Let these cards guide conversations around creativity, community, collaboration, work–self-actualization and wellbeing.
INTRODUCTION

Enlightened ways of working require new ways of understanding how we connect. Inspired by the principles of Tarot—these cards are designed to build connection through the power of stories and play. Stories are the most powerful way we humans connect—they bring us to a place of better understanding. The cards represent a collection of symbols and words—the bones of stories, which can be told in an infinite number of ways, depending on the person telling the story.

In work, in life, and in stories, perspective is key. Getting outside of our routine can radically change the way we see things and the stories we tell. These cards prompt us to share and understand parts of our deeper selves to create a more humane, purposeful, equitable and inclusive work culture.

CONTRIBUTERS

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INSTRUCTIONS

We recommend playing this game with your colleagues or project team, in a group of 2 to 4 people. Use the exercise for reflection, connection, play or ritual. You can share as much as you feel comfortable with.

Each card may inspire something different: feelings, energies or stories that are unique to you and your working experience. It’s okay if you don’t understand a card right away. They are meant as prompts for storytelling and interpretation.

GAME SET-UP

1. Lay out the four Situation Cards in front of you, starting from left to right with Situation 1 → 4.

2. Based on a classic Tarot reading, the game starts by one player pulling four cards. These four cards are laid out consecutively corresponding to the Situation Cards: The first card you pulled describes your Current Situation, the second represents potential Challenges, the third describes your work-related Chances for Development.

3. Then the readings start: The person who’s been on the team the longest goes through their four cards first—the first three by themselves, the fourth as a team (this card needs group effort and will be interpreted together as a team).

4. The goal is to read each card according to the Situation Cards by explaining how you interpret the cards you pulled with the help of the questions on the Situation Card e.g. The first card you pulled says “New Beginnings”—how does it relate to your Current Situation?

5. Once the first team member is done with their reading, the next one follows, until every team member has gone through their four cards.

BEFORE YOU START

When playing this game, you are entering a safe space. Be honest and open—what enters the room, stays in the room.

During the game, dare to ask questions or follow up on things that make you curious. Start learning how to read people; the desires, challenges, fears or hopes in their faces.

WILDCARDS

If a card makes you feel uncomfortable or you can’t resonate with the card, pull a Wildcard! Every person has the option to pull one Wildcard per reading.
RESILIENCE
Being halfway through a battle. Drained of energy, gathering your strength and pushing through setbacks.

CREATIVE FLOW
Joy, focus, being in the zone. Reflect on moments or activities that make you completely lose yourself in time and space, giving you a feeling of energized focus, involvement, and enjoyment.

EMPATHY
Ability to connect with others. A great time to begin new friendships, relationships and socializing.

HARMONY
Opportunity for collaboration. A union of talents, mutual respect and appreciation of friendships and colleagues. Think about someone you’ve been wanting to collaborate with—now might be a good time to start.

SENSE OF BELONGING
Coming together, friendship, solidarity. A feeling of connectedness, union, purpose, and social acceptance.

FEELING OF BEING STUCK
Re-evaluating a situation. Nostalgia, reflection, feelings of boredom or disillusion, feelings of being stagnant.

NEGATIVITY/PESSIMISM
A focus on the negative. Being pessimistic, moments of disappointment, mourning, loneliness, emotional baggage.

IMAGINATION
Letting your mind wander. Daydreaming, fantasy or procrastination. Are you giving yourself enough time to let your mind wander?
EMOTION CARD: Obsession with Control
- Holding on to people, things, and situations. You’re maybe trying too hard to cling on to the job, people, or possessions that give you a sense of security.

EMOTION CARD: Exhaustion
- Being under intense pressure, a feeling of being burned out. Check in with yourself: Are you taking on too much or in a situation with too much responsibility?

EMOTION CARD: Creative Fulfillment
- A feeling of self-confidence, inner happiness and satisfaction with the work you’re doing. Dreams coming true.

EMOTION CARD: Setting Boundaries
- Walking away from people or situations, or abandoning plans. Time for introspection, self-analysis, career change.

RELATIONSHIP CARD: Need for Solitude
- This card indicates that you need some rest, relaxation and time for introspection. So you can regroup, re-kindle, and get yourself back on track.

RELATIONSHIP CARD: Honest Reflection
- Being honest with yourself, your colleagues, your team. An opportunity to build the skills, develop the confidence, and improve authenticity and teamwork.

RELATIONSHIP CARD: Caught in the Middle
- Being torn between two relationships, divided loyally. This card indicates that you may be caught in the middle of a conflict of loyalties. Time to make a choice and/or express your feelings.

RELATIONSHIP CARD: Flourishing Communication
- This card indicates a stimulating environment to boost your inner value, a high level of understanding and empathy, and a successful level of understanding and empathy.
**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)

**SELF-SABOTAGE**
Putting yourself down, behaviors or thoughts that hold you back and prevent you from doing what you want to do. Reflect on patterns that create problems, disrupt workflows, or keep you from achieving your goals.

**LACK OF HONESTY**
Practicing honesty has become a challenge. Honesty is defined as the truthfulness in our spoken words and actions. Ask yourself where a lack of honesty may stem from.

**LACK OF COMMUNICATION**
Are you communicating enough? Are you sharing enough knowledge or information?

**CALMER WATERS**
After a big storm, things in the work environment are calmer down. You may be moving into an easier phase where you're accomplishing your goals and completing tasks with ease.

**JOURNEY CARD** (Self-Development, Career Path)

**BLURRED BOUNDARIES**
Are your work life and your personal life not as separated as they need to be? This could be a sign that your work-life balance is off. Think about what your personal life and your work life mean to you where they overlap, and where they shouldn’t.

**SENSE OF SECURITY**
Feelings of preservation and stability are providing a grounding influence in your life.

**FOKO**
This card indicates you’re experiencing FOMO (Fear of Missing Out) on something or someone. Is there a better opportunity? A new project? More money?

**THE END**
This card may indicate that it’s time to let go of something. Maybe you’ve hit a dead end with a certain project or person. But another opportunity or another door closes, another one opens...
WILDCARD
Let’s all breathe in at the same time, hold our breath for 10 seconds, and breathe out at the same time.

WILDCARD
Don’t feel constant pressure to talk. Take one minute (you can time it on a phone) to be together in silence. It can feel awkward at first, then unexpectedly close and warm.

WILDCARD
Sharing senses – close your eyes and describe where you’re sitting, what you hear, how you feel, what you smell.

WILDCARD
Grab a piece of paper and draw yourself without taking the pen off the paper. Once you’re done, show it to your colleagues.

WILDCARD
Take a digital snooze together. Take a pillow, or pillow your head on your desk, and take a one-minute rest together.

WILDCARD
Build a castle with your cards.

WILDCARD
Build a castle with your cards.
SITUATION CARD: CURRENT SITUATION

How does this card offer insight into your current situation?

What role do these qualities play in your work life right now?

1 2 3 4
(Place the first card you pulled below this card and interpret it with the help of the questions.)

SITUATION CARD: CHALLENGES

How does this card reflect a challenge you are currently facing?

1 2 3 4
(Place the second card you pulled below this card and interpret it with the help of the questions.)

SITUATION CARD: CHANCES

How are the themes on the card appearing in the form of new opportunities and desires?

1 2 3 4
(Place the third card you pulled below this card and interpret it with the help of the questions.)

SITUATION CARD: TEAM

(Answer as a team)

How do the qualities of this card play into the dynamic of you as a team?

1 2 3 4
(Place the fourth card you pulled below this card and interpret it with the help of the questions.)
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