

## **RULES FOR PLAYING THE QUOTATIONS GAME**

Quotations have long since been a source of inspiration to many people: it is the art of saying much without many words. They can help you become more aware of the way you look at certain topics or at life as a whole. In this way they help you to discover your own personal wisdom. The name of this game is therefore based on this premise.

The aim of this game is to playfully open up discussion between people concerning their personal views on subjects such as 'communication', 'change', or 'leadership'. With the help of provocative questions, this game also encourages you to link these subjects to your own personal experience.

The Quotations Game consists of 144 cards. On the face side of the cards is a quotation and on the back is a question which is linked to it. Of course you are free to use either the quotation or the question cards.

The quotations are divided over six themes: leadership, communication, giving meaning, change, personal development and relationships. Some quotations could also be placed in another category. In each theme there are 20-25 cards plus a card without a quotation or a question in case any additions need to be made.

The questions can be classified into straightforward and deeper questions. The straightforward questions are easy to answer and generally evoke a pleasant atmosphere. The numbers of these questions (on the back of the cards) are: 1-17 (leadership), 25-28 (communication), 47-59 (giving meaning), 74-79 (change), 96-105 (personal development) and 122-131 (relationships). The deeper questions require more thought and are often more confrontational. The proportion of the number the two types of questions per theme is quite varied. You are free to make your own arrangement using more or fewer confrontational questions, depending on the situation and the group.

The possibilities for application of this game are quite varied both in work and personal situations:

- Becoming acquainted in all sorts of groups
- Making specific themes open to discussion
- Supplying mutual feedback
- Becoming better acquainted within a team, group, circle of friends, etc.

### **Working with The Quotations Game**

If you are familiar with our other games (i.e. The Feedback Game), you will notice that this game is somewhat different in character: it covers a much wider field, which calls for making a necessary pre-selection that suits both the situation and your goal. As in the other games, it is important to carefully fit the selected method of play in with the rest of the programme and to ensure that the goal of this method of play is clear to all participants.

Some more practical tips in working with the game:

1. When you have selected a method of play, test it out first for example with friends or colleagues. This way you will become familiar with its effect.

2. Give participants ample time to read the quotations or questions. The reading pace of individual participants may vary greatly. This also applies to the time needed for a reaction to the respective quotation or the question to be answered.
3. In choosing a method of play where the cards are placed face up, it is advisable not to use more than 30 to 40 cards. If this set does not provide an appropriate or desired question for some of the participants, lay out a second set of 30 to 40 cards for them to select from.
4. In most of the methods of play written out below, either the quotations or the questions are used. It is possible to combine the two but the number of situations where this is meaningful is limited.
5. Before working with the questions it is important to give some thought to the desired degree of guidance and its effect on the participants. Guidance is determined by the pre-selection you make and the freedom participants receive with the number of cards they can choose from. This however does not alter the fact that people sometimes respond in quite unexpected ways.

### **METHOD OF PLAY 1: BECOMING ACQUAINTED**

#### **Purpose**

Becoming (better) acquainted.

#### **Prior Conditions**

1. Number of participants: 3-15.
2. Requirement: A pre-selection of 30-40 quotations, tailored to the situation.
3. Estimated playing time: 10-30 minutes.

#### **Procedure**

1. Place all cards face up on the table (quotations side up).
2. Choose a card with a quotation that appeals to you. Consider why this quotation appeals to you or what it says about you.
3. In turn, explain the selected card. The other participants may ask for clarification.

#### **Alternative Versions**

1. Select a quotation that reflects what you would like to improve about yourself, in other words, what is a challenge for you. You may choose the perspective of your team, your work in general or your personal life. If possible answer the question on the back of the card. You may also bring up and discuss other issues that arise from the initial question.
2. As an evaluation at the end of a course or training session: select a quotation that to you typically describes how you have experienced this course or training session. Explain in turn.

### **METHOD OF PLAY 2: SHARING GIFTS**

#### **Purpose**

Giving positive mutual feedback.

#### **Prior Conditions**

1. Participants know each other.
2. Number of participants: 3-15.
3. Requirement: A pre - selection of 30-40 quotations, suited for giving positive feedback.
4. Estimated playing time: 10-30 minutes.

### **Procedure**

1. Place all cards face up on the table (quotations side up).
2. Choose a card with a quotation that in your opinion fits the person to your right, because it says something about a certain quality of this person.
3. In turn explain the selected card. The other person may ask for clarification.
4. Put the cards back in the stack after all participants have had a turn.
5. If you wish, steps 2 and 3 can be repeated for the person to your left.

### **Alternative Version**

In step 1, each participant receives a small stack of 10-15 cards. In step 5, pass your stack to the person to your left.

## **METHOD OF PLAY 3: MAKING THEMES OPEN TO DISCUSSION**

### **Purposes**

1. Making a theme open to discussion in a group or a team.
2. Visualizing the way a certain theme is viewed by a group or a team, in order to prepare for future adjustments.

### **Prior Conditions**

1. Number of participants: 3-10.
2. Requirement: all cards belonging to a selected theme.
3. Estimated playing time: 10-30 minutes.

### **Procedure**

1. Place all cards face up on the table (quotations side up).
2. Choose a card with a quotation that most appeals to you in relation to your work.
3. In turn explain the selected card by stating what the quotation says about your view on the selected theme. The other participants may ask for clarification and state whether or not they identify with your words. If you wish, write down the most important points on a flip-over sheet to aid discussion.

### **Notes**

1. One particular card may be selected by several participants.
2. Other than just using the cards belonging to a certain theme, it is also advisable to have a look at the rest of the cards to see whether any of the other quotations fit in with the selected theme. This way participants have a wider choice.

### **Alternative Version**

Instead of having participants select their own card, it is also possible to stack the cards face down (question side up) and have participants in turn draw a card. The person drawing a card states if and what meaning the quotation has in relation to his or her work.

## **METHOD OF PLAY 4: FIRING AWAY**

### **Purpose**

Becoming better acquainted in a group or a team.

### **Prior Conditions**

1. Number of participants: 3-7
2. Requirement: A pre - selection of a maximum of 30 questions that match the situation.

3. Estimated playing time: 20-60 minutes.

**Procedure:**

1. Place all cards face up on the table (questions side up).
2. Choose a card with a question that you are interested to hear the others give answers to. Give some thought as to your own answer to this question.
3. Discuss in turn the selected questions. As you begin, you give the answer first to your own question. Next and in turn the other participants give their answer to your question. In doing so, pass your card on to the person giving the answer so that he or she can have another look at the question.
4. If the group is small you can play another round.
5. Review: Have you become better acquainted? If so, with whom in particular?

**Note**

If you wish, you may add a rule that allows participants to pass on giving answers.

**Alternative Versions**

1. Each participant takes six cards. Select one question that you yourself will answer and one question that you are interested to have answered by the person to your left. After this person has given the answer, you explain why you have put this question to him or her. Proceed until the stack of cards is depleted or you have run out of time.
2. In turn pick five cards and answer one of the questions. Proceed until the stack of cards is depleted or you have run out of time. This alternative does not necessarily require a pre - selection.
3. Select a limited amount of cards (10-15) that you find interesting to discuss in the group. In turn take a card and start with answering your question. One by one the others also give their answers. In doing so, pass the card on to the person having the turn.

**METHOD OF PLAY 5: YOU AND THE TEAM**

**Purpose**

Share how everyone experiences the team.

**Prior Conditions**

1. Participants work together.
2. Number of participants: 3-10.
3. Requirement: A pre-selection of a maximum of 40 quotations that reflect the way the team works together
4. Estimated playing time: 20-60 minutes.

**Procedure**

1. Place all cards face up on the table (quotations side up).
2. Pick a card with a quotation that reflects the way you experience the team.
3. In turn explain the selected card. The other participants may ask for clarification or state whether or not they identify with your words.
4. When all have had their turn: What conclusion do you draw?

**Alternative Versions**

1. Instead of taking the perspective of the team, it is possible to take a look at work in general or the organisation as well.

2. In new teams: pick a quotation that gives direction to working well together. In turn explain your quotations and write down the result using a few key words.

### **OTHER GAMES**

This game forms a series together with five other card games:

- The Feedback Game (Who am I?)
- The Values Game (What is valuable to me?)
- The Development Game (What am I good at?)
- The Motivation Game (What do I want?)
- The Feelings Game (What do I feel?)

These games can be applied individually or in combination.

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