



RESILIENCE BY DESIGN GAME

A Serious Game for Climate Preparedness & Resilience

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RESILIENCE BY DESIGN GAME

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Facilitator's Guide

Full Workshop Delivery with Suggested Timings

1/ INTRODUCTION

This Facilitator's Guide supports the full delivery of the **Resilience by Design Game** and the structured workshop process that surrounds it. It is intended for facilitators working with local and regional authority professionals, community leaders, practitioners, and others engaged in climate adaptation, disaster risk reduction, emergency management, and resilience planning.

The guide is designed to help facilitators move participants from gameplay into meaningful reflection, cross-sector dialogue, and practical next steps. While the game itself provides a shared learning experience, the surrounding workshop process helps participants connect game insights to the realities of their own organizations, systems, and communities.

Throughout the guide, the emphasis is on:

- collaboration across sectors and disciplines
- systems thinking and interdependence
- cumulative project-based resilience building
- trade-offs under real-world constraints
- practical action emerging from shared learning

This is not intended to be a rigid script. Facilitators should adapt timing, language, activities, and emphasis to fit the audience, context, and time available.

1.1/ About the Resilience by Design Game

The Resilience by Design Game is a serious game focused on disaster and climate preparedness and resilience. Participants work within a simulated regional context where they must navigate limited resources, competing priorities, trade-offs, and changing conditions.

Players collaborate, negotiate, and invest in projects intended to strengthen resilience across multiple dimensions of community wellbeing that are grounded in the local/regional context.

The game is designed to help participants explore questions such as:

- How do limited resources shape resilience decisions?
- What kinds of collaboration matter most?
- How do specific and sometimes competing mandates and missions enable or constrain progress?
- What trade-offs emerge under pressure?
- What does collective resilience require in practice?

1.2/ Purpose of this Facilitator Guide

This Facilitator's Guide supports the full delivery of the Resilience by Design Game and the structured workshop process that surrounds it. It is intended for facilitators working with local and regional authority professionals, community leaders, practitioners, and others engaged in climate adaptation, disaster risk reduction, emergency management, and resilience planning.

The guide is designed to help facilitators move participants from gameplay into meaningful reflection, cross-sector dialogue, and practical next steps.

It provides:

- A clear workshop sequence
- suggested timings
- facilitation notes and prompts
- instruction for gameplay delivery
- structured postgame activities
- tools to help participants translate learning into action

Appendix C provides a dedicated facilitation guide for running the game play itself

1.3/ Workshop Philosophy & Facilitation Approach

Throughout the guide, the emphasis is on:

- collaboration across sectors and disciplines
- systems thinking and interdependence
- cumulative project-based resilience building
- trade-offs under real-world constraints
- practical action emerging from shared learning

This is not intended to be a rigid script. Facilitators should adapt timing, language, activities, and emphasis to fit the audience, context, and time available.

1.4/ Learning Outcomes

By the end of the workshop, participants should be able to:

- identify and prioritize local climate and disaster resilience challenges
- apply systems thinking to understand how projects, resources, and collaboration interact
- recognize how governance structures influence resilience outcomes
- reflect on the role of partnerships and coordination
- translate gameplay insights into practical project pathways
- identify realistic near-term next steps for their own context

1.5/ How to Use This Guide

This guide provides:

- a clear workshop sequence
- suggested timings
- facilitation notes and prompts
- instructions for gameplay delivery
- structured post-game activities
- tools to help participants translate learning into action

Appendix C provides a dedicated facilitation guide for running the gameplay itself.



2/ WORKSHOP STRUCTURE OVERVIEW

2.1/ Workshop Structure at a Glance

The workshop is organized in two connected parts.

Part A: Context Setting & Gameplay

Participants:

- build connections across the room
- identify local climate and disaster challenges
- select hazards relevant to their context
- establish Community Resilience Goals
- play the game
- reflect on collaboration, constraints, and outcomes

Part B: From Play to Practice

Participants:

- clarify collective priorities
- translate insights into real-world project pathways
- identify barriers and opportunities
- map implementation needs
- commit to practical next steps

2.2/ Quick Start Checklist

Materials

- Full game kits for each table
- Hazard & Resilience Goal Worksheets
- Name tents / tent cards
- Sticky notes
- Markers
- Dot stickers (for prioritization activities)
- Flipcharts or wall space
- Timer or visible clock
- Projector / screen
- Speakers for video

Room Setup

- Tables of approximately 4 participants
- Space for movement and networking
- Wall space for Climate Challenge Wall and outputs
- Central facilitation area

Technology

- Internet access if using live website/video
- Backup downloaded video if possible
- Slides or printed agenda

Facilitation Team (Recommended)

- 1 Lead Facilitator
- 1 Game Master or table support facilitator per several tables
- 1 Logistics / registration support (optional)

2.3/ Choosing a Workshop Format

Time Available	Suggested Format
90 minutes	Short introduction + gameplay + quick debrief. Recommended as a way of becoming familiar with the game.
2 hours	Gameplay + structured reflection. As above, recommended only for those who played the game previously and have established connections
Half day	Full workshop with selected post-game activities
Full day	Full workshop + deeper planning and implementation work

2.4/ Facilitation Approach

The strongest workshops tend to be those where participants feel both challenged and supported.

