Theme 5: Role of Video Games in Leadership

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewer's Quote
3	23301	7	Changing the names of characters in a video game to family members impacted participant and helped in engagement	So like cloud is the main character. I actually changed them to my name. Then Barrett, I changed that my brother's name and stuff like that. And playing the game, being engaged with the characters, the story, I didn't look at it as just random characters. I was looking at it as I'm playing with my family and like mentally it did something to me.
3	23301	12	The game has to have a sense of direction, and lead to development of a new skill	Like there's a sense of direction, control, dominance, and leadership within game modes of a game. And the more you play it, the more you learn it. And the more you learn it, that skillset becomes something that you use in life, not just in your game play sessions, it's training.
3	23301	41	Some games already teach problem solving and leadership skills indirectly.	, two certain games. They are leadership driven. What I mean by that is you have a lot of games. Like if you play rainbow six siege, you know, some gotta take points. Somebody gotta be the person that's the medic. That's making sure everybody is okay. Like there's a sense of direction, control, dominance, and leadership within game modes of a game. And the more you play it, the more you learn it. And the more you learn it, that skillset becomes something that you use in life, not just in your game play sessions, it's training. Speaker 1:You understand what I'm saying? So that's the, that's the second thing. Gaming can be used as a tool to train leaders in what they will need to do from a skillset standpoint. So crisis management, let's say you playing a game, right? And in that particular game, let's say you're playing call of duty and you're, you know, you're down, you know, three rounds to one or something like that. It's a crisis you're about to lose. So how do you approach this versus every other time you approached it? Cause the other times you kept dying. So how do you win? How do you live? You gotta figure out this because there's a hundred dollars on the line, you know what I mean? There's something on the line. So literally through video games, it has the same type of techniques and life skills. A lot of games that you play, whether it's fallout, where you build settlements, you gotta build settlements. Speaker 1:So your crew could eat. So they could be good to build the things you need to build. So you can have the weaponry and, and the artillery to go out and hunt the enemies. And like there's a whole strategy to all of these things. But if you're not a leader, you're gonna wait for somebody else to do it. These games teaches you to be the leader, cuz you have to do it in order to progress in a game. So as a leader, you have to do it in order to progress in your passion in life. The characteristics is the same parallel. It's just that a lot of parents in the way they are raised, they don't, they don't give games the value and respect because it's just a game. Not realizing the qualities in the experience of these games is gonna transfer over to what you do in your daily life. Speaker 1:I notice cuz I'm living proof of it. You know what I'm saying? Like I yo listen, me and my grandmoms would play games together. Like crazy. All right. Donkey Kong country, Tomb Raider, Mortal Combat, Grand Theft Auto. We played these games together and my grandmoms, she discovered things that wasn't even in certain strategy guides. So she wrote her own strategy guide to different games like that's leadership. Like I, I had yo and my, my grandmother taught us to be independent as well. So I'm independent. Like it's crazy to me how gaming changed my whole life. Like it's amazing. So I'm speaking from living proof experience. That gaming is one of the most engaging, amazing tools that you can utilize. Fortnite is a great example. You have to build a Fort to protect yourself so you can get out and yo, everything. Is there. The communication talking to your partner leadership, yo delegating, make sure somebody is doing what they need to do so y'all can win. Speaker 1:Oh my gosh. Yo, I love these conversations. I'm sorry. But yes, that's, that's what I would suggest.
3	23301	58	The game shaped his personality because of the emotions he experienced playing the game	So how does this relate to, you know the question it started shaping the type of person that I wanted to be at a very, very early age in terms of showing that love and that activity and sharing things like that was cool to me at a very early age.
3	23301	72	Some games require you to use your leadership skills when playing and train you in order to implement these skills in real life	Like there's a sense of direction, control, dominance, and leadership within game modes of a game. And the more you play it, the more you learn it. And the more you learn it, that skillset becomes something that you use in life, not just in your game play sessions, it's training.
3	23301	73	Video games require you to use the same type of techniques and life skills that you would normally use in real life	So literally through video games, it has the same type of techniques and life skills. A lot of games that you play, whether it's fallout, where you build settlements, you gotta build settlements.
3	23301	75	Games teach you communication skills and how to delegate tasks	The communication talking to your partner leadership, yo delegating, make sure somebody is doing what they need to do so y'all can win.
