EXPERIENCE THE FRAMEWORK

Integrity Company

Experience Blueprint • Facilitator Guide • Table Materials • Student Reflection

North Star
Students experience how everyday choices create or destroy organizational value, connect those choices to integrity, and leave with one concrete action they intend to carry into their own work and leadership.

Prototype Status: Ready for Controlled Pilot

SkillsUSA Tennessee College/Postsecondary

Experience at a Glance

Edition	Best Use	Estimated Requirements
Bronze	Large groups; classrooms; low-cost delivery	30–40 min • 12–200+ • standard deck, printed sheets, pencils, calculator
Silver	Enhanced classroom or chapter experience	35–45 min • 12–80 • laminated sheets, chips or dry-erase ledger
Gold	Conference or showcase experience	45–60 min • 20–200+ • branded folders, projected timer, table signs, custom score display

Primary Element	Integrity	**Energy**	Moderate/High
Secondary Elements	Responsibility, Work Ethic, Professionalism, Communication, Teamwork, Leadership	**Movement**	Low
Facilitation Difficulty	2 of 5	**Prep Time**	10–20 minutes
Recommended Audience	Secondary, Postsecondary, Advisors, State Officers	**Setting**	Indoor, table groups

Purpose and Desired Human Shift

This experience is designed to move participants from seeing integrity as a vague moral idea to understanding it as a series of daily choices that affect time, people, resources, quality, safety, trust, and organizational value.

Before	After
“A few minutes here or there do not matter.”	“Small choices repeated over time create real consequences, and my integrity is visible in what I do when no one is watching.”

Experience Anchors

1. Become the Leadership Team: Participants choose fixed roles and take ownership of a fictional company.

2. Feel the Gain and Loss: Teams experience the emotional pull of value created and value lost before they know what the cards represent.

3. Discover the Pattern: Color, suit, and value work together to reveal how choices affect different parts of an organization.

4. The Reveal: Participants learn that the “random” business results were the accumulated effects of employee choices.

5. Personal Commitment: Every participant reflects individually and identifies one action they will change.

6. Immediate Application Opportunity: A ten-minute break provides a natural chance to apply the lesson without announcing that behavior is being observed.

Leadership Roles

CEO / Reporter — Keeps the team moving, ensures every member draws at least once, and reports the company’s final result and one major lesson.

CFO / Recorder — Maintains the ledger, performs all calculations, and announces the updated company value after each draw.

HR Director / Reader — Uses the scenario sheet, reads the correct scenario, inserts the card value, and checks the scenario off.

Employees / Team Members — Each participant draws at least one card, listens, contributes to decisions, and completes an individual reflection.

Do not rotate roles

Keep roles fixed once play begins. Rotation causes relearning, interrupts momentum, and weakens immersion. Participation is achieved by requiring every member to draw a card and contribute to the discussion.

Core Game Mechanics

1. Each table receives one standard deck of playing cards, a scenario sheet, a company ledger, and reflection forms.
2. The team selects a CEO, CFO, and HR Director. Roles remain fixed.
3. Each participant draws at least one card during play.
4. The card communicates three things:

    - Color = outcome: Black creates value; Red loses value.
    - Suit = category: ♠ Time; ♥ People; ♦ Resources; ♣ Quality & Safety.
    - Value = magnitude: use the printed card value. Jack = 11, Queen = 12, King = 13, Ace = 15.

5. The HR Director finds the next unchecked scenario in the matching quadrant, reads it aloud, inserts the card value, and checks it off.
6. The CFO calculates the result and updates the company ledger.
7. If the draw pile runs out, shuffle the discard pile and continue.

Narrator Script

Opening

Narrator
"Welcome, company leaders. Your goal is simple: build the strongest company possible. Every table begins with the same company value. Each card will affect your company. Work accurately, make sure every team member draws at least once, and be prepared to explain your final result."

