Gaming your Training

How to successfully motivate and engage your staff using game mechanics.
A little about us...

Andrew See, Head, User Services & Experience
A little about us...

Bridget Rowan, Training Coordinator for USX
A little about us...

Katherine Makens, Resources and Finance Officer
How do you feel about training staff at your library?
Who here plays games?
Why you need a focused training and development program...
Making the case for a new position
Finding the right person for the job

“Experience developing online training or instruction.”

“Experience using learning management systems and/or other online learning environments.”
Now onto the real important stuff...

AW, THANK YOU VERY MUCH
What is Gamification?

“Gamification is using game-based mechanics, aesthetics, and game thinking to engage people, motivate action, promote learning, and solve problems”

- Karl M. Kapp, The Gamification of Learning and Instruction
Why Gamify?

“Games provide motivation to succeed and reduce the sting of failure”

- Karl M. Kapp, The Gamification of Learning and Instruction

- Increase engagement & empowerment
- Change behavior
- Creatively solve problems
- Build community & social connectivity

{Jane McGonigal clip}
Student Employee Orientations

- “Mandatory
- Biannual
- Team building across departments
- Reinforce values & philosophy with games!
Student Employee Orientations

- Don’t Drop the Ball
- Modified Red-Light, Green-Light
- Move your Feet
- Build with your Team
- Can you draw a bicycle?
- Closing Sweep Scavenger Hunt
- Kahoot!
Badges

- Meaningful Choices
- Friendly Competition
- ZERO punishment
- Achievements in Bb Learn
- The Great Idea! Badge
- Level Up: UXA, Sr.
Be the Dungeon Master
Be the Dungeon Master

Defeating the Bulletin Board

- between 1 and 40 gold pieces
- 40% chance of stackable treasure (Amulet of Eternal Wisdom, Bejeweled Sword, Caffeine Elixir)
- 70% chance of a wandering monster (The Worst Roommate Ever, Rusty Car for Sale, DJ Dragon, Paper Golem)

Discard bulletin board materials as appropriate. Look in the folder on the back counter for new bulletin board items. Neatly arrange the bulletin board & keep NAU Emergency poster.
How does your library typically respond to new things?
Why?

I've just sucked one hour of your life away.
How do you feel?
What I will cover

- Scavenger Hunts
- QR Codes
- Virtual and Physical Badges
- What Makes a Good Game
- Should I Actually Do This?
Scavenger Hunts

- Teaching to use a physical space (MakerLab)
- Can be completely independent or supplementary learning
- Rewards at the end can be proof of completion

Durham County Library
Making a Good Hunt

- Have a clear idea of what you want to communicate
- Include learning activities as part of the hunt
- Staff need to know not to remove clues or prizes
What is a QR Code?

- A Quick Response Barcode
- This one will launches an email message that prompts the instructor to award you a badge.
Why?

- Super Cheap
- Independent Learning
- Very Little Technical Knowledge Required
- Can Use to Show What was Learned
We don’t need no stinking badges

Discover Open Badges

Issue
Anyone can create and issue Open Badges to recognize the achievements of others.

Understand
Verify Open Badges as records of your learning.

Earn
Earn Open Badges for skills you learn online and in person.

Display
Share your Open Badges as verifiable records of your learning.
Making a badge
Badge Criteria

Issuer: Kathy Makens

Credit Description: up to 1500 characters (optional)

Credit Criteria: up to 1500 characters (optional)

Expires: Never

Require evidence upon issuing: ON

Allow earners to download certificate: ON

Categories: e.g. "architecture"

Add Members:

Type name:

Step 2
Who would you like to give credit to?

Title: LLAMA

Description: ALA 2018 LLAMA

Issuer: Kathy Makens

Issue Date: 07/13/18

First Name

Last Name

Email

Issue Date

Testimonial

Evidence

Tags

Add recipient

Add 5 at a time

Send Credit

DURHAM COUNTY Library
What makes a good game?

- Competition
- Easter Eggs
- Rarity
- Reward
Scavenger Hunt Example
Should I actually use any of this?
Things to think about

- Does this fit with my audience?
- Do I or my staff have smart phones?
- What is the cost in staff time?
Who games more?

Teenage boys

Adult women
Of gamers are adult women. Only 17% are boys under 18.

http://www.theesa.com/about-esa/industry-facts/
Gamification is not...

- “Serious Games”
- Just rewards and incentives
- Just points, badges, and leaderboards
- Cynical manipulation
- Boring!
- Accidental
Gamification is not...

“...just about applying technology to old engagement models, like awarding ski pins. *Gamification creates entirely new engagement models*, targeting new communities of people and motivating them to achieve goals they may not even know they have”

- Brian Burke, Gamify
It’s dangerous to go alone. Take this!

- Jane McGonigal: TED Talks, *Reality is Broken, Super Better*
- Brian Burke: *Gamify*
- Karl M. Kapp: *The Gamification of Learning and Instruction*
- Char Booth: *Reflective Teaching, Effective Learning*
- Daniel Pink: *Drive*
- Jesse Schell: TED Talks
- GamificationGeek.com
- Coursera.org Gamification Course
- TheButtonGuy.net
It’s dangerous to go alone. Take this!

- Memes from https://imgur.com/
- QR Code Generator https://www.qrstuff.com
- Remix to Learn Code https://thimble.mozilla.org/
- Open Badges https://openbadges.org/
- Credly https://credly.com/
Questions?

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