The facilitator's role is not to provide all the answers, but to help participants make sense of complexity, learn from one another, and identify practical ways forward.

Throughout the workshop:

- keep discussion grounded in real-world experience
- encourage cross-sector exchange
- make space for different perspectives
- keep energy moving
- focus on systems rather than blame
- help participants connect insight to action

Before You Begin

Review the game materials and workshop flow in advance. Set up tables before participants arrive. Test any technology, videos, or slides. Ensure materials are distributed and visible.

If participants are being intentionally mixed across sectors or assigned roles different from their real-world positions, prepare this in advance through registration and seating design.

The better prepared the facilitation team and the room are, the more confidence and momentum there will be from the outset in the workshop.

3/ PART A: OPENING THE WORKSHOP: CONTEXT SETTING & GAMEPLAY

Part A establishes the shared context for the workshop and introduces participants to the game experience. It is designed to help participants connect with one another, identify the climate and disaster challenges most relevant to their own context, establish community and/or regional resilience goals relevant to their context, and explore those realities through gameplay.

This section combines relationship-building, local knowledge, systems thinking, and experiential learning.

3.1/ Part A at a Glance

Section	Suggested Time
1. Welcome, Agenda & Pre-Survey	10 min
2. Introductions & Networking	30–45 min
3. Introducing the Game	10–15 min
4. Hazard & Goal Selection	60–75 min
5. Gameplay – Round 1	60–75 min
6. Round 1 Debrief	30 min
7. Continuation Round (Optional)	15 min
8. Mini-Debrief (Optional)	10 min

3.2/ Welcome, Agenda & Pre-Workshop Survey

Suggested Time: 10 minutes

Begin by welcoming participants and setting the tone for the session.

Provide a brief overview of:

- the purpose of the workshop

- the flow of the day
- expected timing
- what participants can expect from the game
- how the workshop connects to real-world resilience planning

If a pre-workshop survey is being used, invite participants to complete it at this stage.

Facilitator Notes

Keep the opening concise and warm. Participants should feel clear about where the day is headed and why they are there.

Sample Opening

Welcome, and thank you for being here. Today's workshop uses a serious game and structured discussion to explore climate preparedness, disaster resilience, and how we make decisions under real-world constraints. The goal is not simply to play a game—it is to generate useful insights we can apply in practice.

3.3/ Introductions & Networking

Suggested Time: 30–45 minutes

There are many ways to begin participant engagement. One effective option is the **Impromptu Networking** activity outlined in Appendix A.

This activity helps participants:

- meet people outside their usual circles
- hear different perspectives
- identify common challenges
- begin building trust and rapport
- surface issues that can guide later discussion

Participants are invited to briefly introduce themselves and share one pressing climate or disaster challenge from their community, region, or organization.

The activity concludes with the creation of a **Climate Challenge Wall**—a visible map of issues across the room.

See **Appendix A** for full facilitation instructions.

Facilitator Notes

This opening activity often shapes the tone of the workshop. Keep it energetic, inclusive, and lightly paced.

3.4/ Introducing the Game

Suggested Time: 10–15 minutes

Once participants have connected and identified shared challenges, introduce the game.

Explain that the Resilience by Design Game is a structured simulation that allows participants to explore resilience planning under realistic conditions, including:

- limited resources
- competing priorities
- uncertainty
- interdependence
- collaboration across roles and sectors

Introduce the Climate Game on the Resilience by Design website:

resiliencebydesign.com

Play the Explainer Video located in the **About the Game** section.

Then provide a short in-person orientation to the gameplay process and reassure participants that rules will become clearer once play begins.

Facilitator Notes

Some participants may be unfamiliar with games in professional settings. Frame the game as a practical learning tool, not entertainment.

Suggested Framing

The purpose of the game is to help build our shared awareness of local disaster and climate hazards, identify and articulate locally relevant disaster and climate resilience goal, and explore how resilience decisions are made in practice. It creates a safe space to test strategies, experience constraints, and learn together.

3.5/ Hazard and Community Resilience Goal Selection

Suggested Time: 60–75 minutes

Purpose

To identify the hazards most relevant to the local context, unpack associated risks, vulnerabilities, and capacities, and establish Community Resilience Goals that will shape gameplay.

The selected hazards and the resilience goals create the scenario context for each table.

Resource

Hazard & Resilience Goal Worksheet

Steps

Step 1: Select Relevant Hazards

Ask each table to discuss and select the climate and/or disaster hazards most relevant to their region or community.

Examples may include:

- wildfire
- flooding
- extreme heat
- drought
- severe storms
- landslides
- coastal erosion
- infrastructure failure
- cascading hazards

Step 2: Explore Impacts and Vulnerabilities and Capacities

For each selected hazard, identify likely impacts and vulnerabilities across the six value areas:

Code	Value Area
A	Society, Culture & Relationality
B	Built Environment
C	Natural Environment
D	Economy
E	Governance
F	Health & Wellbeing

Step 3: Identify Community Resilience Goals

Ask tables to identify resilience goals linked to the selected hazards and the vulnerabilities and capacities they have identified. Ideally, at least one goal should be identified for each value area.

If multiple hazards are selected, identify which hazard(s) each goal relates to.

Step 4: Name the Goals

Create a short working title for each goal and transfer it to Side 2 of the Hazards & Resilience Goals worksheet.