Role Selection

Narrator
"Select your CEO, CFO, and HR Director. Choose carefully. Your company will depend on clear leadership, accurate records, and strong communication. Once selected, roles will remain in place for the full experience."

Start of Play

Narrator
"When the timer begins, the first employee draws a card. Use the card's color, suit, and value to locate the correct scenario. Continue until time is called. Begin."

The Reveal

Narrator

"You believed you were managing random business events. You were not. Every card represented a choice made by an employee. Black cards showed choices that created or protected value. Red cards showed choices that cost the company time, money, trust, quality, or safety. Small choices did not stay small. Repeated over time, they shaped the health of the entire organization."

Framework Connection

Narrator

"Integrity is not only about refusing to steal money or property. Time has value. People have value. Resources have value. Quality and safety have value. Integrity is the choice to protect those things even when no one is watching."

Facilitator Run of Experience

Set Up: Seat participants in table groups of 4–8. Place one deck, one scenario sheet, one ledger, and one reflection form per participant at each table.

Assign Roles: Allow 2 minutes for teams to choose the CEO, CFO, and HR Director.

Explain Mechanics: Demonstrate one sample card only. Do not explain the integrity meaning yet.

Play: Run 10–15 minutes. Every member must draw at least once. Stop when time is called.

Report: Ask selected CEOs to share final company value and one pattern they noticed.

Reveal: Deliver the reveal script.

Reflect: Facilitate group questions, then require individual written reflection.

Apply: Announce a 10-minute break and exact return time. Do not explain that punctuality is being observed.

Observe: Quietly note return behavior. Say something only if 100% return on time.

Scenario Sheet: 8 Quadrants

Each table uses the next unchecked scenario in the matching quadrant. Card color determines value created or lost; suit determines the category; card value fills the blank.

♠ TIME

BLACK — VALUE CREATED	RED — VALUE LOST
☐ An employee stayed ___ approved minutes to finish a deadline-critical task.	☐ An employee arrived ___ minutes late each workday for a month.

☐ An employee reorganized a process and saved the team ___ minutes each day.	☐ An employee left ___ minutes early each workday without approval.
☐ An employee arrived prepared and used ___ minutes to prevent a delayed start.	☐ An employee extended a break by ___ paid minutes each day.

♥ PEOPLE

BLACK — VALUE CREATED	RED — VALUE LOST
☐ An employee spent ___ minutes helping a new coworker avoid a costly mistake.	☐ An employee used ___ paid minutes gossiping and disrupting the team.
☐ An employee used ___ minutes to resolve a customer concern and protect the relationship.	☐ An employee ignored a customer for ___ minutes, damaging trust.
☐ An employee stepped in for ___ minutes to help the team meet a shared commitment.	☐ An employee refused to help for ___ minutes, forcing the team to stop and recover.

♦ RESOURCES

BLACK — VALUE CREATED	RED — VALUE LOST
☐ An employee caught a materials error before ___ units were wasted.	☐ An employee carelessly wasted ___ units of material.
☐ An employee found a way to save ___ units of supply without lowering quality.	☐ An employee used company resources for ___ units of personal benefit without permission.
☐ An employee properly maintained equipment, avoiding ___ units of replacement cost.	☐ An employee failed to report damaged equipment, increasing the loss by ___ units.

♣ QUALITY & SAFETY

BLACK — VALUE CREATED	RED — VALUE LOST
☐ An employee stopped work for ___ minutes to correct a safety hazard before an injury occurred.	☐ An employee skipped a ___-minute safety check to save time.
☐ An employee caught a quality defect that would have caused ___ units of rework.	☐ An employee knowingly passed work that required ___ units of rework.
☐ An employee followed the full inspection process and prevented ___ units of customer loss.	☐ An employee hid a mistake that later cost the company ___ units to correct.

