

# who you are MATTERS!®

## Facilitator's Guide



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# How to use this Facilitator's Guide and accompanying Online Resources

This step-by-step **Facilitator's Guide** will help you facilitate *Who You Are Matters!* groups from 3 players to hundreds of players, across varying and diverse populations.

Set up your *Who You Are Matters!* game following "Set Up" in the **Instructions**. When setting up for groups, you can place **Guidebooks** under bottom left corner of gameboard. This avoids distraction as players arrive, and allows you to instruct players to retrieve **Guidebooks** at the appropriate time.

With the game set up and a **Guidebook** in front of you, read through the entire **Facilitator's Guide** on your own, before leading a group. We recommend that you facilitate a practice game with friends or co-workers before facilitating your first 'live' game session. If you have co-workers who have already facilitated the game, it can help your learning to co-facilitate your first one or two game plays.


When facilitating, follow the instructions step-by-step. Use the Timing Guide to help you learn how best to adapt to different offerings.

“ *Suggested wording for you to say aloud is in light blue italics.* ”

You will eventually find your own 'voice' and soon facilitate without notes. Initially, you may want to keep this **Facilitator's Guide** in hand.

## Strategies for different sized groups

*Who You Are Matters!* is typically played by 3 to 6 players per game kit, with 4 to 5 players being the ideal. Using this **Facilitator's Guide**, you can easily lead up to 6 tables, that is, 24 to 30 players with 4 or 5 players per table respectively. For organizational or institutional facilitators, you can affix a 1" x 2-5/8" sticker at bottom right of Page 4 in the Guidebook, with player follow-up information and contact details.

**For larger groups:** You'll see optional instructions for 'larger groups' noted throughout this **Facilitator's Guide**. Larger groups of 50 or 100 or more may benefit from seeing **Game Facilitation slides** which we offer as a PowerPoint deck found at [OneLifeTools.com/learning-program](https://www.onelifetools.com/learning-program). This icon  signifies when to use the corresponding slides.

## Expected Game-play Outcomes

### Participants will:

- Create a personalized and prioritized *Clarification Sketch*.
- Give & receive useful peer feedback and supportive encouragement.
- Have strengthened their voice, with new, professional vocabulary.
- Identify 1 'inspired action' and be accountable to explore a specific Possibility generated in the game.

## Optional Music

Have quiet music playing as participants arrive. Turn off music for your Pre-game talk, and turn on again after **Game On**. Music creates a sense of ease and community, fills silence when players are writing, and eases self-consciousness as players begin speaking. Search 'meditation music' online for many examples to play from your laptop.



## Seating

It is recommended to have friend groups, couples, and colleagues separate (if possible). You can assign seats in advance using name cards. Or, number the tables then have participants count-off upon arrival to the maximum number of tables.

## To Begin

1 “ Warm welcome to you all! Thank you for coming to the Who You Are Matters! guided discovery experience.

2  **Facilitator:** Introduce yourself.

3 [Optional] If you offer follow-up service to game players, say:  
“ We will be offering a way for you to continue what you began today, post-game.

4 “ Today’s agenda is simple! Pre-game. GAME ON. Post-game.

**For Quick Game, add:**

“ Today, we’ll play the Quick Game in 2 parts with no break. We should be finished by \_\_\_\_\_ .

**For Extended Game, add:**

“ Today, we’ll play the Extended Game in 2 parts with a short break in-between parts. We should be finished by \_\_\_\_\_ .

## Pre-game: Guidebook Page 1

5 “ Starting now with pre-game: To guide today’s experience, please find Guidebooks under the bottom left corner of your gameboard. Distribute 1 to each player at your table. Write your name in the white box on Page 1.



Step 5

6 “ Notice under the game name it says: Spark meaningful conversations, gain clarity and confidence about what’s next – that’s what we’ll do today.

7 “ Can I have a volunteer read aloud the Objective box on Page 1.



Step 7

**For Larger Groups:**

Consider reading aloud the 4 boxes yourself.

8 **“** *Note the confidentiality guideline in Objective box. In this game personal information is shared. What’s said in the group should stay in the group to honor group members’ confidentiality! Please show hands to signal your agreement to model confidentiality.*

9 **Facilitator:** Read aloud the Choose Firekeeper box, using the Firekeeper’s Stick to demonstrate.

10 **Facilitator:** Read aloud Warm-up box. Facilitator, model how to respond to the 2 questions with your own personal answers.  
**“** *Go ahead and do the warm-up now.*

**Part 1: Guidebook Page 2-3**

11 **“** *Go to Five Easy Steps in Part 1 on next page. Open your Guidebook so both pages face you. This is your Clarification Sketch. Note the corresponding space in your Clarification Sketch for each of the Element Cards on the gameboard.*



**Choose Firekeeper box**

**Choose Firekeeper**

Whose birthday is next? This person is the first Firekeeper, and takes the Firekeeper’s Stick.

**The Stick serves two purposes:**

1. Players only share aloud when **holding** the Stick;
2. Turn Stick over! Contents serve as a reminder to finish your turn within **15 to 30 seconds**.

Step 9

**Warm-up box**

**Warm-up**

Firekeeper, with Stick in hand, answer these questions:

**What is something you really liked when you were younger, and why?**

Pass stick to player at left. Each player takes a turn answering these questions.

Step 10

**Five Easy Steps**

**Part 1** Gather What Matters to You by Using Element Cards to Tell Stories, in **Quick** or **Extended** Play

**When on colored dot always do the Five Easy Steps**

- DO**  
Firekeeper: Find Game Piece on the colored dot. Pick up all 12 corresponding Element Cards. Turn cards over and quickly place them 4 by 1, face-up, in the white outlines around fire.
- WRITE**  
All players: Read each card and select 1 that best describe you. Notice the # in the blue card. Write only colored keywords in the corresponding space at right.  
\*Do *not* reuse words one or the other or both.
- SAY**  
Firekeeper: Select 1 of your keywords and say it aloud. Then in 15-30 seconds, say "I chose it because..."  
Pass Stick to player at left. Each player takes a turn to finish round. Players listen carefully.
- GIVE**  
Firekeeper: Look at a person whose story you appreciate and place a stone taken in their hand. Identify say "I appreciate what you said because..."  
Receiver places stone taken in the. Pass Stick to player at left. Each player takes a turn to finish round.  
(Optional: Select two everyone takes, and benefit by expressing and receiving gratitude.)
- PASS & REPEAT**  
Firekeeper: Collect cards and replace them on their game space. Pass Stick to player at left who becomes next Firekeeper.  
Next Firekeeper: Move game piece to next dot. Repeat these **Five Easy Steps** through Possibilities following **Quick** or **Extended** path.

**Help each other with instructions.**

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**Clarification Sketch**

The fuel to empower me are my Personal Qualities being ...	The tools I have handy are my Strengths to ...	The sparks to ignite me are my Desires to ...
example: logical 	example: teach and share ideas 	example: have more fun 

**Extended Play**

Other People who influence me include ...	My credibility and impact come from my ...	I am guided by my Natural Interests in ...
example: a teacher 	example: my education 	example: education and social service 

**Notes**

I'm curious about exploring the Possibilities of ...

example: Volunteering

**Possibilities**

I commit to explore ...

such as ... *Volunteering*

which is connected to my ...

of ... *teach and share ideas*

**Your Expanded Possibility**

I commit to explore ...

such as ... *use your imagination to tell in this book*

which is connected to my ...

of/fo ... *use 1 relevant Personal Quality or Strength in Book*

After Possibilities dot is completed, put cards away and go to Part 2

Page 3

Step 11

**For Larger Groups:** Show slide of Guidebook open to Clarification Sketch.

12 **“** *Now begin Part 1: Gather What Matters to You by Using Element Cards to Tell Stories. Today we'll play the [Quick / Extended] game so please circle that word.*

13 **“** *Look at Five Easy Steps to the left of your Clarification Sketch. When the Game Piece lands on a colored dot, there is always something to DO, WRITE, SAY, and GIVE.*

14 **“** *I'm going to walk you through the first dot step by step using the Five Easy Steps instructions.*



15 “ Go to Step 1, which is DO.

Read it aloud exactly as written.

1. DO

Firekeeper: Find Game Piece on the colored dot. Pick up all 12 corresponding Element cards. Turn cards over and quickly place them 1-by-1, face-up, in the white outlines around fire.



For Larger Groups: Show slide of DO – placing cards around fire.

“ Go ahead and do this now.  
[wait until all groups are done]

16 “ Go to Step 2 which is WRITE.

2. WRITE

All Players: Read each card and select 3 that best describe you. Notice the fill-in-the-blank card. Write only colored keywords in the corresponding space at right. “Or” means write one or the other or both.



For Larger Groups: Show slide of WRITE – writing items in Clarification Sketch.

“ Note that “Or” means write one or the other or both. See the Personal Qualities card, “I’m logical or sensible” for an example of what I mean.

“ Also, notice one card provides a blank for you to fill in your own Personal Quality. For example, I’m free-spirited or competitive. A blank like this appears in most sets of Element cards.

“ Go ahead and do this now.

[wait until all groups are done]





17 **“ Go to Step 3 which is SAY.**

Read it aloud exactly as written.

3. **SAY**

**Firekeeper:** Select 1 of your keywords and **say it aloud**. Then in 15-30 seconds, say **“I chose it because...”**

Pass Stick to player at left. Each player takes a turn to finish round. Players listen carefully.

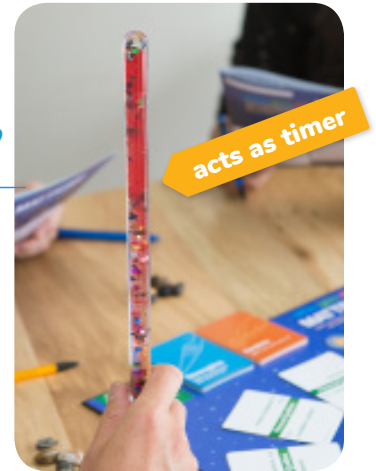


**For Larger Groups:** Show slide of SAY – sharing a story.

**“ I remind you about your Firekeeper’s stick. When I turn it over, it’s like an hourglass - it takes about 30 seconds for the glitter and stars to settle. That’s your cue to wrap up your storytelling and pass the Firekeeper’s Stick to next player. For example, ‘I’m insert your example ,’ ‘I chose it because ... insert your example**

Share your 15-30 second story while demonstrating the timer quality of the Firekeeper’s Stick.

**“ Go ahead and do Step 3 now.**  
[wait until all groups are done]



18 **“ Go to Step 4 which is GIVE.**

Read it aloud exactly as written.

4. **GIVE**

**Firekeeper:** Look at a person whose story you appreciate and place a stone token in their hand. Briefly say, **“I appreciate what you said because...”** Receiver places stone token in fire. Pass Stick to player at left. Each player takes a turn to finish round.

*Remember, tokens help everyone listen, and benefit by expressing and receiving gratitude.*

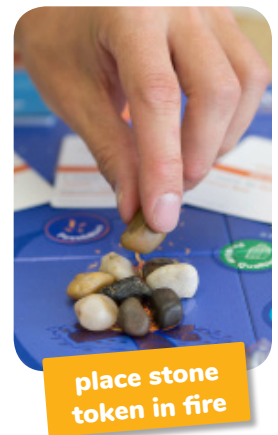


**For Larger Groups:** Show slide of GIVE – giving a stone token.

**“ Look at a player and ask for their name. For example, I might give a token to name and say, ‘I appreciate what you said, name, because it’s so important to help people in the way you spoke about it, and I’m glad you’re doing that work.’**

**“ Then, name places the token in the fire.**

**“ Go ahead and do this now.**  
[wait until all groups are done]





19 **Go to Step 5 which is PASS & REPEAT.**

Read it aloud exactly as written.

**5. PASS & REPEAT**

**Firekeeper:** Collect cards and replace them on their game space. Pass Stick to player at left who becomes next Firekeeper.

**Next Firekeeper:** Move game piece to next dot. Repeat these **Five Easy Steps** through Possibilities following **Quick** or **Extended** path.



**For Larger Groups:** Show slide of PASS & REPEAT

*Each dot is played the same way.*



For **Quick Play**... Remember, we'll be playing the **Quick** version. You'll do the first 3 dots, then on the gameboard, follow the **Quick** path to Possibilities.

For **Extended Play**... Remember, we'll be playing the **Extended** version. You'll do all 7 dots including Possibilities. We'll have a short break after Part 1 before completing Part 2.

[Optionally repeat] *Ideally, if you need to take a break, please do so at the scheduled break to keep game momentum with your fellow players.*

20 [Explain] **Notice there is a Notes section in your Clarification Sketch, top right.**

*I'll be joining groups and playing a dot with you to model positive game play.*

**Any questions?** [Address questions]

21 **GAME ON!**

22 You can play a dot with a group; monitor progress; model best behavior with brief storytelling.

## 23 [Monitor time]

For **Quick Play** in 1 hour: Players should have completed the 4 dots up to and including Possibilities within 30 minutes. If your players have not completed the first 3 dots by this time, you can 'Fast Track' through the Possibilities dot. See below.

For **Extended Play**: Depending on overall time available, you may also 'Fast Track' players to complete Part 1 at a given time.

**Fast-Track**: Approach each table you need to speed up and say,

“ *Finish playing the dot you're on. Then DO and WRITE only, to complete remaining dots.* ”

**For Larger Groups**: Do Fast-Track by announcing to the whole group to get all players to end Part 1 within a few minutes of each other. Get all players attention, and say,

“ *I'm introducing a FAST-TRACK way for all tables to finish Part 1 near the same time. Please finish playing the dot you're on. Then DO and WRITE only, to complete remaining dots.* ”

## 24 Introduce Break time, for Extended Play players only.

[Optionally] Facilitator asks players to return tokens to the bags and remove them from the gameboard. Explain that tokens will not be used in Part 2. This cleans up gameboard space. Players should also remove last element cards from gameboard.

## Part 2: Guidebook Page 3


### 25 When ready Part 2, Facilitator says:

“ *We're now playing Part 2 of Who You Are Matters! Please see right side of Page 3: Star Cards Guide You.* ”

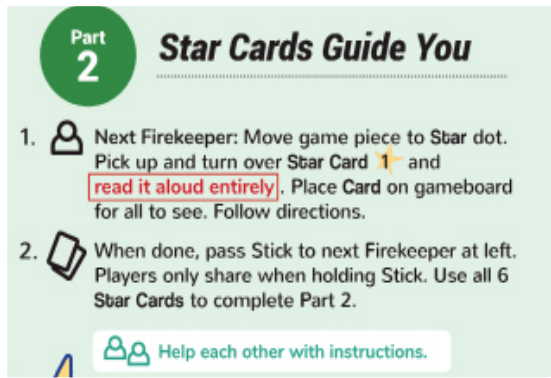
 **For Larger Groups**: Show slide of Part 2 in Guidebook.

### 26 “ *Here's how to use Star Cards. Follow along with me in the Part 2 instructions, but don't start yet.* ”

 **For Larger Groups**: Show slide of Star Cards.



27 Read aloud the 2 instructions on Page 3 exactly as written.



28 “*Note that it says, Help each other with instructions. Some individuals are especially good at following instructions. If that’s you, speak up and help your fellow players! Star Cards will guide you to work on your Expanded Possibility on Page 3. Turn to Page 4, and you’ll see that Star Cards also guide you to give and receive Feedback and write 1 Inspired Action.*



29 “*Part 2 of the game ends on Star Card 6. Some tables will be faster than others. Faster tables will play Star Cards 5 and 6 until the facilitator calls time. Don’t worry if you don’t get to these last 2 cards. I’ll bring all groups together at the end.*

30 “*What questions do you have?*  
[Facilitator responds to questions] Then say... *Part 2: Game On!*

31 Monitor time. All groups must be finished Star Card 4 before you call time. Star Cards 5 and 6 are conversational, to use time meaningfully for faster tables while slower tables finish.

32 When last table has finished Star Card 4, you can end Part 2. Ideally, however, you provide time for all tables to finish Star Card 5. When ready, say:

33 “*Thank you for playing Part 2 of Who You Are Matters! I’d now like to spark some final discoveries before we wrap up.*



## Post-game: Spark Final Discoveries & Next Steps on Page 4

- 34 Start 'sparking final discoveries' by bringing all groups together. Facilitate learning from each group using two separate questions from Star Card 6.

“ *Having played today at your separate tables, it's valuable to learn from each other. Let me ask 2 questions from Star Card 6 and have at least 1 person per table respond. What did you notice about the experience at your table? What most encouraged you about your future from today's game play?*

Use what you hear as prompts to facilitate a discussion about learning from the experience.

- 35 [Optionally, Facilitator may ask]

“ *How are you feeling now compared to how you felt when you arrived today?*

Again, use what you hear as prompts to facilitate learning.

- 36 “ *Let's consider your Inspired Actions for a moment. Raise your hand if you believe you'll actually do your Inspired Action.*



**For Larger Groups:** Show slide of INSPIRED ACTION.

“ *OK! To help you get things done, note the box on the bottom right of Page 4. Let me encourage you, after we finish in a few minutes, to find your accountability – or capability – partner. Share your Inspired Action and due date with them and commit to checking in with them on the due date. Your partner can be anyone in the room today, or anyone else in your life.*

Facilitator, consider sharing **Optional way to encourage Inspired Action**. See next page.

- 37 “ *Look at the bottom right of Page 4. Refine insights and deepen conversations by sharing your Clarification Sketch with a coach, advisor, counselor – or manager.*

Explain how players may access this support in your workplace, school, institution, setting or practice.



**For Larger Groups:** Show customized slide showing how you want players to follow up.

- 38 Accelerate exploration of your Possibilities by visiting [OnLifeTools.com/learning-program](https://OnLifeTools.com/learning-program)

**Here are 3 things you can get:**


- Gain insights from reading Clarification Sketches of real life clients.
- Get insider tips from hundreds of inspirational career stories from the Career Buzz radio show and podcast, hosted by OneLifeTools co-founder, Mark Franklin.
- Build your network and confirm next steps by downloading the free Field Research Guide.

- 39 [optional] Make offer to connect game players to your services (if relevant). Explain your sticker (if relevant).

- 40 “ *Thank you for playing the Who You Are Matters! game. We're glad you played today.*

- 41 “ [optional] *Please complete a brief game experience evaluation survey.*

## Optional way to encourage Inspired Action

 In your *Who You Are Matters!* slides, there is a useful image to support this message. It's the slide showing the bike rider on the road. Using the slide is optional.



“ Here’s a process from making Well-Informed Choices. Picture a rider on a bike. Clarification is the back wheel, that’s where the power is. Clarification began in today’s game, drawing on your stories.

*Intentional Exploration, is the front wheel. You control it. Intentional Exploration is a cycle of watching for Clues, taking Inspired Action and Welcoming Opportunities.*

*Watching for Clues means paying profound attention to the world within you and beyond, for clues related to what you want, to your Clarification Sketch. They can be internal clues like feelings. They can be external clues like feedback in today’s game, recommendations from friends or broader trends in the new or labor market information.*

*When you notice positive clues, inspired action is your reward. You get to take action, and it’s this Inspired Action that moves you forward. There are 3 ways to take Inspired Action. It can be on your own like researching new careers. It can be 1 on 1 by doing ‘field research’. And it can be active engagement in the community, like volunteering, taking courses and attending events.*

*When you take Inspired Action, opportunities open up. Welcome them! Sometimes they’re exactly what you have been expecting, and sometimes you will want to pivot or adapt your exploration to embrace new opportunities.*

*What questions do you have about Intentional Exploration?*

[Facilitator responds to questions]

When done, return to the **Facilitator’s Guide** to finish.

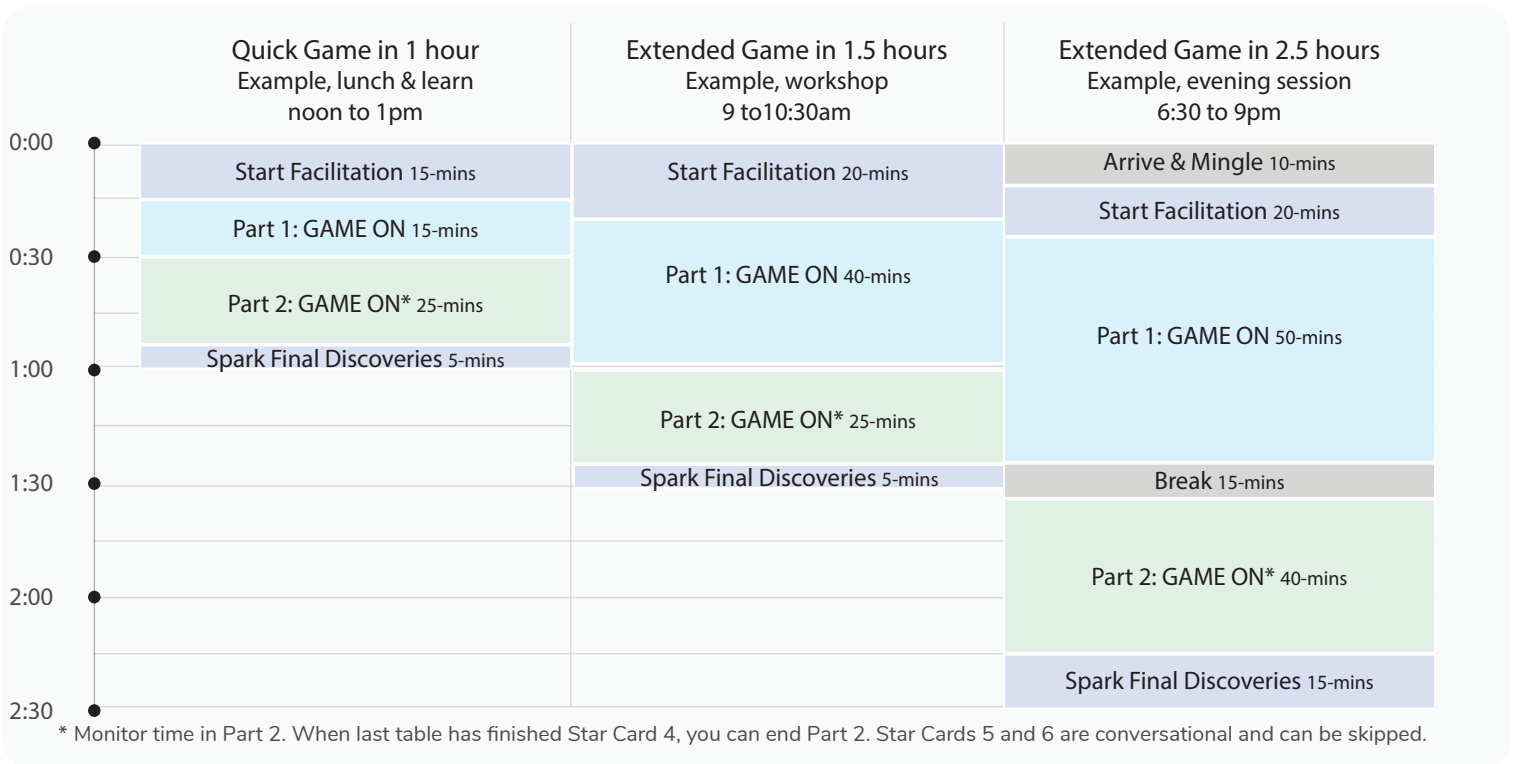
# Timing Guide

Use this Timing Guide for approximate facilitation timing guidelines for **Quick** and **Extended** game plays. Refer to *Who You Are Matters! Instructions* for **Quick** and **Extended** setup and game play.

Use “**Quick Game in 1 hour**” when you are limited to 60 minutes. Timing works for 4 players per game kit, if you skip Page 1 Warm-up, and Fast-Track the possibilities dot.

Use “**Extended Game in 1.5 hours**” when you are limited to 90 minutes. Timing works for 4 players per game kit.

Use “**Extended Game in 2.5 hours**” when you have flexibility in time. Can be adapted for game plays from 2 to 3 hours. Timing works for 4 or 5 players per game kit. In Part 2, most or all tables have time for Star Card 6 which contains bonus questions. You have more time to spark final discoveries. Ideal for workplace applications, 50+ events and other programs where finishing at a specific time is not as crucial.



## Our Companion Tool: Online Storyteller Web Application

Looking for the perfect follow-up to the Who You Are Matters! experience? Our web application, based on the same narrative framework as the game, guides people through a deeper clarification process. They recognize the same 6 clarification elements, and the methodology behind generating possibilities, tied to their stories, and taking inspired action.

It can be used as a self-directed tool or collaboratively with a counselor, coach, advisor or HR professional. Unlike many traditional assessments, Online Storyteller focuses on drawing out key data from a storytelling experience. This empowers people as experts in their own lives, creating a sense of ownership over the personal and professional development.



# Facilitating Who You Are Matters! for Diverse Groups

*Who You Are Matters!* is designed for use with different groups and populations. Learn to provide context for each group by using facilitation tips and resources below.

Three Expansion Packs are available from OneLifeTools: Workplace, Youth and 50+ Expansion Pack age groups.

The ideas we've listed under each group can be adapted and applied widely. We encourage you to read the entire section to gain an understanding of the wider applications of our tools.

## 1. For HR professionals and business, industry and organizational applications.

Use *Who You Are Matters!* as a teambuilding activity for intact teams or as an employee engagement or professional development staff event. Frame it as a 'trust building' activity to improve empathy, honor differences and gain insights about the humanity of peers. It relies on and builds storytelling and storylistening skills, which leads to productivity gains. Read success stories here [OneLifeTools.com/pages/success-stories](https://www.onelifetools.com/pages/success-stories).

**Expansion Pack:** Contact OneLifeTools for **Workplace Expansion Pack**, which includes a different set of Possibilities cards more appropriate for workplace use, and a Team Sketch template with instructions for use.

**Tips:** (1) Emphasize that the focus of the game is to improve internal career management and mobility, team building, engagement and productivity. Even in flat organizations with little advancement opportunity the game can generate Possibilities such as volunteering and professional development for enrichment and future opportunities. (2) Be intentional with your seating plan. You can strategically assign seats in advance using name cards, in order to bring key people together, or to separate others. You can simply recommend friends and colleagues to separate to maximize diversity at tables. Or, number the tables then have participants count-off upon arrival to the maximum number of tables.

**Resources:** Our narrative framework, web app and training engages and empowers employees to take ownership of managing their careers within an organization. From performance reviews to team building, Online Storyteller enhances HR and leadership initiatives. It's affordable and easy to implement. [Contact us](#) for details about training and pricing.

## 2. For universities and colleges.

*Who You Are Matters!* Facilitators use the game in post-secondary education within for-credit career course and employment centers, student residences, fraternities, sororities, student clubs, and classrooms.

**Tips:** (1) Our Quick Facilitation Hints can be accessed at [OneLifeTools.com/learning-program](https://www.onelifetools.com/learning-program). Quick Hints are adapted with this population in mind, so you can feel confident using it for post-secondary audiences. (2) Make an offer to students about follow up individual career services (if relevant). E.g. Schedule a debrief session within the next 2 weeks and win a branded tote bag. (3) Reach out to us for best practices. We have helped higher-ed practitioners embed the game into curriculum.

**Resources:** Many campus career centers are using our narrative method of practice with students as a second step after gameplay. Our tools have also been embedded into curriculum and for-credit courses. [Contact us](#) for success stories, case studies and details about training and pricing.

### 3. For high school, youth and groups with literacy or ESL challenge.

*Who You Are Matters!* is suitable for all high school grades, and fits especially well in 10th - 12th grades. It may be used in regular class time, or for special events and clubs. Teachers and school counselors may facilitate the game within the curriculum.

**Expansion Pack:** Contact OneLifeTools for **High School Expansion Pack**, which includes a unique, full set of age-appropriate cards. These cards have fewer words and simpler language.

**Tips:** (1) Make an offer to students about follow up individual services (if relevant). E.g. Schedule a debrief session within the next 2 weeks and I can help you use your Career Statement to make an academic and career plan. (2) Consider holding an event with parents. Parents playing together with their children can be a powerful experience. (3) In groups with literacy/language issues, Facilitators can choose to read aloud many of the game instructions, especially at the beginning, rather than asking for volunteers.

**Resources:** Our narrative approach helps youth reframe career in a holistic, exploration-based way. It encourages experiential learning and teaches people how to reflect on that learning in an organized manner. Our Online Storyteller also integrates results from traditional assessments so students, and their helping professionals, can co-create a snapshot of what's most important from these results. [Contact us](#) for details about training and pricing.

### 4. For career and employment centers.

Use *Who You Are Matters!* to attract new clients and to offer career clarification programs to existing clients. Training staff in game facilitation and in Narrative Assessment techniques provides them with a new, yet familiar, way of working with clients. We are all storytellers, and we are all using some form of narrative in our practices. This often goes unnamed, and is informal in nature. Our narrative framework provides a structure so that stories don't get filed away in notebooks and drawers. We capture the key elements of client stories, using the same sketch methodology as the game, and co-create clarification and exploration plans together.

**Tips:** (1) Open your session by inviting participants to think beyond the immediate job search. Share our definition of career as "the full expression of who you are and how you want to be in the world. And, it keeps on expanding as it naturally goes through cycles of stability and change." Ask participants for their reactions to this definition. (2) Make an offer to players about follow up individual career services (if relevant). E.g. Schedule a debrief session with one of our staff to guide your next steps and help you take inspired action.

**Resources:** From a ½ day foundations training to our 3-day intensive bootcamp-style program, our narrative training re-energizes staff. Both programs are affordable and accessible remotely via video-conference. Our Holistic Narrative Career Professional Certification training has been adopted worldwide, and trainees participate in monthly Community of Practice calls to share best practices and support one another. [Contact us](#) for details about training and pricing.

### 5. For alumni and professional associations.

Use *Who You Are Matters!* to attract new members and provide value-added services to member benefits. Invite funders and administrators to game plays to illustrate how narrative tools can support members and can be offered in their workplaces.

**Tip:** Facilitators may negotiate follow up career management services to members at a preferred rate.

**Resources:** Our Online Storyteller web app offers a self-directed narrative assessment (SDNA), and is a great follow-up to the game, if your organization has limited staff resources. The SDNA can act as a stand-alone offering for members to deepen clarification and self-exploration. The tangible take-aways are an expanded Clarification Sketch, which includes integrating the sketch created during game play, and a Conversation Guide. This guide can be used in career and life conversations with partners, mentors, colleagues and managers. [Contact us](#) for details about this affordable, powerful add-on.

## 6. For groups aged 50+ and retirement/redirection applications.

There are countless groups that value choice as we age. Explore possibility, purpose and life transitions with a group of older adults. From community and senior centers, to informal living room gatherings, to end-of-life peer groups, the game sparks meaningful conversations.

**Expansion Pack:** Those who are 50+ are often considering a different set of possibilities or 'next adventures.' We developed a **50+ Expansion Pack** with possibilities relating to transition, later career, legacy and retirement.

**Tips:** (1) Open your session by inviting participants to reframe the word “career” that we use in the game. Share with them our definition of career as “the full expression of who you are and how you want to be in the world. And, it keeps on expanding as it naturally goes through cycles of stability and change.” Ask participants for their reactions to this definition. (2) Facilitators may negotiate follow up career management services to game players at a preferred rate.

**Resources:** Our narrative method of practice helps draw out the key elements and vital pieces of a story. It enriches services for older adults with a structured, organized system that leads to curiosity, exploration and inspired action. [Contact us](#) for success stories, best practices and more details about training and pricing.

## 7. For private practitioners.

Use *Who You Are Matters!* to attract new clients and to offer career clarification programs to existing clients. The game is a great fit as a first session in group coaching.

**Tip:** Make an offer to players about follow up individual career services (if relevant). E.g. Schedule a debrief session within the next 2 weeks and save \$X.

**Resources:** Contact OneLifeTools for credits to the Online Storyteller web application and associated training, and for Holistic Narrative Career Professional Certification.

## In Gratitude

Working on this game and refining it has been a labor of love over several years. We wish to thank Leigh Anne Saxe, Yukari Torasaki, Karey Iron, Evan Kendal, Jenn (Long) Leard, Ali Breen, Kat Klippenstein, Karen Franklin for their invaluable contributions and support.