

# Practical, Easy, Gamified Engagement for ILT, VILT, and Hybrid

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What can I really do to gamify a one-off session with limited time and resources?

# Fine Line Between Work and Play

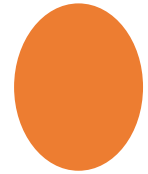
- Intrinsically Motivated
- Done for Enjoyment

## “The Play State”

- Players become engrossed;
- Time seems to stop;
- They may be more suggestable

## Considerations:

- What is the target outcome/result?
- What do you want participants to do?
- Do they think it's fun? Why or why not?
- Did they at one time or do they at times see it as fun?



## From John Chen's *Engaging Virtual Meetings*

1. Your goal is to chat the letters A to Z in order as fast as possible.
2. Every attendee can only chat one letter.
3. No attendee can chat twice in a row.
4. If you repeat a letter or chat a letter out of order, you must start over.
5. You cannot talk while chatting from A to Z.
6. If you repeat or chat a letter out of order, you can talk until someone chats A to start.
7. Every attendee must chat at least one letter.

Is this fun?

What is... Your Objective

Who is...Your Audience

What creates... Fun

Let's... Make the Match



Do

The activity puts them in a play state.

Disclose

The setup and debrief make it relevant

Discuss

Demonstrate

Discover

Design

