

# ReadMe for HIRED!

'Hired!' is a card game where players play the role of recruitment officers at a company. The objective of the game is to hire the right people for the company.

## Types of Cards:

1. Candidate Cards: The cards contain the information of the candidate who is to be considered for a given job position.
2. "Now Hiring" cards: These cards contain the job description for which the given candidate needs to be considered.
3. Confidential Info cards: These cards contain specific information about the candidate
4. Bias Cards: These cards determine the characteristic against which the recruiter(player) is biased

## GAME SET UP:

# Players/team : 3-5

- The game can be played by multiple teams simultaneously. In this case each team gets their own set of cards and tokens.
- In this case, each team represents a company and the players in each team represent the recruitment officers in that company
- All cards are shuffled and stacked based on type and then placed face down in the center.
- Each player receives 8 voting token (the orange coins)
- 2 sign cards are placed to denote the selected and rejected pile of candidates

## GAME PLAY:

- Every player first chooses a bias. This is to be kept secret
- The players then reveal the first job description and the first candidate.
- Each player draws a secret information card from the pile.
- Players then debate on if the particular candidate should be hired or not.
- Players may take turns to ensure that each person gets an opportunity to make their point.
- This can be followed by open discussion
- The players need to take into consideration their bias, as hiring someone against their bias will reduce their score.
- They also need to take into consideration the secret information provided on the cards. A player may lie about the secret information to skew the discussion in his favor.
- During the discussion, the players can try to guess each other's bias.
- If player A guesses player B's bias correctly, player B gives one of his voting tokens to Player A.
- Player B then picks a new bias card and also reveals his/her secret information to the rest of the players.
- If player A's guess is incorrect then he/she gives player B one voting token.
- All players continue the discussion
- If the players do not reach a unanimous decision, one of the players can initiate a vote.
- The players opposing that decision will have to play at least one voting token more for their decision to be implemented. Otherwise, the decision of the player who initiated the vote will be implemented.

- This continues till one side(select/reject candidate) stops playing more voting tokens and agrees to the other side’s decision
- If the candidate is hired, he is placed in the hired pile with the job description and the secret info cards.
- If the candidate is rejected, the job description is placed back into the job description card stack and shuffled. The candidate card and the secret info cards are placed together in the rejected pile.
- The next candidate and job description card are picked and the game continues in the same way till the list of candidates has been exhausted.

## SCORING

- Each candidate's score can be calculated as the sum of numbers (0 or 1) mentioned on their secret info cards.
- Once all the candidates have been scored, the players rank the candidates in order of their score to see if they hired the best candidates or not. If the game was played in groups, each teams calls out which ranks of candidates they hired. The teams can thus compare which company had made the best decisions.

*For example, imagine that the five candidates (A through E) had the secret information cards as shown in the second column of the table below. By adding them together, you can obtain the total information score and then rank them as in the third column.*

CANDIDATE	SCORE	RANK
A	0+0+1+1 =2	2
B	0+0+0+1 =1	4
C	1+1+0+1=3	1
D	1+1+0+0=2	2
E	0+0+0+1=1	4

*In this example, the best candidates were C (rank 1st) and then A and D (ranked 2nd).*

- For individual scoring, each team member’s score is calculated as :

*Score= # voting tokens in hand – 2 x # candidates hired who he/she was biased against*

*(If the player held multiple biases over the game span, the candidates who were hired against a bias at that point in time alone are considered. For example. If A has the bias “against women” in the beginning of the game but was called out after 3 rounds, A will be penalized only for the women who were hired in these 3 rounds.)*

- The player with the highest score wins.

DEBRIEFING:

- The players discuss how their decisions impacted the company.

FEEDBACK REQUESTED:

- What were the various strategies used by the players?
- Did the game trigger discussion about personal biases?
- Did the players use arguments that go beyond the ones mentioned on the secret info cards?