3	26196	16	A video game that highlights the value of the ability to listen to one another, integrity, mentorship, team work, respect, sense of organization and the ability to lead would be very valuable, especially for folks at an early age	the power of them continue to increase, there's no telling what we can do with this. So, I think we can start here again at an early age and hit it hard, hit it often, you know, maybe a little subliminal, subliminal message about leadership.
3	26196	65	Embed subliminal messages about leadership into video games.	So I think we can start here again at an early age and hit it hard, hit it often, you know, maybe a little subliminal, subliminal messages about leadership.
3	50939	27	Development of the AI game where black executives are seen as the hero	AI system that turns a black executive into a hero
3	50939	28	Having a great and interesting storyline that can promote discipline and resilience among the black leaders that are in top positions.	I would say, if it was me, I would try to write in the storyline or the script of how a person through climbing the executive rates become their own hero or their own advocate. And then how his narrative is pushed towards the community, you know right. Certain leadership qualities like discipline not willing to give up being empowering, being a symbol of black excellence and being an symbol of black success
3	50939	31	Relatability to the target audience and having to attain certain leadership skills to get to the next stage of the game	also make it relatable to your target audience if you're targeting 17, 18 years old that came from inner city, right in the AI a character story art where a person started from the bottom night of hear kind of like miles morale is Spiderman, you know, right
3	50939	59	Have a good story line and at each level unlock a certain skill.	Relatable to keep them and get age where they want to unlock the next level, where you can have certain skills that keeps unlocking at a certain asset at a certain skills at a certain level to keep them going, you know, basically you need to hell of a script for the story arc.

3	74710	16	Real life simulator where you play in a leadership positions, and make decisions, make it relevant to black culture.	So I think if you create a game where it is culturally culturally relevant, you provide scenarios like, you know, those choose your own adventure books, right. And you create something where it is truly opportunities that, or within this game that are represent a whole plethora of, of options, right? Like you could utilize this to, you know, somebody could choose to become an entrepreneur. Somebody could choose an established career profession, somebody could choose, you know you know, one of the non-traditional career path opportunities go through this game, maybe simulating and then be put in scenarios where they would be in leadership positions, right. Like, and have consequences to whatever actions good or bad, or, or whatever decisions that are made good or bad. But I think it needs to be whatever it is it needs to, to, to have… One, it needs to be relevant to what their experiences are or have been. Speaker 2:And two there needs to be some sort of I would, I would feel like they're, or should be some sort of purpose behind playing the game, right? Like, you know, obviously are you playing the game to develop your skills as a, a potential leader, so thought thought leadership, scenarios, decision making all that stuff, but are you playing the game because, you know, by achieving such and such, you know, there's some sort of contribution to a scholarship program to assist, you know, other black young leaders in, in coming up. What's, what's the give back, right? What's the give back purpose of the game. So how I think it, it could be very, very impactful is kind of the statistic that I quoted, which is 83% of black teens are gaming. Right? So you already have a captive audience. Speaker 2:You already have a target market that you could position this game to. Just what is the experience of the game? Like if you take NBA 2K for example, right. That is a very popular game because you're in an, you, you have a lot of game modes, you have just a traditional, you know, competitive game mode, but you have open world simulation where you can explore a whole world of, you know, throughout this city, the parks, the recs go shopping, do that, but then you also have a career story mode where you can put yourself in the shoes of an NBA prospect. And you know what I mean, make those types of decisions, which are gonna further you as a potential NBA superstar, your, your career, something like that putting it in a context of, you know, the, for the culture, so to speak, like things that we're used to experiencing, you know, maybe it's going like your senior year of high school, Breezing through college, if you choose to go to college and then getting into whatever career you choose, or maybe outta high school, you go into you know, a trade or a certificate program and then, you know, climb up the ranks there. Speaker 2:But it's just gotta be, it's gotta be dope. It's gotta be fun. You know what I mean? So,
3	74710	25	High expectations can help people to "overperform" and expand their skill level. Perhaps the game could give bonus points to those who rise to meet higher expecations.	Nobody's gonna rise to low expectations.
3	74710	28	Multiplayer games can help players to learn leadership skills like communication and planning strategy.	Oftentimes you have group gaming titles, where you have players that are doing multiplayer titles, working as teams, working as groups, as young as, you know, elementary and middle school, where they're the leader on that particular team. So they're already learning communication. They're already learning strategy, they're already learning leadership and direction.
3	74710	46	The game could be a "choose your own adventure" game where the player makes decisions that have various outcomes in their life.	So I think if you create a game where it is culturally culturally relevant, you provide scenarios like, you know, those choose your own adventure books, right. And you create something where it is truly opportunities that, or within this game that are represent a whole plethora of, of options, right?
