

EXPERIENCE THE FRAMEWORK

Integrity Company

FACILITATOR / ADVISOR GUIDE

Everything needed to prepare, facilitate, debrief, and evaluate the experience

Primary Essential Element

Integrity

Secondary Elements: Responsibility, Work Ethic, Professionalism, Communication, Teamwork, Leadership, Planning, Organizing and Management

North Star

Participants experience how everyday choices create or destroy organizational value and leave with a specific commitment to act with greater integrity.

Prototype status: Ready for controlled pilot

SkillsUSA Tennessee College/Postsecondary

1. Choose the Right Implementation Level

All three levels use the same learning design. Select the level based on group size, available preparation time, budget, and the amount of immersion desired. Bronze is not a lesser lesson; it is the most scalable version.

Feature	Bronze	Silver	Gold
Best use	Large groups, classrooms, low prep	Enhanced classroom or chapter event	Conference, institute, showcase
Group size	12–200+	8–80	12–150
Ideal table size	4–8	4–8	4–8
Experience time	30–40 min + reflection	35–45 min + reflection	45–60 min + reflection
Prep time	10–20 min	30–45 min	60–120 min
Estimated cost	\$0–\$15	\$15–\$50	Variable
Core materials	Standard decks, printed sheets, pencils, calculators	Bronze materials plus chips, laminated sheets or dry-erase boards	Branded company kits, custom folders, signage, projected leaderboard, optional currency
Recommended for 200	Yes — preferred	No, unless heavily staffed	Possible, but unnecessary for the learning goal

2. Facilitator Quick Scan

Primary outcome	Participants recognize that small, repeated choices affect time, people, resources, quality, safety, trust, and organizational value.
Energy	Moderate to high. Competitive, table-based, and discussion-driven.
Facilitation difficulty	Moderate. The mechanics are simple; the reveal and debrief require restraint and good timing.
Space	Round tables or clusters. Each table needs room for a deck, scenario sheet, ledger, and reflections.
Accessibility	Provide calculators, large-print materials as needed, and a non-drawing participation option. Do not require standing or rapid movement.
Critical rule	Do not explain the integrity meaning before the reveal.

3. Materials and Quantity Planner

Prepare one table kit for each group of 4–8 participants. Use the formula below to estimate quantities.

Table calculation

Number of table kits = total participants ÷ desired table size, rounded up.

Example: 100 participants at tables of 6 requires 17 table kits.

Every level — per table: 1 standard deck of cards; 1 scenario sheet; 1 company ledger; 1 pencil; 1 calculator or calculator-enabled device

Every level — per participant: 1 individual reflection and commitment form

Bronze enhancements: Clipboards or folders optional; paper score tent optional

Silver enhancements: 50–100 poker chips per table or one dry-erase balance board; laminated scenario sheet; dry-erase marker

Gold enhancements: Branded company folder; CEO/CFO/HR role cards; company name tent; custom currency or chips; projected leaderboard; music or sound cues; professionally printed handouts

Facilitator: Master script; timer; attendance/observation sheet; spare decks; spare calculators; pens; pilot evaluation form

4. Room Setup and Pre-Experience Checklist

- ☐ Arrange tables for 4–8 participants; avoid rows facing only the front.
- ☐ Place one complete table kit at each table before participants arrive.
- ☐ Keep individual reflections face down or inside the table folder until after the reveal.
- ☐ Confirm the exact break return time and identify a discreet way to observe return behavior.
- ☐ Decide how many CEO reports can be heard without losing momentum (usually 3–5 for large groups).
- ☐ Practice one sample draw so the mechanics can be demonstrated in under 60 seconds.
- ☐ Confirm that face-card values are printed on the scenario sheet: Jack 11, Queen 12, King 13, Ace 15.
- ☐ Do not preload participants with a definition of integrity.

5. Experience Timing

Time	Facilitator Action
0:00–0:03	Opening and company challenge
0:03–0:05	Teams select fixed leadership roles
0:05–0:07	Demonstrate one sample card
0:07–0:20	Company operations / card draws
0:20–0:25	CEO reports and pattern noticing

0:25–0:30	Reveal and Framework connection
0:30–0:38	Group debrief
0:38–0:45	Individual reflection and commitment
Immediately after	Ten-minute break: Immediate Application Opportunity

6. Narrator Script

Opening

READ ALOUD

“Welcome, leadership teams. Today, your company begins operations. Your goal is simple: create and protect as much company value as possible. You will not know what events are coming. Work together, keep accurate records, and be prepared to explain your company’s results.”