Step 5: Calculate the Resilience Threshold

Use the formula:

Base 56 points

- **Add 5 points for each selected major hazard**
- **Add 2 point for each selected minor hazard**

This becomes the threshold participants must work toward during gameplay.

Facilitator Notes

- Encourage practical goals rather than abstract aspirations.
- For a first game, suggested to start with two major hazards such as Wildfire and Flooding
 - In this scenario, the resilience threshold would therefore be calculated as follows: 56 base points + 5 (wildfire) and 5(flooding) for a total of 66points as threshold
- Remind groups there are no perfect answers.
- If multiple hazards are selected, allow additional time.

3.6/ Gameplay – Round 1

Suggested Time: 60–75 minutes

Purpose

To experience systems-based decision-making under conditions of limited time, scarce resources, competing priorities, and shared responsibility.

Resource

Game specific facilitation notes and game components (see Appendix C)

Gameplay Focus

Participants use available time and resources to:

- complete projects
- build resilience capacity by achieving resilience goals
- collaborate across roles
- negotiate trade-offs
- respond to updates and changing conditions
- work toward their resilience threshold

Facilitator Role

Circulate actively during play.

Support participants by:

- clarifying rules
- encouraging balanced participation
- helping groups keep momentum
- prompting strategic thinking
- observing collaboration dynamics for debrief

Facilitator Notes

Avoid over-directing play. Let participants struggle productively where appropriate. Much of the learning comes from uncertainty, disagreement, and adaptation.

3.7/ Round 1 Debrief

Suggested Time: 30 minutes

The debrief is where much of the learning becomes visible. Help participants reflect on both process and content.

Discussion Prompts

Strategy and Decision-Making

- What strategies or approaches mattered most?
- What supported progress toward goals?
- What hindered progress?
- What trade-offs emerged?

Collaboration

- Where did collaboration improve outcomes?
- Where did coordination break down?
- Which partnerships mattered most?

Resources and Constraints

- Which resources felt most constrained?
- Did this differ by role?
- How did scarcity shape decisions?

Real-World Connections

- What felt familiar from real life?
- What lessons could apply in your own work?

Looking Ahead

- What would you change if there were another round?

Facilitator Notes

Keep the focus on learning rather than winning or losing.

If frustration emerged during gameplay, normalize it:

Real resilience planning often involves similar tensions, trade-offs, and constraints.

3.8/ Continuation Round (Optional)

Suggested Time: 15 minutes

If time allows, participants may continue gameplay using Update Card #12 or an agreed extension round.

This gives groups an opportunity to test insights gained during the debrief.

Use This Option When:

- groups want another chance to adjust strategy
- participants now understand the game more fully
- Round 1 ended with unfinished momentum
- time allows meaningful continuation

Facilitator Role

Encourage experimentation, role shifts, collaboration, and strategic risk-taking.

3.9/ Optional Mini-Debrief

Suggested Time: 10 minutes

After the continuation round, invite a short reflection.

Prompts

- Did your adjustments move you closer to your goals?
- What changed in your strategy?
- What new trade-offs emerged?
- What would you do differently again?
- What insight can you carry into your own work?

Transition to Part B

Part A gives participants a shared experience. They have now worked through constraints, priorities, uncertainty, and collaboration in a simulated setting.

Part B helps them make sense of that experience and turn it into practical action.



4/ PART B: FROM PLAY TO PRACTICE: TRANSLATING RESILIENCE INSIGHTS INTO REAL-WORLD ACTION

Part B helps participants move from the shared experience of gameplay into practical reflection, relationship-building, and action planning.

The game creates a space to test decisions, navigate constraints, and experience how collaboration shapes outcomes. This section helps participants make sense of that experience and connect it to the realities of their own organizations, communities, and regions.

For many groups, this is where the value of the workshop becomes most tangible.

Participants often leave this section with clearer priorities, stronger relationships, and practical next steps they can carry forward.

4.1/ Purpose of Part B

This portion of the workshop is designed to help participants:

- reflect on lessons from gameplay
- identify shared priorities and emerging themes
- strengthen relationships across sectors or departments
- explore practical project ideas
- examine barriers and opportunities
- identify realistic next steps
- build momentum for continued collaboration

Facilitation Approach

Part B should feel constructive, practical, and forward-looking.

The aim is not to solve every resilience challenge in one session. It is to help participants leave with sharper insight, stronger connections, and greater readiness to act.

Facilitator Notes

- Keep the conversation grounded in real contexts.
- Encourage participants to speak from experience.
- Make room for different perspectives.
- Focus on systems and structures rather than blame.
- Capture ideas visibly where possible.
- Keep energy moving and discussions purposeful.

Choosing Activities

Facilitators may use one activity or combine several depending on available time, group size, and workshop goals.

Time Available	Suggested Format
30 minutes	One focused reflection or prioritization activity
60 minutes	Reflection + project translation
90 minutes	Two to three activities including action planning
Half day	Full sequence with networking, planning, and commitments

4.2/ Suggested Post-Game Activities

The following activities can be used after gameplay to help participants reflect on lessons learned, strengthen relationships, identify shared priorities, and translate insights into practical action. Facilitators may select one activity or combine several depending on available time, group size, and workshop objectives. Detailed instructions for each activity are provided in **Appendix B**.