Company Ledger

Round	Card	Color	Suit/Category	Scenario	Change	Balance

Group Debrief

- What surprised your team most?
- Which category had the greatest impact on your company?
- How did small choices become large consequences?
- What did your team first think integrity meant? What does it mean now?
- How does integrity affect trust between employees, supervisors, customers, and the public?
- What integrity responsibility does an employer also have to employees?
- What choice would you make differently after this experience?

Individual Reflection and Commitment

Every participant completes this reflection independently. The group experience is not complete until each person connects the lesson to personal action.

1. What is one insight you gained about integrity?

_____

_____

2. Which scenario affected you most, and why?

_____

_____

3. How can small daily choices affect an entire workplace?

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_____

4. Where are you most likely to be tempted to treat “a few minutes,” “a small shortcut,” or “one little mistake” as unimportant?

_____

_____

5. What specific action will you intentionally change because of this experience?

_____

_____

6. Complete the statement: Integrity means _____.

_____

_____

7. Framework Story: Describe a time when your integrity—or someone else’s—created a positive or negative outcome. What will you do differently next time?

_____

_____

Immediate Application Opportunity

Facilitator Direction

Announce a 10-minute break and the exact return time. Do not say that punctuality is being observed. Do not provide countdown reminders. Quietly note return behavior.

If 100% return on time, the narrator may say:

Narrator

“Every person returned on time. You just demonstrated immediate application of what we discussed. You respected the commitment, the group’s time, and the work ahead.”

If anyone returns late, say nothing about the observation and continue normally. Record the result privately for pilot evaluation. Do not identify, shame, or publicly correct individuals.

Immediate Application Measure	Result
Participants before break	
Returned early	
Returned exactly on time	
Returned late	
100% on time?	
Notes/legitimate disruptions	

Guardrails

- Do not define every late return as “time theft.” The lesson concerns deliberate patterns, honest commitments, and organizational impact—not legitimate emergencies, approved flexibility, accommodations, illness, or 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 competition overpower reflection. The final balance matters less than the reveal and personal commitment.
- Do not confuse profit with the only form of value. Trust, safety, quality, service, and reputation also matter.

North Star Validation Test

Test	Question	Current Finding
Purpose	Does this exist for a clear reason beyond entertainment?	Yes — it makes integrity concrete and visible.
Experience	Do participants encounter the idea before explanation?	Yes — they experience gains and losses first.
Discovery	Do participants help reach the conclusion?	Yes — the reveal reinterprets their own results.
Participation	Are they doing more than listening?	Yes — every participant draws and contributes.
Reflection	Does the activity become learning?	Yes — group debrief and individual writing are required.
Application	Is there an immediate chance to act differently?	Yes — the ten-minute break.
Leadership	Does the experience require responsibility and teamwork?	Yes — fixed company roles and reporting.

Culture	Does it feel like SkillsUSA?	Yes — practical, career-connected, team-based, and Framework-centered.
Belonging	Can a non-joiner or hands-on learner succeed?	Yes — simple mechanics, visible outcomes, and multiple roles.
Excellence	Is it ready to publish as a signature experience?	Not yet — ready for controlled pilot and revision.

Pilot Evaluation

☐ Mechanics were understood after one demonstration.

☐ Roles supported flow without interrupting learning.

☐ Every participant drew at least once.

☐ Scenarios were clear and realistic.

☐ Calculations were manageable for the intended audience.

☐ The reveal created a visible “aha” moment.

☐ Reflections named specific changes in behavior.

☐ Participants understood integrity beyond time stealing.

☐ The immediate application opportunity produced useful evidence.

☐ The experience should be revised and piloted again.

☐ The experience is ready for Tennessee Signature Experience review.

Pilot notes:

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Revision Log

Version	Date	Status	Change
0.1		Prototype	Initial concept: time stealing and business impact
0.2		Prototype	Added suits, roles, narrator, anchors, reflection, and immediate application
1.0		Pilot	
1.1		Revised	
2.0		Tennessee Signature Experience	