Role Selection

READ ALOUD

“Select three fixed leaders: a CEO who will keep the company moving and report at the end, a CFO who will maintain the ledger and complete the math, and an HR Director who will read and check off each scenario. Everyone else is an employee, and every person must draw at least one card.”

Explain the Mechanics

READ ALOUD

“Every card communicates three things. Color tells you whether value was created or lost. Black creates value. Red loses value. Suit tells you the category: spades are Time, hearts are People, diamonds are Resources, and clubs are Quality and Safety. The card value tells you the magnitude. Your HR Director will read the next unchecked scenario in the matching area. Your CFO will update the company balance.”

Demonstrate one sample card only. Do not explain what the scenarios represent beyond the written directions.

Start of Play

READ ALOUD

“Your company is now open. Begin operations. Make sure every employee draws at least once. You will have ____ minutes.”

Stop and Report

READ ALOUD

“Operations are closed. CFOs, confirm your final balance. CEOs, prepare to report your ending company value and one pattern your team noticed.”

The Reveal

READ ALOUD

“You believed you were managing random business events. You were not. Every card represented a choice made by an employee. The value your company created or lost was the accumulated effect of everyday decisions: how people used time, treated others, protected resources, and handled quality and safety. Integrity is not one dramatic decision. It is what people repeatedly choose when someone is watching—and when no one is.”

Framework Connection

READ ALOUD

“Integrity is a Personal Skill in the SkillsUSA Framework. Today, you also practiced responsibility, communication, teamwork, leadership, professionalism, and planning. The Framework is not something you only memorize. It gives language to what you just experienced.”

7. Table Leadership Roles

Role	Responsibilities
CEO / Reporter	Keeps the team moving; ensures every participant draws; resolves process questions using the printed rules; reports the final company value and one major lesson.
CFO / Recorder	Maintains the ledger; performs calculations; announces the updated balance; verifies the final total.

HR Director / Reader	Finds the correct scenario by color and suit; reads it aloud; inserts the card value; checks the scenario off; maintains the scenario sheet.
Employees / Team Members	Each person draws at least once; listens to scenarios; contributes to discussion; completes an individual reflection.

Do not rotate roles

Once play begins, roles remain fixed. Rotation interrupts flow, creates unnecessary relearning, and weakens immersion. Participation is created through card draws, discussion, and individual reflection—not through mid-game role changes.

8. Card Logic and Table Directions

Card Feature	Meaning
Color	Black = Value Created; Red = Value Lost
Suit	♠ Time; ♥ People; ♦ Resources; ♣ Quality & Safety
Value	2–10 use face value; Jack = 11; Queen = 12; King = 13; Ace = 15
Scenario use	Read the next unchecked scenario in the matching color/suit area
Deck reset	When needed, shuffle the discard pile and continue

9. Facilitator Observation Guide

During play, do not coach the ethical meaning. Observe the leadership and team process.

- ☐ Does the CEO invite participation without taking over?
- ☐ Does the CFO keep accurate records?
- ☐ Does the HR Director match the correct color and suit?
- ☐ Does every participant receive a draw?
- ☐ How does the team respond to losses?
- ☐ Do participants begin discussing fairness, responsibility, or consequences before the reveal?
- ☐ Which scenarios create laughter, silence, disagreement, or recognition?

10. Report-Out and Debrief

For large groups, hear from only 3–5 CEOs before the reveal. Choose reports with different balances or patterns. The report-out should build curiosity, not become a long competition recap.

CEO report prompt

READ ALOUD

“State your company’s final value. Then share one pattern your team noticed and one decision that had the greatest impact.”

Debrief questions

- What surprised your team most?
- Which category had the greatest impact?
- How did small choices become large consequences?
- What did you think integrity meant before this activity? What does it mean now?
- How does integrity affect trust among employees, supervisors, customers, and the public?
- What integrity obligations does an employer have to employees?
- Which scenario most closely resembles a real workplace choice?
- What will you do differently after this experience?

Facilitator standard

Do not settle for “integrity means doing the right thing.” Push participants to name specific behaviors, affected people, and consequences.

11. Individual Reflection and Commitment

Every participant must complete the reflection independently. The group experience is incomplete until each person identifies personal meaning and a specific action.

Distribute the student reflection after the reveal and group debrief. Allow 5–7 quiet minutes. Do not allow one table member to complete the reflection for the group.

- One insight I gained about integrity is...
- The scenario that affected me most was... because...
- Small daily choices affect a workplace by...
- I am most likely to minimize “a few minutes,” “a small shortcut,” or “one little mistake” when...
- One specific action I will change is...
- Integrity means...
- Framework Story: Describe a time integrity created a positive or negative outcome. What will you do differently next time?