Dot Connections Activity

A prioritization exercise that helps participants identify the climate and disaster challenges that matter most to the group and connect those priorities to Community Resilience Goals identified during gameplay. Useful for surfacing shared priorities and areas of alignment.

Structured Reflection

A facilitated discussion that helps participants unpack what happened during gameplay, with particular attention to collaboration, governance, constraints, and decision-making. Useful for drawing clear links between game experience and real-world systems.

Project Translation Exercise

A practical planning activity where participants turn game insights into realistic project ideas for their own context. Useful for moving from reflection to action and identifying implementation pathways. See the project planning canvas template in **Appendix D**.

Feasibility and Impact Mapping

A prioritization tool that helps participants assess potential projects according to likely impact and ease of implementation. Useful for sequencing ideas, identifying quick wins, and recognizing longer-term opportunities.

Climate–Disaster Integration Audit

A discussion exercise focused on how climate adaptation and emergency management functions connect—or remain separate—within local systems. Useful for identifying opportunities for stronger institutional alignment.

90–Day Micro–Move Commitment

A short action–planning exercise where participants identify one realistic step they can help initiate within the next 90 days. Useful for ending the workshop with momentum and accountability.

Interest–holder Mapping

A collaborative exercise that identifies the organizations, departments, Nations, community groups, and sectors needed to move priority work forward. Useful for clarifying relationships, responsibilities, and missing voices.

Speed Networking for Resilience

A structured networking activity using short, paired conversations focused on current work, challenges, and opportunities for mutual support. Useful for relationship–building and cross–sector connection.

Barrier Busting Session

A small–group problem–solving exercise where participants select a common implementation barrier and generate practical responses. Useful for overcoming stuck points and surfacing collective solutions.

One–Year Future Headline

A creative foresight exercise where participants imagine a future resilience success and work backward to identify what made it possible. Useful for generating optimism, strategic thinking, and shared direction.

For full facilitation instructions, timings, and discussion prompts for each activity, see Appendix B.

5/ CLOSING THE WORKSHOP

Wrap-Up and Post-Workshop Survey

Suggested Time: 10–15 minutes

Bring the workshop to a close by reflecting briefly on key themes, insights, and next steps that emerged throughout the session.

Invite participants to share one final takeaway, commitment, or question they are leaving with.

This can be done through:

- quick roundtable
- written reflection
- paired conversation
- informal closing discussion

If a post-workshop survey is being used, provide time for participants to complete it before leaving.

Explain that feedback will help improve future workshops and strengthen learning outcomes.

Closing Elements May Include

- appreciation for participants' time and contributions
- recognition of the value of cross-sector dialogue
- summary of common themes that emerged
- invitation to stay connected
- reminder of follow-up materials or next steps

Facilitator Closing Note

End on a practical and hopeful note.

Participants should leave with a sense that resilience work is complex, shared, and achievable through continued collaboration.

Transition to Appendices

The following appendices provide detailed activity guides and gameplay facilitation support.

APPENDIX A: IMPROMPTU NETWORKING FACILITATION GUIDE

Purpose

This opening activity helps participants connect with one another while surfacing real climate and disaster resilience challenges from their own communities, regions, or organizations.

It is designed to build energy early, create rapport across the room, and generate practical insight that can inform later workshop discussions.

The activity concludes with the creation of a Climate Challenge Wall—a visible map of issues, barriers, and patterns identified by participants.

Why Use This Activity

This exercise works well because it:

- gets people speaking early
- helps participants meet people outside their usual circles
- surfaces diverse experiences and priorities
- creates movement and energy in the room
- grounds the workshop in real-world issues
- produces visible outputs for later use

Total Suggested Time

30–45 minutes

Materials Needed

- Sticky notes or large note cards
- Markers
- Wall or board space
- Timer, bell, or chime
- Optional background music during writing time

Activity Flow

Phase	Suggested Time	What Happens
Setup & Instructions	3 min	Explain purpose and process
Networking Round 1	4 min	Pair conversation
Networking Round 2	4 min	New pair conversation
Networking Round 3 (optional)	4 min	Final short round
Group Harvest	5 min	Share patterns or surprises
Climate Challenge Wall	10–15 min	Write and post challenges
Quick Reflection	5 min	Review themes on the wall

Facilitator Script

1. Opening the Activity

We'll begin by meeting a few people in the room and exploring the climate and disaster challenges you are seeing in your own communities or organizations.

This is a chance to make connections, hear different perspectives, and identify common issues that can guide our work today.

2. Prompt for Conversations

Use the following prompt:

What is one pressing climate or disaster challenge in your region, community, or organization—and what makes it particularly difficult to address?

3. Instructions for Participants

Please find someone you do not already know well.

Introduce yourself briefly—your name, role, and organization if relevant.

Then each person will have about two minutes to respond to the prompt regarding pressing climate or disaster challenges.

When you hear the signal, wrap up and find a new partner.

Run two to three rounds.

Facilitator Notes During Networking

- Keep transitions brisk and upbeat.
- Encourage participants to meet new people each round.
- If energy is low, shorten rounds and increase movement.
- If discussions are rich, allow a little flexibility.

