



Play Your Cards Right:

How to Use Card Games to Increase Learning Outcomes

Presented by Dr. Sivasailam Thiagarajan and Tracy Tagliati



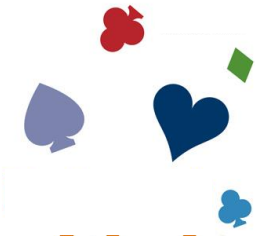
Objectives

- Provide an overview of the HRDQ Style Profiles.
- Conduct three types of card games to achieve training objectives.
- Use the same deck of cards to play different games.
- Creatively plagiarize the game structures to design your own card games for training.



Three Formats

- Classification Cards
- Practical Advice Cards
- Fluency Cards



Types of Card Games

- Classification
- Practical Advice
- Fluency





Classification Cards

What's Included



Classify

Instructions:

- Review the text on the cards.
- Decide which one of personal styles each card is associated with.
- We will announce one of the four styles.
- Determine which card represents that style by correctly typing it into the chat box



 A purple-bordered box containing four cards, numbered 1 to 4. Each card has a symbol at the top and bottom and a personality description in the middle.

| | | | |
|---|---|---|---|
| <p>A</p> <p>To avoid conflict, I often tell people what they want to hear.</p> <hr/> <p>To avoid conflict, I often tell people what they want to hear.</p> <p>V</p> <p>1</p> | <p>7</p> <p>I seem to be popular with others.</p> <hr/> <p>I seem to be popular with others.</p> <p>7</p> <p>2</p> | <p>Q</p> <p>During meetings, I like to lead the conversation.</p> <hr/> <p>During meetings, I like to lead the conversation.</p> <p>Q</p> <p>3</p> | <p>K</p> <p>I am energized when I work with a set schedule.</p> <hr/> <p>I am energized when I work with a set schedule.</p> <p>K</p> <p>4</p> |
|---|---|---|---|

 A purple rectangular box with a decorative border on the left side featuring hearts and flowers. The text 'Categorize Game #2 Straight' is centered in white.

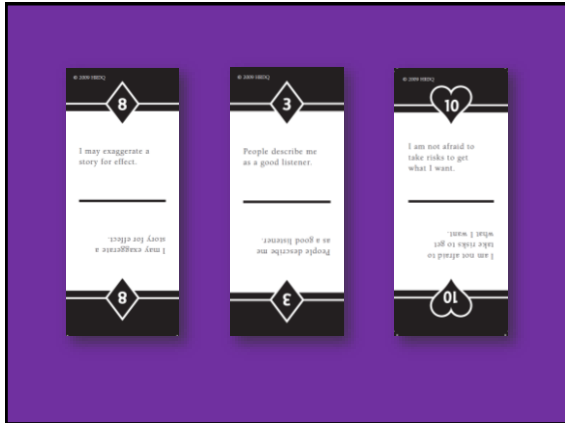
Categorize Game #2
Straight

Straight

Instructions:

- Read the text on the three cards on the following slide.
- Identify the personal styles of each card.
- Jot them down.





Straight

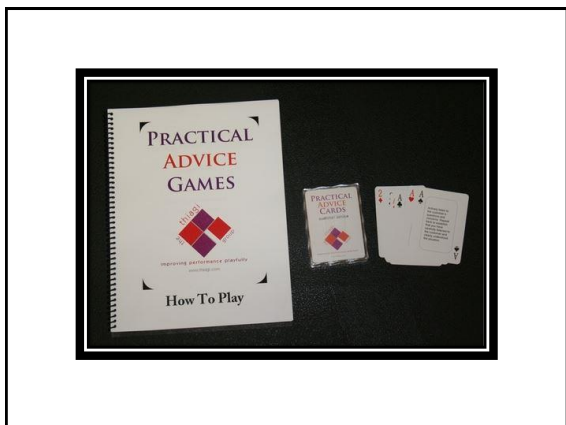
More Instructions:

- Read the text on the four cards on the next slide.
- Vote which card to add so that your hand now has one card of each personal style.

