3	74710	47	Players of the game could be put in various leadership positions and then receive feedback based on the decisions they make.	somebody could choose to become an entrepreneur. Somebody could choose an established career profession, somebody could choose, you know you know, one of the non-traditional career path opportunities go through this game, maybe simulating and then be put in scenarios where they would be in leadership positions, right. Like, and have consequences to whatever actions good or bad, or, or whatever decisions that are made good or bad.
3	74710	48	Popular games have a lot of game modes.	That is a very popular game because you're in an, you, you have a lot of game modes, you have just a traditional, you know, competitive game mode, but you have open world simulation where you can explore a whole world of, you know, throughout this city, the parks, the recs go shopping, do that, but then you also have a career story mode where you can put yourself in the shoes of an NBA prospect.
3	81943	26	Another candidate express the fact the Sims world building would be beneficial to black youth in order to help them become leader and make decision	I think as a video game in my mind when you said that it's sort of like a Sims video game, but the student would choose would choose the, the lifestyle that they lead
3	55223	13	A video game makes great practice for potential real situations but they must be engaging	this platform will be good to have speakers come have an open engagement, but not just once make it quarterly that those individual students can always say they comfortable.
3	55223	14	Giving users an engaging experience where thy are able to form their own reactions is great for a video game	And it gives them a response of how to do that. And that way it gives them an outcome of not dealing with a person per se, but you're dealing with a person in a video game. So that would be a great experience. And another way of, to have of exposure.
2	81039	31	Video games should be interactive, challenging, and teach leadership	so finding different ways to expose and impart them and give them knowledge is one that should definitely be welcomed. So having a video game that is interactive, that gets them to learn, to learn leadership whilst like playing and having fun and games is excellent.
2	81039	32	Belief that video games should be included in the curriculum at a younger age	I think it's a great platform. I think you know what we want to achieve overall is empowerment and success for the black youth. And this has to be done in so many ways. They always say that if you want a black man if you wanna hide something from a black man, you put in a book meaning that as, as the black race and natural is not to read. And So I think it's definitely one that should be in included in, in the curriculum at a very junior level. I
2	81039	15	Making a video game that is fun, interactive and competitive would make it appealing to the youth	So the, the, the, my key advice would be to make it fun, make it interactive, make it a bit challenging as well, so that people feel like, you know, they're moving you know, from step one to step two, to step three and introduce a competitive element to it as well.
2	81039	33	elements like shooting, scoring goals, having targets, and a sense of winning to make game appealing.	o people like to shoot when they they're gaming. People like to, you know score goals when they're playing games, people like to have targets you know, people like to, to see that they're winning or like to see a league table, you know, so all of those elements, you need to incorporate into it as well. S
2	23301	13	Some leadership characteristics that can be included in this game are humility, ability to admit wrong, and willingness to learn from others who know more than you	We all need each other and we all play different roles. So from a leadership standpoint to be a great leader, one, you have to be humble. Two, you have to be willing to show humility. Three, you gotta be able to admit when you are wrong and when you need help.
2	23301	40	Gaming systems kids are growing up with need to be normalized and used as tools instead of deamonized	Your questions is crazy. So yo so the thing that I would say is from a gaming standpoint, first off, a lot of the parents y'all have engage in what your child is growing up with. So I'll give you example. I, I, and I have two answers for you. If you don't operate at the root, in the source of a situation, you're not gonna be able to see the destination and, you're not gonna be able to carry things out correctly. So the first thing that I would say is gaming needs to be more normalized as opposed to demonized by people that don't understand. Cause like a parent grew up, we, they didn't even have cell phones. Speaker 1:Like you had old notary phones and, and all this other stuff, kids growing up with PlayStation four and PlayStation five growing up with it, we grew up with a Atari 2600. It's big gap here. So the first thing is they have to create a relationship with what their kid is involved with so they can understand it better to, to utilize it for that leadership situation within gaming. That's one
2	23301	74	Games require you to be a leader to progress in the game and these qualities can be transferred over to your daily life	These games teaches you to be the leader, cuz you have to do it in order to progress in a game. So as a leader, you have to do it in order to progress in your passion in life. The characteristics is the same parallel. It's just that a lot of parents in the way they are raised, they don't, they don't give games the value and respect because it's just a game. Not realizing the qualities in the experience of these games is gonna transfer over to what you do in your daily life.