Group Harvest

After networking rounds, gather attention and ask:

- What themes came up repeatedly?
- What surprised you?
- What felt shared across different sectors or places?
- What challenges feel especially urgent?

Keep this portion short and energetic.

Transition to Climate Challenge Wall

You've just heard a range of challenges from across the room. Let's capture those insights so we can see the bigger picture together.

Climate Challenge Wall

Step 1: Individual Reflection (2–3 minutes)

Ask participants to reflect on:

Prompt A

What is one pressing climate or disaster challenge facing your community or organization?

Prompt B

What makes this challenge difficult to address?

Examples:

- limited capacity
- competing priorities
- funding gaps
- governance barriers

- coordination challenges
- trust or communication issues
- uncertainty or changing risks

Step 2: Write & Post (5–10 minutes)

Give each participant one or two sticky notes.

Ask them to write clearly and briefly using key phrases.

Invite them to place notes on the wall or board.

Encourage participants to group similar themes if clusters begin to emerge.

Possible clusters:

- wildfire
- flooding
- heat
- housing
- infrastructure
- ecosystems
- governance
- social vulnerability
- public health

Facilitator Prompts While Posting

As you post your notes, take a moment to read what others have written. Notice common themes, overlaps, and surprises.

These challenges will help guide our gameplay and planning discussions later in the workshop.

Quick Reflection at the Wall

Invite participants to observe the wall and ask:

- What patterns stand out?
- What issues cut across multiple sectors?
- Where do risks and systems challenges overlap?
- What feels most urgent?

Facilitation Tips

- Use a visible timer.
- Encourage participants to stand and move.
- Have markers available that can be read from a distance.
- Use large sticky notes if possible.

- Capture a photo of the wall for later documentation.
- Refer to the wall during later workshop activities.

Adaptations

Small Group (under 12)

Use one networking round, then move quickly to group discussion and wall activity.

Large Group (40+)

Use clear timing signals and assign wall zones for posting.

Virtual Delivery

Use breakout rooms for networking and a shared digital whiteboard for the Challenge Wall.

Why This Matters

Starting with real participant experience helps ground the workshop immediately. It reminds the group that resilience work is local, lived, and shared—and that the game is a tool to explore those realities, not replace them.



APPENDIX B: POST-GAME ACTIVITY FACILITATION GUIDES

Purpose

These activities are designed to follow the gameplay experience and help participants turn insight into action.

The game creates a shared experience of decision-making, constraint, collaboration, and trade-offs. These exercises help participants reflect on what happened, connect with others across sectors or roles, and apply lessons to real-world resilience work.

Facilitators may choose one activity or combine several depending on time, group size, and workshop purpose.

Using This Appendix

These activities are especially useful when the workshop includes:

- cross-sector participants
- multiple departments or agencies
- regional collaboration needs
- planning or implementation objectives
- relationship-building goals
- interest in practical follow-through after gameplay

Selecting Activities

Time Available	Suggested Use
30 minutes	One focused activity
60 minutes	Reflection + planning
90 minutes	Two to three activities
Half day	Full sequence

1. Dot Connections Activity

Suggested Time: 30–40 minutes

Purpose

To identify shared priorities and connect them to Community Resilience Goals developed during gameplay.

Materials

- Climate Challenge Wall or challenge board
- Dot stickers or markers
- Goal cards / worksheets

Process

Round 1: Prioritizing Challenges

- Give each participant two dots or votes.
- Ask them to vote for the challenges they believe should be prioritized.
- Count votes and identify the top issues.

Round 2: Connecting Goals

Invite participants to place relevant Community Resilience Goals beside the top-ranked challenges.

Discuss:

- overlaps
- gaps
- tensions
- unexpected alignments

Debrief Questions

- Which goals align most strongly with these priorities?
- What surprised us?
- Were any important goals missed earlier?
- Where do adaptation and disaster risk reduction intersect most clearly?

2. Structured Reflection

Suggested Time: 30 minutes

Purpose

To draw out lessons about collaboration, governance, and constraints.

Process

Use table conversations followed by short plenary sharing.

Prompts

- Where did collaboration improve outcomes?
- What kinds of projects required coordination?
- Which resources felt most constrained?
- Where do we see similar patterns in our real work?
- What felt familiar from our own systems?

Facilitator Tip

Capture recurring themes on flipchart paper or screen.

3. Project Translation Exercise

Suggested Time: 30–45 minutes

Purpose

To turn gameplay insight into realistic project pathways.

Process

Ask participants to identify one project that could strengthen resilience in their own context.

Projects may come from:

- gameplay examples
- custom project cards
- ideas sparked through discussion
- existing initiatives that need strengthening

Planning Canvas

Have pairs or small groups complete:

- Challenge being addressed
- Goal(s) supported
- Proposed actions
- Resources required
- Key partners / stakeholders
- Barriers or risks
- Indicators of progress

Gallery Walk

Post completed canvases around the room.

Invite participants to circulate and discuss.

Debrief Questions

- Does something similar already exist?
- If yes, what is missing?
- Who would need to be involved?
- What would be the first practical step?

4. Feasibility and Impact Mapping

Suggested Time: 30 minutes

Purpose

To help participants think strategically about sequencing and implementation.

Process

Draw a simple 2 × 2 matrix.