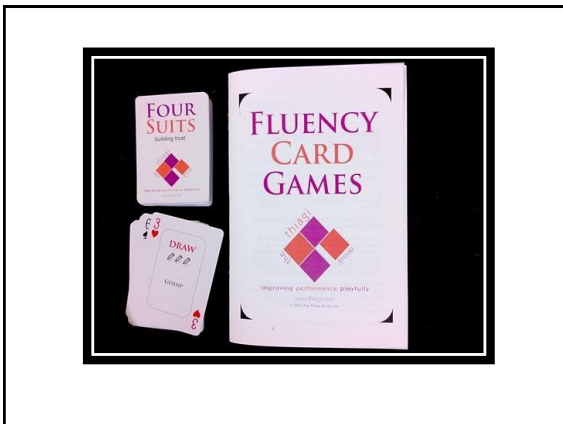


| | |
|---|---|
| <p>1</p>  <p>Speak rapidly when you are talking to a DIRECT communicator.</p> |  <p>Keep your relationship businesslike when you are working with a DIRECT communicator.</p> <p>2</p> |
|  <p>3</p> <p>Be well organized when talking to a DIRECT communicator.</p> |  <p>4</p> <p>When you are talking to a DIRECT communicator, focus on their goals and objectives.</p> |

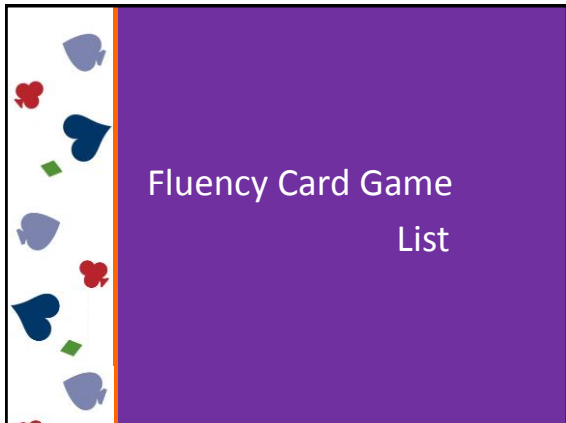


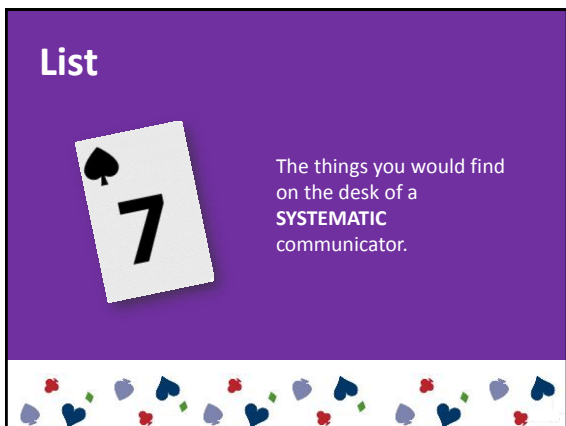


Fluency Cards











Compare



A **DIRECT** communicator and a **CONSIDERATE** communicator.

Act



YOU'RE FIRED!
Your role: Spirited Manager
Other role: Systematic Employee

SITUATION:
The manager must fire the employee.
The employee has evidence that the firing is not warranted.

Self-Assessment

On a scale of 1 – 5 where **1** is “Not Confident” and **5** is “Very Confident”, how would you rate your understanding of the HRDQ Style Profiles?

1 **2** **3** **4** **5**

NOT CONFIDENT VERY CONFIDENT
"I DON'T GET IT" "I'M AN EXPERT!"

Want To Play?

- Make your own cards
- Go to HRDQstore.com
- Go to Thiagi.com



Thank you!



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