12. Immediate Application Opportunity

Immediately after the reflection, announce a ten-minute break and the exact return time. Do not announce that punctuality will be observed. Do not give countdown reminders.

READ ALOUD

"We will take a ten-minute break. Please be back in your seat and ready to begin at exactly __:__."

Observation protocol

- ☐ Quietly record the number who return early, exactly on time, and late.
- ☐ Do not identify individuals.
- ☐ Do not define a legitimate disruption as a failure of integrity.
- ☐ Say something only if 100% of participants return on time.
- ☐ If fewer than 100% return on time, continue normally and record the aggregate result privately.

Recognition only for 100% collective success

OPTIONAL READ ALOUD

"I noticed that every person returned on time. You just demonstrated immediate application of what we discussed. You respected your commitment, the group's time, and the work ahead."

13. Bronze, Silver, and Gold Facilitation Notes

Bronze — Scalable and practical

- Use printed scenario sheets and ledgers.
- Use ordinary playing cards.
- Allow calculators or phones for arithmetic.
- For 100–200 participants, project only the opening, mechanics, timer, reveal, and reflection prompt.
- Use table CEOs for local control; the narrator should not manage every draw.

Silver — Enhanced tactile experience

- Use poker chips or dry-erase balance boards so gains and losses are visible.
- Laminate scenario sheets for reuse.
- Use printed role cards and company name tents.
- Collect quick table-level data on final balances and patterns.

Gold — Conference immersion

- Use branded folders or company kits.
- Add custom currency or branded chips only if it improves immersion without slowing play.
- Use sound cues, projected leaderboard, and professional signage.
- Assign roaming facilitators for observation, not explanation.
- Keep the mechanics identical to Bronze so the experience remains transferable to campus.

14. Guardrails

- ☐ Do not equate every late arrival with time theft. Distinguish deliberate patterns from emergencies, approved flexibility, disability accommodations, illness, and protected leave.
- ☐ Do not imply that good employees should donate unpaid labor. Positive time scenarios must describe approved and properly compensated work or efficiency that protects value.
- ☐ Do not turn the break into a public trap. Recognition occurs only for 100% collective success.
- ☐ Do not let winning overpower learning. The final balance matters less than the reveal and reflection.
- ☐ Do not frame profit as the only value. Trust, safety, quality, service, morale, and reputation matter.
- ☐ Do not reveal the ethical meaning early. The delayed recognition is the experience anchor.

15. Troubleshooting

Issue	Response
Teams are confused by the card	Repeat only the three-part logic: color, suit, value. Do not explain the lesson.
Math is slowing the experience	Use calculators, round values, or switch to points rather than dollars.
One person dominates	Remind the CEO that every participant must draw and contribute.
A quadrant runs out of scenarios	Return to the first scenario in that quadrant or shuffle the discard pile and continue.
Large group is noisy	Use a visible timer and a single sound cue for stop/start. Keep all mechanics table-driven.
Participants focus only on time stealing	Use the four-suit reveal and debrief to emphasize people, resources, quality, safety, trust, and responsibility.
A late return has a legitimate reason	Record no individual judgment. The observation is aggregate and formative only.

16. Pilot Evaluation and North Star Test

This guide supports a controlled pilot. Do not label the experience a Tennessee Signature Experience until field evidence confirms the intended human shift.

- ☐ Participants understood the mechanics after one demonstration.
- ☐ Fixed roles supported flow.
- ☐ Every participant drew at least once.
- ☐ Scenarios felt realistic and fair.

- ☐ The reveal created visible recognition or changed discussion.
- ☐ Participants connected integrity to more than punctuality.
- ☐ Written reflections named specific behavior changes.
- ☐ The immediate application opportunity provided useful evidence.
- ☐ The experience felt like SkillsUSA.
- ☐ The experience can be reproduced at Bronze level without specialized materials.

North Star review questions

- What transformation occurred?
- Did participants experience rather than merely hear about integrity?
- Where was the moment that made the learning real?
- Which Essential Elements were practiced?
- Did every participant have a meaningful role?
- Did reflection convert the activity into learning?
- Did participants identify how they will apply it?
- Could this become a story they remember?
- Would we be proud for this to become the Tennessee C/PS standard?

17. Facilitator Notes

What worked:

What confused participants:

What created the strongest reaction:

Timing changes needed:

Scenario changes needed:

Evidence of application:

Recommended revision:
