

For everyone:

Today we will be doing a role playing game/activity. What this means is that you have all been assigned a role and you will be trying to achieve the objectives assigned to your role. It is a competition and not everyone will win, just like real life.

The game involves filling jobs. Most of you will be Job Seekers. You are college seniors who are trying to get hired after you finish college—you are all seeking positions in the same field. A few of you are Employers who are looking to fill a certain number of positions each. One of you is a Socialite—you graduated college last year and are lucky enough to already have a job! However, you know all the Employers and a lot of the Job Seekers so you want to help people find their jobs.

Just like in real life, no one has perfect knowledge of the labor market conditions. You know there are more Job Seekers than jobs available, though you are not sure about the exact number of available positions are in your field. Likewise, no one knows the distribution of qualifications of Job Seekers. Everyone knows that the GPA's are a maximum of 4 and go down from there. They also know that some Job Seekers are graduating from SLU and others from SUNY-Canton. However, Job Seekers aren't totally sure how their qualifications match up against the others, nor do Employers know, for example, whether to hold out for that elusive 4.0 GPA in their hiring search. Likewise, Job Seekers do not know the salaries available in their field—though you can reasonably guess it is probably not less than \$20,000 or more than \$60,000.

Each of you will have received an assigned role. In this role assignment you will find your role—Job Seeker, Employer, or Socialite. If you are a Job Seeker, you will know your GPA and where you attended college. This will act as your resume when employers interview you. If you are an Employer, you will receive the number of positions you are looking to fill and the salaries you have available.

All players' role sheets will also contain the names and positions of everyone in the game that you already know. You can talk to people that you know. To meet new people, you must be introduced by a third party who knows both of you. For example, if person 1 knows person 2 and 3, but 2 and 3 don't know each other, they can be introduced via person 1. The introduction must be face-to-face [pandemic edit, instead of shaking hands, bump elbows when introducing]. To make things a bit easier, you will have name tags provided to write your role character names.

The Employers must interview at least 5 people before they can begin to offer jobs to anyone. In order to conduct an interview, the Employer must know the Job Seeker—therefore know them from the beginning or be introduced to them during the game. The interview can be whatever the Employer wants it to be, but likely will include the Job Seeker giving their name and their qualifications.

The game ends when all employers tell me that they have filled all their available positions.

Rules Summary:

- 1) You can only talk to people your role character already knows.
- 2) You can only talk to new people if you are introduced by a third character who knows both of you and makes the introduction face-to-face.
- 3) Employers must interview at least 5 people before making job offers.

Clarifying Notes:

- 1) All positions are the same level. Therefore, when employers interview people, they are interviewing them for all available positions. They do not need to conduct 5 interviews per position, just 5 overall.
- 2) Once an Employer offers a job to a Job Seeker, the Job Seeker is allowed to indicate that they want to wait and see what their other offers are. However, Employers are allowed to create deadlines for Job Seekers to make that decision. They are also allowed to indicate to the Job Seeker that they may offer the job to someone else instead if they do not give an immediate answer.
- 3) Job Seekers are only allowed to accept one job. Once they have accepted a job, they are free to do whatever they want: either help their friends find jobs or just sit down and celebrate their success.
- 4) Job seekers should note that there is higher unemployment in this game than there is in real life—you will not all get hired.
- 5) Employers are allowed to determine the extent to which they preference certain qualifications and are not required to tell you how they are making their hiring decision (just like in real life). Therefore, they may go strictly based on your GPA and college, but they could also use qualifications like personality/likeability or previous connections to Job Seekers. Each Employer will likely choose a different way to weigh these factors.
- 6) Once you are introduced to someone, you know them forever. Once an introduction is made, the person gets added to your list of contacts and you can go talk to them at any other point during the game.
- 7) You are never required to make an introduction for someone. If you don't want to introduce two people you know, you don't have to. However, it is usually good for you to do so sometimes so that other people are willing to connect you when necessary. However, you may want to prioritize your own self-interest before helping others.
- 8) People's role characters' names do not necessarily match that person's gender. Do not be offended if yours doesn't match and don't assume that when you are looking for someone that their character's gender will match the actual student's gender.
- 9) You probably want to write down or have easy access during the game to the list of people you know (including the ability to add names to your list to keep track of people you meet during the game). You will likely want to designate their position as I have done in your original role sheets with either J, E, or S (Job Seeker, Employer, or Socialite, respectively).
- 10) You will receive your individual role with your character and your character's information as you walk into class.

