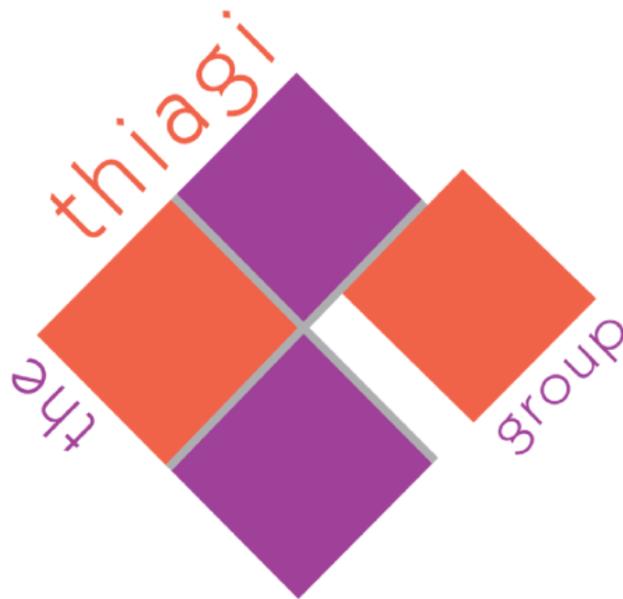


# Fluency Card Games



improving performance playfully

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4423 East Trailridge Road  
Bloomington, IN 47408  
USA

[www.thiagi.com](http://www.thiagi.com)

+1 812.332.1478

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# About the Cards

The deck of *Fluency Cards* contains 52 cards just like a deck of regular playing cards. The cards are divided into four suits. Each card contains a different statement associated with a specific training topic (such as *trust, coaching, customer service, feedback, interviewing, leadership, global management, motivation, and presentation skills*).

- ❖ **Spade** cards are used with *LIST* games. Each of these cards contains a word or a phrase that identifies a specific category associated with the training topic.
- ❖ **Club** cards are used with *COMPARE* games. Each of these cards contains a pair of concepts associated with the training topic.
- ❖ **Heart** cards are used with *DRAW* games. Each of these cards contains a concept associated with the training topic.
- ❖ **Diamond** cards are used with *ACT* games. Each of these cards contains a role-play scenario associated with the training topic.

In the Presentation Skills deck, the diamond cards are used with TALK games. Each of these cards contains a topic and an audience for the presentation.



# How To Play

Fluency cards games incorporate four different activities: List, Compare, Draw, and Act. Each activity is associated with one of the four suits of playing cards.

## Game Object

To win as many cards as possible within a specified time period.

## Training Objective

To fluently recall, discuss, and apply various concepts and principles associated with the training topic.

## Number of players

**Minimum:** 3

**Maximum:** Any number, divided into playgroups of 3

**Best:** 3 to 30, in playgroups of 3

## Supplies

- ❖ A deck of Fluency Cards
- ❖ Blank sheets of paper
- ❖ Pencils or pens
- ❖ Handouts: *How To Play LIST*, *How To Play COMPARE*, *How To Play DRAW*, and *How To Play ACT*



## Flow

**Set up playgroups.** Divide the participants into groups of three players each.

**Distribute the cards.** Shuffle the decks of cards. If possible, give each group a complete deck of *Fluency Cards*. If necessary, you may divide the deck among different playgroups. However make sure that each group receives at least 10 cards.

**Announce the time limit.** Determine a suitable time limit between 15 to 45 minutes. Explain to the participants that the game will conclude at the end of this time. The player who has won the most cards will win the game.

**Distribute the handouts.** Give each participant copies of the four handouts. Also give everyone blank sheets of paper.

**Explain the role of the Judge.** Emphasize that the players will take turns to act as the Judge during each round of the game. The Judge monitors the play and decides which player won the card.

**Demonstrate the four games.** Select one card of each of the four types (*LIST, COMPARE, DRAW, and ACT*). Ask for two volunteers to come to the front of the room and stand on either side of you. Demonstrate the four different games one at a time, playing the role of the Judge for all four games. Invite everyone to follow along by referring to the handouts.

**Let the games begin.** Ask the youngest player at each playgroup to act as the first Judge and pick up the top card from the shuffled deck (or packet). Once a card is picked, all players participate according to the rules for that type of cards as explained in the appropriate handout.

**Continue the game.** At the end of each round of play, the player to the left of the previous Judge becomes the new Judge and picks up the top card from the deck. Using the appropriate rules for this type of cards, the game continues.

**Conclude the game.** Keep track of the time. At the end of pre-specified time limit, blow the whistle and stop the play. Ask each player to count the number of cards he or she has won. The player with the most cards in each playgroup is a winner. The player with the highest number of cards among all playgroups is the Champion. Identify these players and congratulate them.



## ♠ How To Play LIST

These instructions are for the player who assumes the role of the Judge. They deal with how to conduct the LIST game associated with the spade suit of cards.

**Display the card.** Read aloud the category printed on the card.

**Explain the task.** Ask the other two players to think of items that belong to the category. Explain that they will take turns to say aloud one item at a time.

**Explain the standards.** Tell the players that they will be eliminated if they do one of the following:

- ❖ Hesitate too long.
- ❖ Repeat a previous item.
- ❖ Say an irrelevant item.

**Begin the activity.** Randomly point to one of the participants and ask him or her to kick off the activity by announcing an appropriate item. Ask the players to alternate adding more items, one at a time.

**Eliminate a player.** If one of the players hesitates too long, repeats a previous item, or says an irrelevant item, stop the activity. Declare the other player to be the winner and give him or her the *LIST* card.

