

# Game instructions CRATIV DECISION CARDS

## Goal of the game

With CRATIV DECISION CARDS, managers and teams can playfully learn whether and how decisions affecting the team or the company can and should be delegated. The medium-term goal is to use DECISION CARDS to arrive at a "DECISION MAP" that records the situations in which managers, team leaders and team colleagues are responsible for a decision.

## Number of players

DECISION CARDS is recommended for teams of 3-7 players. This game is designed for up to 7 players (7 cards each). The player principle, however, allows for additional players by adding additional card sets.

## Game procedure

1. Each player gets a set of 7 cards (each worth 1-7)
2. A player reads a fictional story about a job situation or presents a real job problem (e.g. do we hire a freelancer for this task?).
3. Each player places the card of the appropriate decision level for this problem face down on the table.
4. Once everyone has decided, the cards are turned over.
5. The different assessments are then discussed.
6. Optionally, another round can be played in addition to the story.



## The 7 levels of the decision

- 1 | Communicate | I'll decide and I'll let you know.
- 2 | Justify | I decide, but justify my decision.
- 3 | Consult | I'll get your opinions and decide by myself.
- 4 | Agree | We decide together on a decision.
- 5 | Recommend | I make recommendations, but you decide.
- 6 | Inquire | I inquire after you have decided.
- 7 | Delegate | You decide alone and you don't have to inform me.

## Decision Board

The Decision Board serves to make visible the decision levels that have been defined together and to have them always present. By repeating the process, you can get closer and closer. The manager gives more and more competence and the employee assumes more and more responsibility.



## CRATIV DECISION BOARD



1234567



	1	2	3	4	5	6	7
Topic							