3. By creating a fictional world that is close to reality, it becomes easier to discuss work-related problems that occur in pressured situations.
4. It's well documented that we learn a lot better when we're experiencing things rather than simply listening! That's why the game's an effective tool for training teamwork.

For further information about **INSIGHTS** contact:

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