	High Feasibility	Low Feasibility
High Impact	Quick wins	Strategic challenges
Low Impact	Easy but limited	Lower priority

Ask groups to place proposed projects on the grid.

Discussion Questions

- Which ideas are ready now?
- Which need political support or structural change?

- Which could build momentum early?
- Which require longer-term investment?

5. Climate–Disaster Integration Audit

Optional – 30 minutes

Purpose

To examine how climate adaptation and emergency management functions connect locally.

Prompts

- Where are these functions already aligned?
- Where are they siloed?
- What would stronger integration look like?
- What governance mechanisms could support it?
- What shared metrics or goals could help?

6. 90–Day Micro–Move Commitment

Suggested Time: 20 minutes

Purpose

To help participants leave with one realistic next step.

Process

Ask each participant to identify one action they could help initiate within the next 90 days.

Prompts

- What is the action?
- Who needs to be involved?
- What resource is needed first?
- What would progress look like in 90 days?

Optional Follow–Up

Participants write commitments on postcards. Mail them back in 60–90 days as a reminder.

7. Interest- and Rights-holder Mapping

Participants identify the organizations, departments, Nations, community groups, networks, and sectors needed to move priority work forward. This can also be used as an opportunity to link potential resilience building projects to specific networks based on relevance, capacity, interest, funding.

Useful for:

- identifying missing voices
- clarifying dependencies
- strengthening partnerships
- mapping influence and responsibility

8. Speed Networking for Resilience

Short paired conversations rotating every few minutes.

Suggested Prompts

- What are you working on right now?
- Where are you stuck?
- What support would help?
- What can you offer others?

9. Barrier Busting Session

Small groups select one common barrier such as:

- funding
- coordination
- political will
- trust
- staffing capacity
- data gaps
- unclear mandates

Groups generate practical responses and share back.

10. One-Year Future Headline

Ask groups to write a headline from one year in the future announcing a major resilience success.

Examples:

- Region launches integrated wildfire readiness strategy
- New partnership reduces heat risk for vulnerable residents
- Cross-agency resilience plan secures funding boost

Then discuss:

- What had to happen?
- Who was involved?
- What made success possible?

Facilitator Guidance Across Activities

- Keep discussions practical and future focused.
- Encourage participants to draw on real experience.
- Make room for disagreement and multiple perspectives.
- Focus on systems rather than blame.
- Capture ideas visibly.
- End with momentum, not exhaustion.

Intended Outcomes

By the end of these activities, participants should have:

- stronger cross-sector connections
- clearer priorities
- better understanding of barriers and opportunities
- practical project ideas
- realistic next steps
- renewed momentum for resilience work

APPENDIX C: DETAILED GAMEPLAY FACILITATION GUIDE

Purpose of This Appendix

This appendix provides practical guidance for facilitators leading the Resilience by Design Game itself. It is intended to support consistent delivery of gameplay while leaving room for adaptation based on group size, participant experience, and workshop context.

The game is most effective when it is facilitated with enough structure to maintain momentum, while still allowing participants space to experiment, negotiate, and learn through experience.

Role of the Game Facilitator

During gameplay, the game facilitator's role is to guide the process rather than direct decisions.

This includes:

- setting up tables and materials
- explaining the purpose and rules clearly
- keeping play moving
- clarifying questions as they arise
- encouraging balanced participation
- observing collaboration dynamics
- supporting reflection during debriefs

The facilitator should avoid solving the game for participants. Productive uncertainty is part of the learning.

What the Game Simulates

The game places participants in a shared planning environment where they must strengthen resilience under real-world conditions such as:

- limited resources
- competing priorities
- uncertain events
- interdependent systems
- role-based responsibilities
- collaboration pressures
- time constraints

Participants must make strategic choices individually and collectively.

Recommended Group Size

The game is designed for 4 participants per table, with each participant taking on one role. This typically provides the best balance of interaction, decision-making, and pace.

The game also works well with multiples of four participants across several tables.

Where needed, each role or station can be shared by 2 or 3 participants working together. In this format, participants jointly manage the same role, make decisions together, and negotiate with other players as a team. This can work particularly well for larger groups, training settings, or where participants prefer to collaborate in pairs or small teams.

Examples:

- 8 participants – two standard tables of four
- 12 participants – three standard tables of four
- 16 participants – four standard tables of four
- 8 participants at one table – four shared roles with two participants per role
- 12 participants at one table – four shared roles with three participants per role

When using shared roles, allow slightly more time for discussion and decision-making within each team. This format can also create valuable opportunities for peer learning and internal strategy conversations.

Materials Checklist

Each table should have:

- Player mats / role boards
- Hazard & Resilience Goal Worksheet
- Project Card Decks (Levels 1, 2, and relevant Level 3 hazard decks)
- Resource tokens
- Update Card deck
- Goal tracker / score sheet
- Pens or markers
- 6-sided die – Some
 - Some abilities let you draw a random token, using a six-sided die (d6). You can either roll a standard six-sided die and check the number chart below or make your own token die by cutting out the resource icons and sticking one on each face of a six-sided die.
- Number Chart (d6)
 - Volunteers
 - Knowledge
 - Funding
 - Materials
 - Political Will
 - Volunteers

Pre-Workshop Preparation

Before participants arrive:

Review Materials

Ensure facilitators understand:

- turn sequence
- resource system
- project card levels
- update cards
- scoring / thresholds
- Level 2 role powers

Set Up Tables

Prepare each table with materials organized and visible.