2	23301	76	Gaming should be an actual class in school because it can keep kids engaged and you can use it as a tool to reach them	gaming, that should be a actual class. And I'm telling you not just playing the games, but playing it, developing it, writing animation, all of it should be a part of school and it will be a game changer cuz you have them engaged. So they gonna use their brain more cause of the engagement and then you be able to feed them more because of the tool that you're using to reach them. There you go.
2	25225	89	Could be value in putting the player in a position where he has to demonstrate leadership skill to advance to next level.	is okay, you must do something to reach the next level. Like if it's working, they have to kill someone to become more powerful or whatever. So we can, I mean, develop games where you'll have the player will have to select some, I mean, to act as a leader or to select some values or characteristic of leader to go to the next level. So, I mean, it's like learning without knowing that you're learning actually.
2	26834	9	Learning about how real life examples can be implemented into a video game would be helpful for youth to learn about a variety of leadership positions	To leverage programs that allows the students to replicate what it would mean to not only play the video game, but to actively add value to the industry of video games in regards to replicating traditional sports operations.
2	26834	32	Video games can be used to teach gamers how to replicate sports operations to add value to the gaming industry	To leverage programs that allows the students to replicate what it would mean to not only play the video game, but to actively add value to the industry of video games in regards to replicating traditional sports operations.
2	48127	53	Successful black people can be recruited to help promote the video game.	this is a current technology which attracts people to spend more of their time or that kind of game. I think, I think what it should be is, you know there are some personalities which are successful black people.

2	48127	55	Famous and successful people can be the "hook" to attract young people to game. Youth can be inspired by the challenges that these figures overcame in their rise to success.	Should be, they should be forefronts. Yes. And you know, it doesn't mean everybody likes politics. So for somebody who likes politics, Obama can be the right person, but for somebody who want to be an artist and you are some other artists for a singer, you have another personalities. So using post personalities and many of African successful people, the way I see it, or some it, there are pass through a lot of challenges.
2	67857	24	The gaming idea can be a platform to prepare black youth for leadership if it stimulates that thought and mindset in them when they play it	But if that game somehow can stimulate some type of thought in their minds where all of a sudden now, you know, I'm like, Ooh, I would love to know how to create my own game, you know can be beneficial, you know?
2	67857	25	It can be a very helpful platform depending on how it is utilized.	So yeah, so YouTube, video games, they both are platforms that can be very harmful, but they can also be very helpful and can really aid in education, depending on how they're utilized.
2	67857	27	The game should teach perseverance where it makes them realize that they have to build from the bottom to the top to be the boss the aspire to be.	I just didn't start as assistant director, you know, so I worked my way up, you know, and I think that's what the video games can actually teach them that you gotta start somewhere and you gotta build, but it also takes perseverance.
2	67857	86	Through a game, youth can learn that you've got to persevere and build yourself up to move up in the world.	I worked my way up, you know, and I think that's what the video games can actually teach them that you gotta start somewhere and you gotta build, but it also takes perseverance.
2	50939	29	Make it relatable to the audience.	Make it relatable
2	50939	32	Relatability that can create the interest to develop the required mindset/ skill set to advance to the next stage of the game.	Relatable to keep them and get to the stage where they want to unlock the next level, where you can have certain skills that keeps unlocking at a certain asset at a certain skills at a certain level to keep them going, you know
2	74710	14	Increase the number of black youth that play games and make a career out of it	So I Trying to think what example makes the most sense for that question. So my company now, futures first gaming, we have a workforce development program. And so, you know, I I'm, I, you may be aware of the statistics, but, but one of the things that we, we cite you know, in any sort of initial conversation with anybody is 83% of black teens play video games, right. But less than 2% enter this professional space, less than 9% identify as stem professionals. And our goal as in organization is to our vision is to change that narrative see equal or greater representation across the board. And scholarships offered, you know, stem professionals, working, whatever. So we have a workforce development program in which we actually mentor high school age students, 14 to 18 teach them coding, game design, eSports, entrepreneurship, but really serve as mentors to them and help them decide what it is that they truly wish to do. Speaker 2:So whether it's go from high school into the workforce, whether it's going to college whether it start their own business that, that program is at the heart of what our company does. And so I last night was on a call with two young young men. And we were going through our cybersecurity Mo cybersecurity module. And we were talking about the opportunities that are in this career path space that necessarily you don't have to go to a four year university to pursue. And last night, those two basically applied for a scholarship after this week's conversation to pursue that career field because one, they learn, you know, they learned that they don't have to take the traditional route of education to be successful, and two, it was a career opportunity that they were passionate about. Speaker 2:And so I take pride in, in that program. I, I do that, you know, I'm responsible for that program as part of my company. And so that's, that's just one example. You know, I've also mentored a couple young professionals in my previous career position as associate executive director of a literacy foundation and they were teachers and they were young black teachers who just didn't understand how to navigate the space where they felt as though their teaching skills were being diminished or undervalued because, you know they weren't on the level of some of heroes in the field. And what I was able to do with them was to get 'em speaking engagements in front of a large audience of teachers who some of whom were people that they admired and that were their heroes. Speaker 2:And after those engagements their careers blossomed, some of them went on to write some books. Some of them actually were keynote speakers at a larger conference. And then one of them actually was offered a position working for one of, his, his heros. So, you know, those are just a couple examples of, you know, how I basically take it upon myself, whether it's part of my role or not to identify opportunities to serve as a mentor, a connector, a facilitator, whatever, to help individuals and more people, more people need to do that.
