

# The Basics of Fantasy Role-Playing Games

## *and the Possible Applications in the Workplace*

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*a four session, 12-hour course for 3-6 people*



*Engage your team and open their minds to worlds upon worlds of insight and adventure!  
Learn the basics of fantasy role-playing games, build a character, create a team of  
adventurers, and embark on an imaginative journey that can last a lifetime!*



## The Opportunity

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Today's technologically dominated workforce leaves many people deprived of, and longing for, human interaction. Millennials are frequently accused of enabling this phenomenon; paradoxically, *they are also exhibiting signs of the same yearning for connection*. The comeback of music, fashion, and gaming from the late 70's-80's that resembles what their parent's generation experienced draws on a place and time perceived to have more substance, rawness, and human connectivity than today's times.

In the workplace, millennials are often molded (or forced) into outdated, traditional forms of engagement and learning—yet they comprise *the majority of the workforce*. It's time that engagement and learning approaches be molded to accommodate them. According to multiple studies, what they (like many of us) seek at work is *meaningful human contact*:

- Collaboration
- Experiences (not training)
- Unique personal encounters
- Transferable skills
- A sense of purpose
- A multi-faceted life

**How can you creatively engage your multi-generational workforce in a way that resonates with everyone?** How can you offer meaningful learning and self-development opportunities that bring your team closer to those meaningful contact points above?

## The Premise

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**Have you ever wanted to play out a tough choice before making it?** Have you ever wished you could get inside someone else's skin and see the world as they might see it?

That's what role-playing games can do. Every time players sit down to a role-playing game, no matter what the genre, they can be transported to worlds and situations that feel real—so real no computer-generated experience could hope to equal it. And, best of all, it's done sitting at a table with nothing but imagination and attention.

**We believe the mechanics and experience of role-playing games can be used to develop meaningful, collaborative, and evocative new ways of engaging employees in today's challenging, multi-generational workforce.**

We'll weave the positive psychology-based VIA character strengths into the game. In our seminar, players will:

- **self-assess** to learn about their natural virtues and untapped strengths
- **utilize known skills at opportune moments** for achieving desired outcomes
- **experiment with making high-risk choices** outside of their comfort zone—and experiencing the thrill that comes with those decisions
- **reflect** on fantasy world gaming lessons
- **imagine** how the lessons mirror their real-world challenges
- **create** an action plan to address real-world work (or life) needs and goals

## The Game

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A group of 3-6 players gathers for *four 3-hour sessions*.

- Session One: Building A Character
- Session Two: Background, History, and Goals
- Session Three: Skills and Experience Points
- Session Four: Leveling Up

The fantasy setting and experiences can be conjured up by the Game Master, or specific themes can be tailored to address targeted needs or interests from your group.

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## The Facilitators

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JOHN DALTON

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John is a designer who specializes in concepts, complex systems, and experiences. He has worked for The Field Museum, Infoblox, Metropolis 2020, the Mythbusters, The Morton Arboretum, Lookingglass and Steppenwolf Theater Companies, Miller-Coors, Soul Train, and the NHL. He has been playing and writing role-playing games for almost 40 years.

IRMA VAZQUEZ

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An SPHR with 21+ yrs international experience in corporate global Human Resources roles. Irma frequently leads culturally diverse teams and facilitates strategic meetings. Irma keenly aware of team evolution phases and their needs during tough transitions. This, coupled with her 18+ year yoga practice, beautifully blend the gross and subtle qualities of human learning and growth into one impactful, playful, and fun experience.



*This program is a product of collaboration between xuntas: let's gather and Imaginary Services. Contact John (847) 902-7061, [john@imaginaryservices.com](mailto:john@imaginaryservices.com) or Irma (312) 405-4219, [irma@xuntaschicago.com](mailto:irma@xuntaschicago.com) for more information.*

*Sources and references:*

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