Test Technology

If using slides or the explainer video, confirm these are ready.

Prepare Timing Plan

Know when you will call transitions, update rounds, and debrief.

Gameplay Flow Overview

Phase	Suggested Time
Table Setup & Orientation	10 min
Hazard & Goal Context Setting	60–75 min (if part of workshop flow)
Gameplay Round 1	60 min
Debrief	30 min
Continuation Round (optional)	15 min
Mini Debrief (optional)	10 min

Table Setup and Orientation

Suggested Time: 10 minutes

Once participants are seated:

1. Introduce the Purpose

Explain that the game simulates resilience planning under realistic constraints.

2. Explain the Win Condition

Participants are working toward a collective win, achieved by:

- accumulating enough resilience points to meet the table threshold
- advancing Community Resilience Goals

3. Explain Core Components

Introduce:

- project cards
- resources
- role mats
- update cards
- score tracking

4. Reassure Participants

You do not need to understand everything immediately. The game becomes clearer once play begins.

Context Set-Up: Hazards and Goals

If this has not already been completed as part of the workshop, each table should:

1. Select Relevant Hazards

Choose one or more climate/disaster hazards relevant to the local context.

2. Identify Vulnerabilities and Capacities

Discuss impacts, weaknesses, and strengths related to those hazards.

3. Establish Community Resilience Goals

Set goals linked to the identified hazards and set those on side 2 of the Resilience Goals Worksheet.

4. Calculate Threshold

Use the following formula to calculate the required resilience point threshold for gameplay.

Base points is 56. Add 5 points for every major hazard you choose to play with; Add 2 points for every minor hazard you choose to play with.

For a first game, it is suggested you start with 2 major hazards, such as Wildfire and Flooding. The resilience threshold for this scenario would be 56 (BASE) + 5 (Wildfire) + 5(Flooding) – total of 66 points threshold.

Preparing the Table for Play

Project Decks

Each table should:

- select relevant Level 3 hazard-specific decks – shuffle these decks together
- shuffle Level 1 and 2 decks separately
- place decks beside the play area
- reveal four face-up cards from each level

Resource Tokens

- Distribute starting tokens to players
- Set up the resource Tokens of all colors except yellow. Place them on the supply mat, with seven of each color available as the general supply. Set the yellow Tokens aside for later in the game.
- Each player then takes their starting Tokens from the general supply as listed on their player mat. Starting Tokens vary by seat, so check your player mat to see what you begin with.
- place remaining tokens in shared supply / bank

Update cards

Shuffle all the Update cards with this back design and place them face down here. On the turn update mat.

The first player reveals one card to start the game, then reveals a new card every time their turn comes around again, until the timer runs out.



Shuffle all turn update cards with these backs and place face down here.

The first player reveals a card to start the game and then a new card every time it's the first player's turn again until the timer is done.



Player Mats

Ask each participant to review their role profile and starting conditions.

Gameplay – Round 1

Suggested Time: 60 minutes

1. Assign Roles: Choose four of the seven available stations and assign one to each player.
2. Prepare Resource Tokens: Place seven of each standard color Token in the general supply. Set the five Wild Aid (yellow) Tokens aside; they enter the supply after Update Card 6 is revealed.
3. Review Player Mats: Each player takes their player mat and starts on Side 1. Take a moment to review the seat’s abilities and starting Tokens.
4. Set Up the Common Supply: Place the Tokens on the printed Token supply mat, organized by color.
5. Distribute Starting Resources: Each player takes their starting Tokens from the general supply, as listed on their player mat.
6. Set Up Project Cards:
 - Separate Level 1 and Level 2 Project cards by level.
 - For Level 3: select the hazard decks matching the hazards chosen during the pre-game workshop. Set the remaining Level 3 decks aside; they will not be used this session. Shuffle the two selected hazard decks together to form a single Level 3 deck.
 - Shuffle each level separately to create three independent decks.
 - Place each shuffled deck face down in its designated area.
 - From each face down deck, draw four cards and place them face up in a row.

Layout: top row = Level 3, middle row = Level 2, bottom row = Level 1.



7. Set Up Update Cards: Place the Round Update Card deck next to the first player.
8. Grab a pen to track completed goals.
9. Nominate a First Player.
 - Going clockwise, the player to their left will go next, and so on around the table.
 - The starting player flips the top Update card, reads it out loud to the group, and then starts the timer at 60 minutes.
 - The starting player takes their first turn by choosing one main action from their player mat: Take Resources or Complete a Project.
 - Play continues clockwise. Each player takes one main action on their turn.
 - Every time it comes back around to the starting player, they flip a new Update card and read it aloud before taking their main action.
10. When using the six sided die in play, if the token rolled is not available in the token storage for the game – i.e., is out of supply – then you do not get a resource at this time, and you do not re-roll. Out of Supply: if the Token you rolled is not available in the supply, you do not get a resource this time, and you do not re-roll. Better luck next turn.

Example: Business and Industry seat: when this player completes a Funding project, draw one random Token. Once per turn, this player may also pay one Funding to draw one random Token. Trade Power: offer two Funding to another player; if accepted, draw one random Token using the d6 rule.

