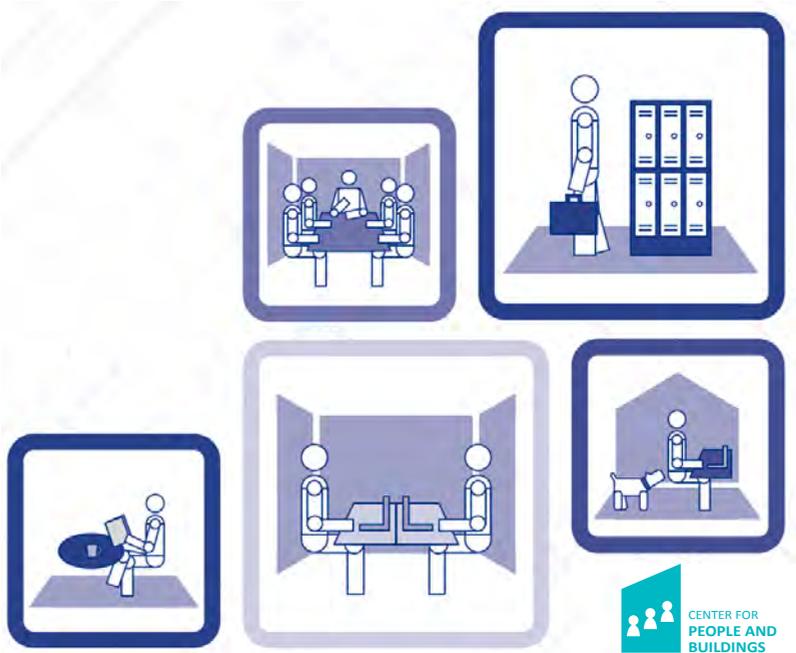


# THE WORKPLACE GAME



*The Workplace Game helps organisations to utilize their work environment more effectively by making behaviour in and around the work environment open for discussion*



## Goal of the Game

The Workplace Game can be used to discuss behaviour in the work environment. By discussing behaviour inside (and outside) the office, it makes office users aware of how they and their colleagues act and interact.

## Getting started

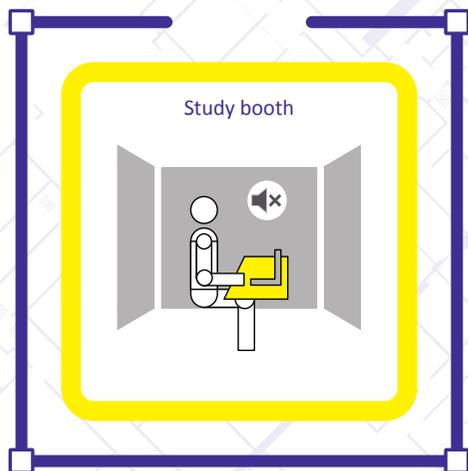
The Workplace Game is played in groups of 4 to 6 people. The players move from card to card, from space to space, as through an office where all sorts of situations take place. The 120 situation cards contain questions about Expertise & Knowledge, Values & Norms and Attitude & Behaviour that you can encounter both inside and outside the office. The players are engaged in a discussion on the basis of these situations. Playing the game takes about an hour. Before starting the game, its rules are explained and afterwards people are asked to give feedback about the important issues and discussions that arose.



## Timing

The game can be used in different phases of a (re)accommodation process:

- › During ideation: to gauge what the basis is in your organisation for new ways of working.
- › During the implementation process: How do you act around each other in a new environment?
- › Shortly after the introduction of the new accommodation: what are the issues with the work environment?
- › Some time later after the introduction: what are the issues with the work environment? Do we need a code of conduct?



## Independently or with Support

If you have a Workplace Game box, you can immediately get started and play within your organisation. This is a very direct way to make employees discuss the utilisation of their work environment with each other. This could be useful when, for example, there are tensions between employees or when colleagues disagree about the use of the work environment.

If, however, you want to gather more information through the playing sessions,

it is a good idea to have the game be led more professionally. This could be achieved by someone of your own organisation, an advisor or someone of the Center for People and Buildings. The game leader will then introduce the game, keep an eye on the discussion subjects during the game and can lead the final conversation. A report can be made of the session, that indicates important issues and discussions, and draws conclusions (e.g. for the development of codes of conduct).

**120**

*It is 9 p.m. A client sends you a mail with an urgent question. What do you do?*

- A** I reply immediately, as promptness in communication is essential to good contact with clients.
- B** I have done enough work for today – tomorrow is another day.
- C** If I feel like it today and have the time, I will send a prompt reply; if not, it will have to wait until tomorrow morning.
- D** Other, namely ...



### Custom Wishes

The game consists of 120 cards. During a one hour playing session, about 12 of them will be addressed. This gives you the opportunity to make a selection of cards that are specifically interesting for your organisation. In this way important issues within your organisation can be taken up and themes that are irrelevant can be left out. The cards are divided into four types of spaces: Work spaces, Meeting spaces, Facilities and Other locations; and three themes: Expertise & Knowledge , Values & Norms and Attitude & Behaviour. We recommend to keep a similar distribution between themes and types of spaces when selecting the cards. The Center for People and Buildings can provide you with a document to help you selecting the most relevant questions. Next to selecting the cards you can also adapt the game to your organisation by creating a board that resembles (the shape) of your work environment.

### More Information

You can find more information about the game and experiences with the game in the following articles:

- › De Bruyne, E., & De Jong, A. (2008). *The Workplace Game: exploring end users' new behaviour*. Paper presented at the AKFEI08, Las Vegas.
- › De Jong, A., & De Bruyne, E. (2008). *Participatory design of office spaces by game playing?* Paper presented at the AKFEI08, Las Vegas.
- › De Jong, A., Kouprie, M., & De Bruyne, E. (2009). *Effects of the Workplace Game: A Case-Study into Anticipating Future Behaviour of Office Workers Ergonomics and Health Aspects of Work with Computers*. In B.-T. Karsh (Ed.), (Vol. 5624, pp. 3-12): Springer Berlin / Heidelberg.
- › Website of the game:  
<http://www.cfpb.nl/en/instrumenten>

### Ordering and Contact

Do you want to order the Workplace Game or know more about the workplace game? Please contact us!



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