Debunk

Determine



**A Point Not  
Attached to a  
Need is Noise**



**An Activity Not  
Attached to an  
Outcome is  
Clutter**





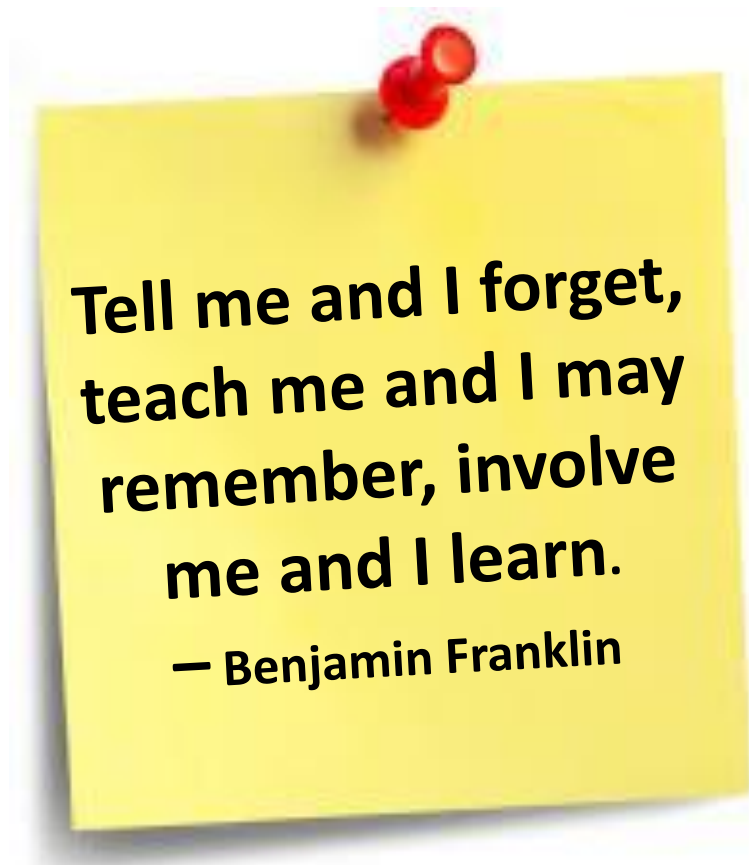
# Play-State Presentations Formula

**P** — Point

**E** — Example

**E** — Engage

**P** — Point



**Tell me and I forget,  
teach me and I may  
remember, involve  
me and I learn.**

— Benjamin Franklin

# Gotcha? Got me!

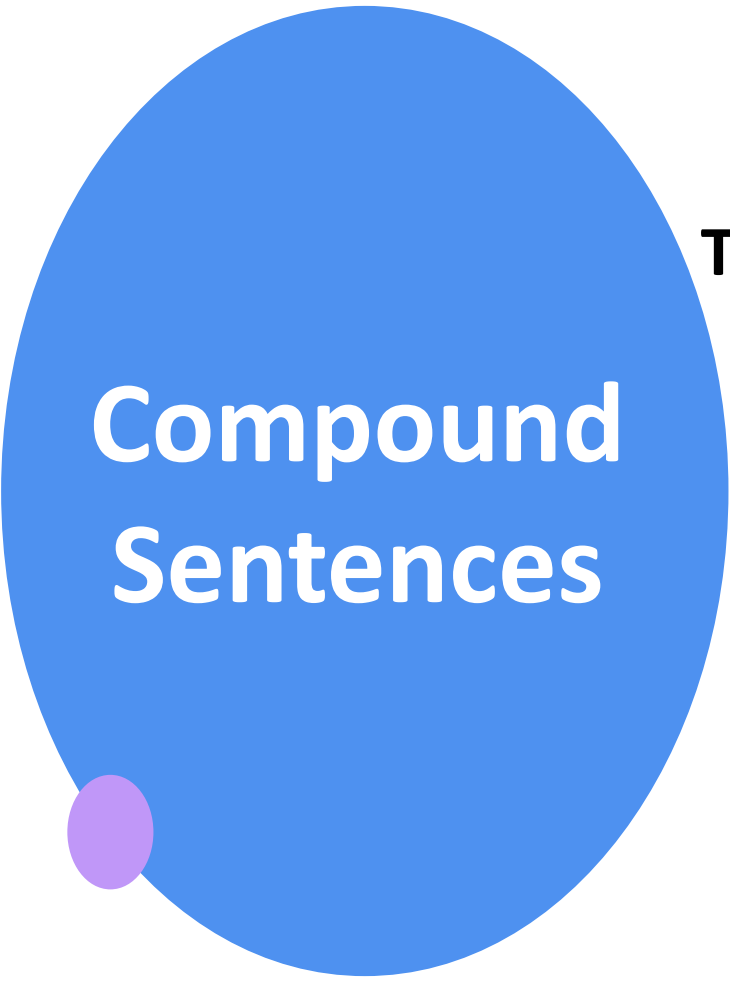
red green yellow blue black

blue green yellow black red

red green yellow black blue

black green blue red yellow

green black red yellow blue



# Compound Sentences



Two Complete Thoughts –  
joined with

- A **Semi-Colon** *OR*
- A Comma **and** a Coordinating Conjunction

**FANBOYS** for, and, nor, but, or, yet, so



# Run-on Rap

2 thoughts 2 things:

comma with a dot,

comma with a FANBOYS

**What Are The Elusive Characters?  
Missing Two Letters Or Numbers?**

**W A T E ?**

**M ? L O N**

# Start with ...

1

...the game  
and figure  
out how to  
retrofit it

2

...the  
teaching  
point and try  
to figure out  
how to  
illustrate it

3

...the  
audience and  
co-create a  
narrative  
from  
situations  
they get into

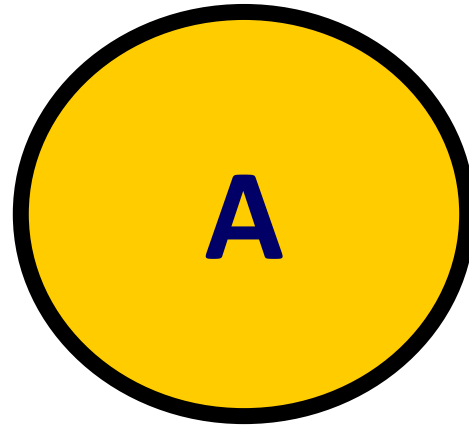
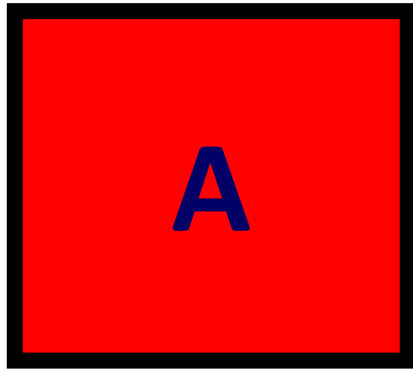
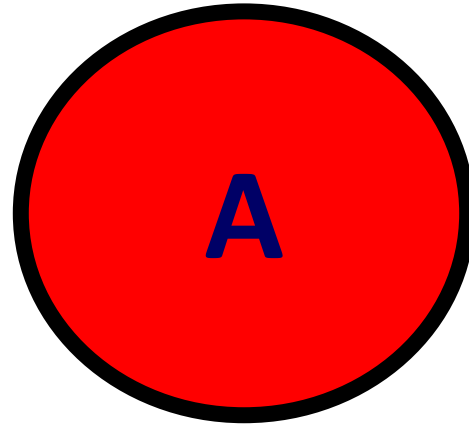
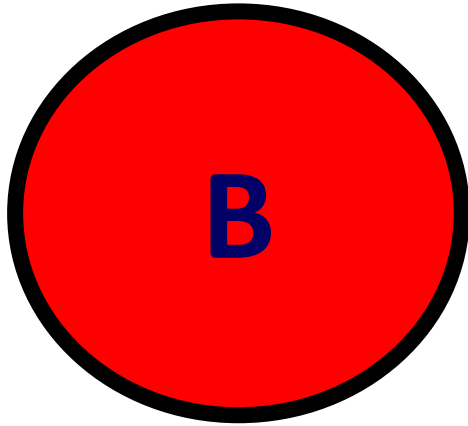
4

...what you  
want them to  
be able to do,  
and figure  
out how to  
play it out

5

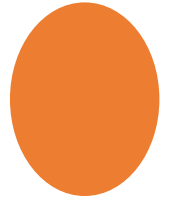
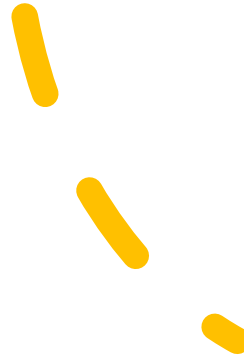
...a blank  
slate and let  
them create  
in it

**Which is the odd one out?**





## What is the Total?



**1,000**

**40**

**1,000**

**30**

**1,000**

**20**

**1,000**

**10**



**4,100**



# Write-Your-Own Narrative; Pick Your Point

People don't argue with their own ideas

- How can you help them DISCOVER the learning point rather than teach or tell?
- Ask them for applicable situations, and use that as the narrative.
- Ask them how they can use what you have presented.





## “Scattergories” Challenge

- List as many differences among people as you can
- How many do you have that no other groups identified?

**Rank in order of urgency...**

**ASAP**

**Hurry**

**Right Away**

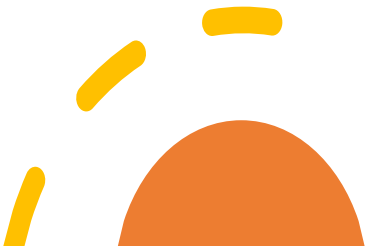




# Chatversation

Pick any common item and write a short description of it in chat.

***The catch:*** Be careful not to name the object, and from your description, others should be able to tell what the item is.






# Barriers to Delegation

If you  
want it  
done  
right,  
do it  
yourself



# Puzzles!

**What variations can you find on putting them together in teams?**

A hand-drawn mirror frame with a thick black border. Inside the frame, there is a light purple rectangular sticky note with a white border. The sticky note contains the following text:

Confidence Work  
Reflecting on Walls  
Smiling  
Fogging

# Mirrors!

Trace the outline of  
\_\_\_\_\_ looking into  
the mirror.

A hand is shown holding a single orange balloon. The background is a soft, out-of-focus sunset or sunrise over a body of water. The hand and balloon are in the foreground, while the background is a hazy, warm-toned sky. The overall mood is calm and celebratory.

# Balloons!

“If you feel uncomfortable for any reason such as a latex allergy or fear of them popping, you can step back and observe or I will blow one up for you. This is a great activity you will not want to miss if possible, though.”

**You can do one, some, or all parts.**

**It can all be part of one narrative or each have its own narrative.**





### **Part/Option 1**

Blow up and tie your balloon, then write your name on it.

Everyone is responsible for keeping all the balloons in the air. If a balloon touches the floor or a piece of furniture, it is dead and cannot be resurrected. Go!

### **Part/Option 2**

Now that the balloons are scrambled on the floor, it is time to find your balloon, but please follow these rules:

You can only touch your own balloon.

You cannot talk, point, or gesture.


### **Part/Option 3**

Now that you have your balloon, let's get some ideas on how we can better keep them in the air this time (solicit ideas and implement one or more of them).

### **Part/Option 4**

Now that the balloons are on the floor and scrambled again, find your balloon. This time, you can help others find their balloons.

# Videos!

A man with short brown hair, wearing a black t-shirt, is smiling and standing on a stage. Behind him is a large screen displaying a presentation slide. The slide has a dark blue background with white text. The text on the slide reads "How to build rapport" in a large, bold font, and "Discover the leader within" in a smaller font below it. The man is positioned in the center-right of the frame, and the slide is on the left side.

## How to build rapport

Discover the leader within

<https://youtu.be/-9uHBEGpJm4>

# Look, Listen, Pace, and Match

- Posture
- Formality
- Words
- Tone
- Eye Contact
- Intensity
- Breathing
- Pausing
- Rate of Speed

C  
O  
N  
G  
R  
U  
E  
N  
C  
E



Statement:	1 = not much 2 = somewhat 3 = definitely	Score	
I am comfortable with making decisions for employees based on established protocols.		S	Supervisor
I am known for jumping in and taking care of things that need work.		M	
I believe in setting clear goals and objectives for my team.		L	
I encourage innovation and support new ideas within my team.		L	Manager
I focus on ensuring tasks are completed efficiently and on time.		M	
I focus on planning and coordinating resources for successful outcomes.		M	
I follow policies and procedures and hold the team accountable.		S	Leader
I keep track of all the things the team is working on.		S	
I know where everything is and how everything works.		M	
I like empowering team members to take ownership of their work.		L	
I like to speak to customers directly.		M	
I organize and maintain things and jobs well.		M	
I prefer closely monitoring and controlling work processes.		S	
I prioritize developing and nurturing strong working relationships.		L	
I run a tight ship - ensuring the team stays on task.		S	
I step up and help my team with whatever they need.		S	
I strive to inspire and motivate my team towards a shared vision.		L	
I value providing constructive feedback to improve performance.		L	

Tolerance Survey: 0=Strongly Disagree - 1=Mildly Disagree - 2=Mildly Agree - 3=Strongly Agree

# Change Takes Resilience

A. Trying my best at work makes a difference.

B. Trusting to fate is sometimes all I can do in a relationship.

C. I often wake up eager to start on the day's projects.

D. Thinking of myself as a free person leads to great frustration and difficulty.

E. I would be willing to sacrifice financial security at work if something challenging came along.

F. It bothers me when I have to deviate from the routine or schedule I've set for myself.

G. An average citizen can have an impact on politics.

H. Without the right breaks, it is hard to be successful in my field.

I. I know why I am doing what I'm doing at work.

J. Getting close to people puts me at risk of being obligated to them.

K. Encountering new situations is an important priority in my life.

L. I really don't mind when I have nothing to do.

A \_\_\_\_\_ + G \_\_\_\_\_ = \_\_\_\_\_ - B \_\_\_\_\_ + H \_\_\_\_\_ = \_\_\_\_\_ Control = \_\_\_\_\_

C \_\_\_\_\_ + I \_\_\_\_\_ = \_\_\_\_\_ - D \_\_\_\_\_ + J \_\_\_\_\_ = \_\_\_\_\_ Commitment = \_\_\_\_\_

E \_\_\_\_\_ + K \_\_\_\_\_ = \_\_\_\_\_ - F \_\_\_\_\_ + L \_\_\_\_\_ = \_\_\_\_\_ Challenge = \_\_\_\_\_

0 - 4 = Low hardiness

4 - 8 = Moderate hardiness

9 - 12 = Hardy

# Continuous Engagement Options

## Theme

- Create a narrative that runs throughout
- Direct the audience to certain reactions when specific things happen
- Fit points to a concept possibly introduced as a narrative but not necessarily

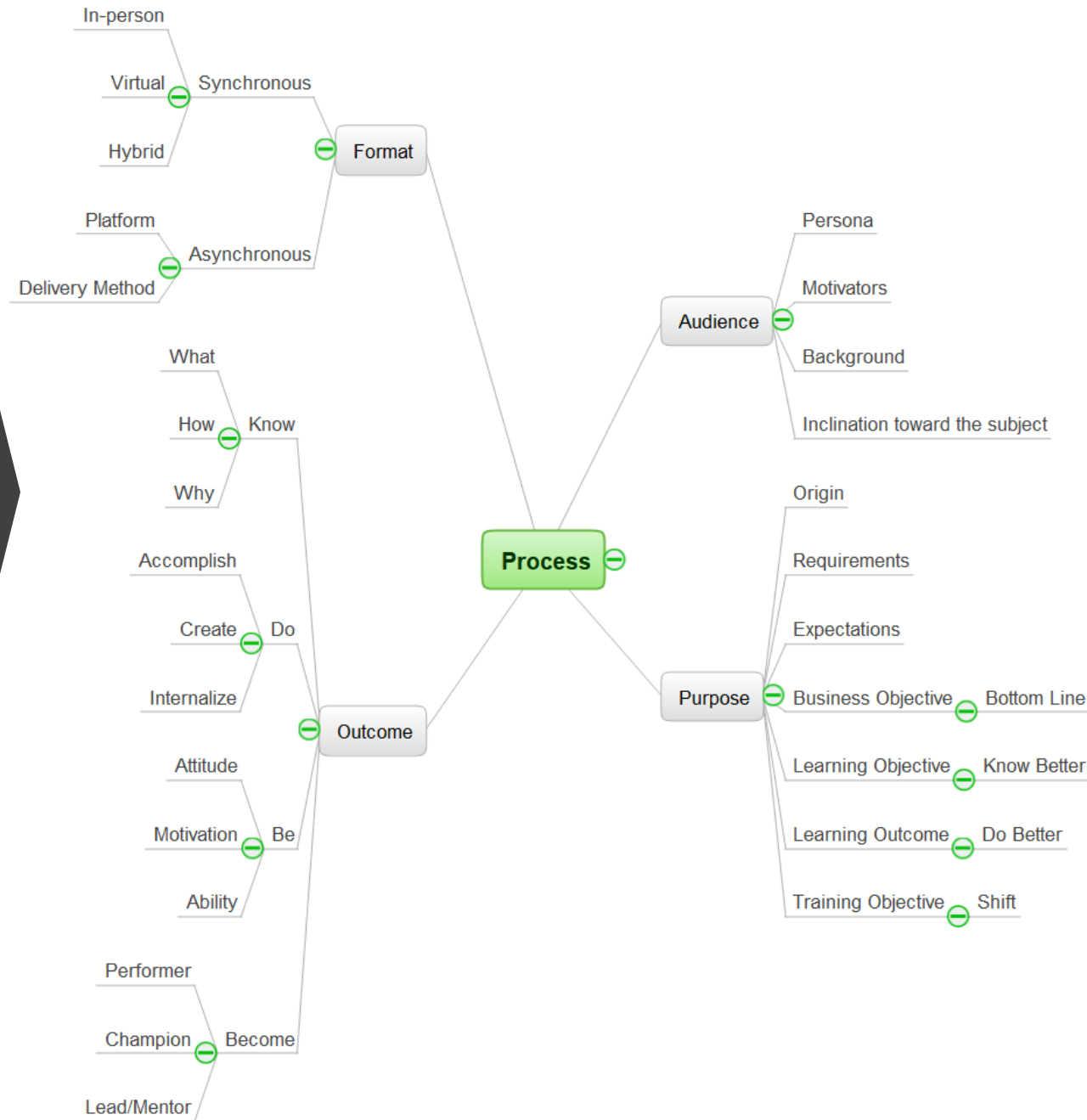
## Co-creation

- Analogy or Scenario
- People don't argue with their own ideas
- Imagine...
- Think of a time when...
- What do \_\_\_ and \_\_\_ have in common?
- What could you do with a \_\_\_?

## Challenge

- When you notice.... do this
- Keep track of...
- How many times...
- Compare/share with another/others

# Backward Engineering



# Presentation Effectiveness Formula

1. Credibility: You know your stuff
2. Likeability: I like you
3. Relatability: You're like me
4. Practicality: This applies to me
5. Applicability: I can use this





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