Game Purpose

To experience resilience planning through action, negotiation, and strategic decision-making.

During Play, Participants May:

- gather or exchange resources
- invest in projects
- collaborate with others
- negotiate trade-offs
- respond to updates
- pursue goals individually and collectively

Facilitator Responsibilities During Play

Keep Momentum

Move around the room and monitor pace.

Clarify Rules

Answer questions briefly and consistently.

Encourage Participation

If one voice dominates, invite others in.

Observe Dynamics

Notice:

- collaboration patterns
- resource bottlenecks
- conflict points
- creative strategies
- role-based inequalities

These observations can be useful in debrief.

Avoid Over-Coaching

Let participants make imperfect decisions.

Resource Tokens

Tokens represent finite resources available to participants.

Use tokens according to the game rules.

Colour	Resource
Blue	Volunteers
Green	Knowledge
Red	Funding
White	Materials
Black	Political Will
Yellow	Wild Aid (flexible resource)

Project Card Levels

Level 1

Basic or foundational actions.

Level 2

More developed or coordinated initiatives.

Level 3

Hazard-specific, systems-level interventions connected to selected risks.

Achieving (paying the resource costs) of different combinations of project levels is needed to advance goals.

Two Levels of Gameplay

Level 1 Gameplay

The front of each player mat explains core mechanics. This level helps participants learn the game.

Level 2 Gameplay

The reverse side introduces special powers and expanded options.

This transition occurs later in gameplay through the Update Card sequence.

Update Cards

The Update Card deck introduces uncertainty, new conditions, and gameplay shifts.

One card is revealed after each full round of turns (or according to rules).

Cards #1–5

Early updates that introduce lighter disruptions, prompts, or decisions.

Card #6

Marks the transition to **Level 2 gameplay**. When the first player reads Update Card 6 aloud, the game shifts to Side 2. Take a moment to update the table before play resumes:

1. Add the Yellow Tokens: Place the five Wild Aid (yellow) Tokens into the general supply. Wild Aid can be used as a substitute for any one Token when paying a Project cost.
2. Flip Player Mats: Each player turns their player mat over to Side 2 and reviews the new abilities and rules now available.
3. New Rules Now in Play:

Special Powers: Each seat has a once per turn special power printed on Side 2. Read yours and remember you can use it once on each of your turns.

Reserve a Project (new main action): On your turn, you may now take one face up Project or one blind Project from a face down deck and place it in your Reserved Projects area. Reserved Projects belong to you only; no other player may complete or buy them. You may complete a reserved Project on a future turn by paying its cost. You also gain one Wild Aid Token (if available) when you reserve. Reserve limit is three per player. See spot on top left of player mat for location

Trade Offers: After your main action, you may make one trade offer to another player. Trades require mutual agreement. The other player can accept or decline; you cannot force a trade.

Resume Play: The first player continues their turn with their main action. Play continues clockwise. A new Update card is flipped from the darker green update plie each time the round returns to the first player, until the 60-minute timer runs out.

Cards #7–11

More challenging updates requiring discussion and adaptation.

Card #12

Final extension card that may be used for an optional continuation round.

Tracking Progress

Use the score sheet or online score tracker to monitor:

- completed projects
- points accumulated
- progress toward Community Resilience Goals
- proximity to the collective threshold

Encourage groups to update tracking regularly.

Common Facilitation Challenges

“We Don’t Understand the Rules”

Reassure participants and restart simply.

Focus on your next turn. You’ll learn by playing.

One Person Is Dominating

Invite others in:

Let’s hear from someone who hasn’t spoken yet.

Group Is Stuck in Analysis

Encourage movement.

You can always adjust later. Make the best move with what you know now.

Frustration with Scarcity

Normalize it.

Resource constraints are part of the simulation—and part of real resilience planning.

Group Is Too Competitive

Refocus on collective outcomes.

Remember, resilience is shared. The table succeeds together.

Round 1 Debrief

Suggested Time: 30 minutes

After gameplay, move into structured reflection.

Suggested Prompts

Strategy

- What approaches worked best?
- What would you change?

Collaboration

- Where did collaboration matter most?
- What partnerships made a difference?

Resources

- Which resources were most constrained?
- How did scarcity shape decisions?

Real-World Relevance

- What felt familiar?
- What lessons apply beyond the game?

Continuation Round (Optional)

Suggested Time: 15 minutes

If useful, groups may continue play using Card #12 or a facilitator-declared extension.

This gives participants a chance to test revised strategies.

Mini Debrief (Optional)

Ask:

- Did your changes help?
- What did you learn from adjusting strategy?
- What would you now carry into real work?

Key Learning Themes to Watch For

Facilitators often observe learning around:

- the importance of coordination and collaboration
- the value of strategic future-thinking
- how scarcity drives trade-offs
- governance bottlenecks
- uneven capacity across roles
- the need for trust and communication
- long-term value of foundational investments
- the difficulty of balancing urgent and strategic action

Use these themes in debrief where relevant.

Final Facilitator Reminder

The goal is not perfect play.

The goal is to help participants experience the realities of resilience planning in a way that is engaging, practical, and reflective.

If participants leave with sharper insight, stronger relationships, and better questions, the game has done its job.

APPENDIX D: THE RESILIENCE PROJECT JOURNEY CANVAS



