Gamification to Interview Candidates, Train Employees, and Build Effective Teams

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Conflict of Interest Disclosure

• None of the speakers have relevant financial relationships with a commercial interest pertaining to the content of his/her presentation.
Objectives:

• Consider ways to incorporate games and other scenarios into training, interview, and team-building procedures
• Assess the advantages and disadvantage of a live team-building example
Why Consider Serious Gaming for Critical Employee Interactions?

• Engagement
• Involves the whole team
• Collaborative, social interaction
• Fun failure
• Spontaneous

Are your current interview and training tools working?

Don’t have time to build a complicated escape room?
No problem.
See it in Action!

• Need 10-12 volunteers
• Participation prizes
Escape from Alcatraz!

How far is Alcatraz Island from the city of San Francisco? 0.5 miles or 1.25 miles?

A) 0.5 miles
B) 1.25 miles
Escape from Alcatraz!

The three men were reported missing on June 12, 1962 after guards discovered that they had used which of the following tricks to fool the guards?

A) Pretending to have a heart attack
B) Placing painted dummy heads with real human hair in their beds
C) Stealing a guard uniform and having Morris escort the brothers out
Escape from Alcatraz!

Which of the following materials did the Anglin brothers and Frank Morris use to fashion a bolt that kept the ventilator open undetected from guards?

A) An old shoe
B) A wood chip
C) A soap bar
Escape from Alcatraz!

Alcatraz Island was named by Spanish Discoverers after the word for pelicans originating from which language?

A) Spanish
B) Arabic
Escape from Alcatraz!

The inmate code AZ#117 belonged to this infamous inmate whose trademark phrase was ‘G-men, please don't shoot’:

A) Al Capone
B) Henry Young
C) George “Machine Gun” Kelly
Escape from Alcatraz!

Alcatraz Island is home to the
A) oldest federal prison tower
B) oldest operating lighthouse on the West Coast
C) oldest population of migrating puffins
Escape from Alcatraz!

What is the long-lived nickname of Robert Stroud, whom bred over 300 canaries in his cell and authored 2 books on their disease?

A) Birdy Bob
B) The Alcatraz Aviator
C) The Birdman of Alcatraz
What is the name of the 1995 Warner Brothers film that claims to be inspired by Henry Young’s escape attempt from Alcatraz and depicts Henry as being kept naked in a dark dungeon for 3 years as punishment.

A) Murder in the First
B) The Rock
C) Shawshank Redemption
Escape from Alcatraz!

There are how many official attempts at escaping from Alcatraz?

A) 14
B) 24
C) 34
Instructional Debriefing
Activity Objectives

1. Discuss the failures and successes of famous Alcatraz escape attempts
2. Recognize infamous innate names
3. Build teamwork
4. Improve communication skills
Post-Activity Reflection: Lessons Learned

1. Assess activity objectives
   • Prompt participants to evaluate effectiveness of the activity
2. Obtain feedback through evaluation or survey
Options for Interviewing

• Cognitive Interviewing
  • Smaller games such as role playing or logic puzzles

• Expand the interview to allow candidates an opportunity to:
  
  (1) Describe how they interpreted the questions
  
  (2) Elaborate and reflect on their answers
  
  (3) Explain any difficulties they had while answering

Other Ideas

• Role Playing using “Thinking Out Loud”
  • Cognitive interviewing
    ▪ How, Why, What, Where

• Use a sandwich concept for team building
  • Initial Group Plan
  • Execution of Group Plan
  • Discussion of Success/Failure of Group Plan
    • https://leadershipinspirations.com/2018/02/21/helium-hoop/
Disadvantages of Gamification

• Time
  • Preparation
  • Multiple participants

• Space
  • Having a room
  • Preparing materials

• Spontaneity and inconsistency
  • Can’t predict
  • Need to prepare for wide range of outcomes
Design Principles or... Ways to increase the likelihood this will not fail the first time

1. Design for outcomes
2. Ensure proper group size
3. Provide safeguards
4. Plan for those who finish early
5. Debrief to ensure learning
6. Test ahead of time
7. Consider time investment
8. Use sparingly
9. Add a theme
10. Incorporate others in the design, build, and execution

adapted from Jeff Cain, PhD

1. https://jeffcain.wordpress.com/2017/08/18/escaperooms/
2. JMIR Medical Education 2015;1(1);e2.
Brainstorm ways to leverage games for training/interviewing research administrators, faculty, trainees, new employees, and others.
Assess the advantages and disadvantages of gamification activities compared to other methods.
Why Consider Serious Gaming for Critical Employee Interactions?

Are your current interview and training tools working?
FEEDBACK WELCOME

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“We do not stop playing because we grow old, we grow old because we stop playing!”
— Benjamin Franklin