**If you have more than two other players,** eliminate one player at a time. Declare the last player remaining to be the winner.



## ♣ How To Play COMPARE

These instructions are for the player who assumes the role of the Judge. They deal with how to conduct the COMPARE game associated with the club suit of cards.

**Display the card.** Read aloud the two concepts printed on the card.

**Explain the task.** Ask the two players to think of similarities and differences between the two concepts. Explain they will be writing down one major similarity and one major difference between the two concepts.

**Begin the activity.** Give a piece of paper to the two players. Ask them to write the important difference and similarity. Announce a suitable time limit.

**Listen to the responses.** At the end of the time, ask the two players to read aloud the similarity and the difference.

**Identify the winner.** Decide which set of similarity and difference is the best one. Identify the player who wrote this set of responses as the winner. Give this player the *COMPARE* card.

**If you have more than two other players,** read all sets of statements. Select the best set of statements and identify its author as the winner.



## ♥ How To Play DRAW

These instructions are for the player who assumes the role of the Judge. They deal with how to conduct the DRAW game associated with the heart suit of cards.

**Display the card.** Read aloud the concept printed on the card.

**Explain the task.** Ask the two players to visualize the concept in action. Explain they will be drawing a picture that clearly illustrates the concept.

**Begin the activity.** Give a blank piece of paper to the two players. Ask them to draw a picture that is strongly associated with the concept. Explain that the picture should not contain any words. Announce a suitable time limit.

**Study the pictures.** At the end of the time, ask the players to fold the piece of paper so the picture is hidden. Collect the two folded pieces of paper, shuffle them, and open them one at a time. Study the two pictures.

**Identify the winner.** Decide which picture most strongly depicts the concept. Identify the player who drew this picture as the winner. Give this player the *DRAW* card.

**If you have more than three players,** study all the pictures. Select the best picture and identify the artist who drew it as the winner.



## ◆ How To Play ACT

These instructions are for the player who assumes the role of the Judge. They deal with how to conduct the ACT game associated with the diamond suit of cards.

**Read the card.** Read the title of the scenario, the roles, and the situation. Place the card printed side up in the middle of the table so the other two players can refer to it.

**Assign roles to the players.** Tell the player on your right to play the primary role. The player on your left plays the other role.

**Begin the roleplay.** Ask the two players to enact their roles. Suggest a 2-minute period for the role-play.

**Rate the performance.** At the end of about 2 minutes, stop the role-play. Announce whether the performance of the primary player is acceptable or not. If acceptable, give this person the *ACT* card.

If you have more than three players, ask the extra players to be silent observers.



## ◆ How To Play TALK

The Fluency Cards deck for Presentation Skills has the 13 diamonds cards identified as *TALK* (instead of ACT).

The following instructions are for the player who assumes the role of the Judge. They deal with how to conduct the *TALK* activity.

**Read a card.** Read the topic and the audience. Place the card printed side up in the middle of the table so the other two players can refer to it.

**Assign roles to the players.** Tell the player on your right to play the role of the presenter. The player on your left plays the role of a typical member of the audience .

**Begin the presentation.** Announce a 2-minute period for the presentation. Ask the presenter to begin.

**Rate the presentation.** At the end of 2 minutes, stop the presentation. Ask the audience member for brief feedback on the presentation. Based on this and also on your judgment, decide if the presentation is acceptable. If acceptable, give the presenter the *TALK* card.

If you have more than three players, ask the extra players to act the role of typical audience members.



# Fluency Card Games

## Now Available

- ❖ Building Trust
- ❖ Change Leadership
- ❖ Coaching for Performance
- ❖ Conducting Job Interviews
- ❖ Conflict Management
- ❖ Customer Service
- ❖ Feedback Techniques
- ❖ Influencing Others
- ❖ Leadership Strategies
- ❖ Listening Skills
- ❖ Making Workplace Connections
- ❖ Management Essentials
- ❖ Managing Globally
- ❖ Motivation Techniques
- ❖ Negotiation Skills
- ❖ Presentation Skills
- ❖ Small-Talk Techniques
- ❖ Teamwork Techniques
- ❖ Training Techniques
- ❖ Workplace Civility

We are developing more decks on different topics.

Visit [www.thiagi.biz](http://www.thiagi.biz) for additional information.



# Practical Advice Cards

## Also Available

Each topic in the *Fluency Card* decks has a companion deck of cards called *Practical Advice Cards* with an entirely different type of content and with different activities.

The *Practical Advice Card* deck contains 52 cards, each with a piece of practical advice. Here's a sample advice from the deck on ***Building Trust***: *Admit your mistakes as soon as you become aware of them.*

You can read each piece of advice as if it were a *tip for the day*. To go beyond passive reading, we have designed 12 training games to entice people to discuss, evaluate, and apply the advice from these cards. These games can be played by different numbers of players (ranging from 1 to 100), and last for different periods of time (from 10 minutes to 52 weeks).





# Fluency Card Games

This engaging card game requires players to recall and apply skills, concepts, and principles they have learned from training sessions, books and articles, and personal experience.

The object of the game is simple: to win as many cards as possible within the play period.



To win a **spades** card you come up with a rapid list of items that belong to a specific category.



To win a **clubs** card, you identify the most important similarity and difference between a pair of concepts.



To win a **hearts** card, you convey a concept by drawing pictures.



To win a **diamonds** card, you perform in a roleplay skit around a scenario.

**Requirements.** The game is for three or more players. It lasts for 15 minutes to an hour.