For Employers:

Your goal is to hire the best workers you can to fill your open positions. You can choose your hiring preferences however you want. However, you will probably evaluate based on GPA, ranking of college (either SLU or SUNY-Canton), and personality/likability of the person job

seeker. Some of you personally know people who are applying for jobs. You are allowed to take that into account and give preference to hiring people you already know or you can choose to not allow that to be a factor. It's entirely up to you.

Note that you do not all have the same salaries to offer your employees, nor are you all looking to fill the same number of positions. Therefore, you don't know exactly what the competition looks like. However, you all know each other, so you are more than welcome to ask each other. But remember, this is a competition! Your fellow employers will be competing with you for the best Job Seekers so it is up to you what information you want to share.

As noted in the instructions for everyone, the Employers must interview at least 5 people before they can begin to offer jobs to anyone. The interview can be whatever you want it to be as long as it is face-to-face, but likely will include the Job Seeker giving their name and their qualifications. However, you can have the Job Seeker talk about whatever you want them to. Assuming you've already interviewed at least 5 people, you can decide whether to offer someone a job right on the spot or go find them later.

Rules:

- 1) You must write down the name of everyone you interview. For your own sake, you also probably want to write down their qualifications so that you can remember who you might want to hire.
- 2) You must interview at least 5 job seekers before you can offer anyone a position. After you have interviewed at least 5 job seekers, you may begin offering jobs.
- 3) Once a job seeker accepts the position it is filled. You cannot rescind a job offer that has already been accepted if you find a better candidate later.
- 4) Once you fill all your positions, tell the instructor.

For Job Seekers:

Your goal is to get hired. You will probably also preference getting a higher salary, though you are not required to. In order to get hired, you must be interviewed for a job, be offered a position by an Employer, and then accept that job. Remember, there are more Job Seekers than jobs (though you don't know how many more) so you will probably try to make your connections and get interviews as quickly as possible.

Some of you have more connections to other people and some of you have better connections than others. As stated in the instructions to everyone, you are never required to make an introduction at any point (though you may hurt yourself if you never help anyone). However, you can choose how quickly you are willing to introduce people. For instance, you may prioritize your own self-interest first and then after that prioritize helping others or you can do both at the same time—it is totally up to you.

Rules:

- 1) Keep track of the number of interviews you have. This will be helpful for you later—you're always allowed to follow back up with employers to see if they are interested in you once they've interviewed their mandatory five.

- 2) You cannot accept more than one job. Once you have officially accepted a position you cannot keep interviewing for more positions nor can you rescind an acceptance if you were to hear about a better opportunity.
- 3) Once you have accepted the job, you are required to come to the front of the class and tell the instructor: your character's name, the number of interviews you had, that you accepted a job, and your salary. (If you do not get a job offer before the activity ends, you will still need to tell the instructor how many interviews you had.)

For Socialite:

You have a more elusive goal than everyone else. Your goal is simply to help other people achieve their goals. You have always prioritized being well-known and connected (both because you enjoy it and know it could be helpful for you later). Therefore, you will use your connections to help connect other people. It will make people like you even more than they already do and you will probably get the opportunity to meet even more people along the way—always a goal of yours!

You are allowed to prioritize who you help. These priorities can be based on anything you choose (be it personality/likeability, degree of connection to that person from the beginning, etc.). Likely no one will know how you are choosing your priorities nor are you accountable to anyone, so you can do whatever you like with the position. That being said, you don't have to prioritize anyone. You can just sit back and wait for people to seek you out for help. You will almost certainly have a long line of people waiting to meet you or get your help during quite a bit of the game.