2	78161	24	Give the game an objective for the player	Well, the first is like what's the objective of the video game, you know, because I think without a clear objective or mission, it can be just another video game. And one cool thing that I think a lot of video games have is they have a mission. They have an objective, like for instance, I grew up playing halo and halo, like the whole objective is to basically save the day, you know, you're, you're the master chief and you're trying to defeat the covenant and whatever schemes they're planning so that you knew what your mission was. So I think number one is knowing the mission of the game
2	78161	25	Fun for youth, but still educational	I think trying to make it fun and appealing for youth to play where they are playing, but it's more educational base.
2	78161	40	The video game should have clear objectives in order to remain relevant and engaging	I think without a clear objective or mission, it can be just another video game. And one cool thing that I think a lot of video games have is they have a mission.
2	78161	41	Is might be meaningful to have different types of features or goals within the game in order to change our gameplay and keep it relevant	what type of game mode are you gonna use and then number three. Okay. Well, how are we gonna now make this fun and also educational at the exact same time?
2	14228	14	He suggest a slide show to keep the attention of the youth instead of video game	What game be know has value that that, that can like, that shows of shows leadership and, and like, I don't know any game. Yeah. So I don't know any game, but going build a game for leadership. I mean, if you have a slideshow, not really a video game.
2	14228	25	Providing a hand on experience or something close to that in a video game gives youth the real capabilities and opportunities	that shows of shows leadership and, and like, I don't know any game. Yeah. So I don't know any game, but going build a game for leadership. I mean, if you have a slideshow, not really a video game. Yeah. It's really a video that shows leadership mental capabilities or what they, what steps you can follow to be a leader.
2	95783	15	Video game can be a useful platform to prepare black youth into leadership position by building it in such a way that will enable them think well before they make decisions to follow certain paths and learn from the mistakes of choosing the wrong paths.	So you, as the main, the leader for all of this, this is what happened to all the people that you are now in charge of because of this decision or that decision. I don't know. So you have mass massive pathways that you have, but it's based on the decision they make and then the people who they're they're in, in charge of what happened to them in the process, you know, something like that
2	95783	27	Game with many pathways to choose where they're leaders	I think it's almost like cuz they are making decisions. I'm thinking where they have to in some subliminal way of, I don't know, maybe you could do this through augmented reality, but they are in the system and based on their decision whatever the goal is based on their decision, you have many different pathway. Okay. So, okay. Speaker 1:Yeah. So, okay. Okay. Speaker 2:I'm, I'm just, I'm, I'm, I'm drawing a blank, but I'm just thinking of, they become a part of the game, but based on their decision, this would be the direction, the pathway that, that will go and then show them, see if you had gone this direction, this is what would've happened. So you, as the main, the leader for all of this, this is what happened to all the people that you are now in charge of because of this decision or that decision. I don't know. So you have mass massive pathways that you have, but it's based on the decision they make and then the people who they're they're in, in charge of what happened to them in the process, you know, something like that.
2	84874	24	Video games should include lessons about collaboration and not stereotyping a certain population or making judgements	Collaboration? the importance of being clear on the mission at hand you know, not making judgements, you know, you know, a lot of video games, particularly when they, when they were first established, really stereotyped a number of populations.
2	89314	26	Give players an option to be in a leader and follower role in order to display what types of leadership works versus what doesn't	Just going back to the boss versus leader thing, they would have to be empathetic. They have to be able to listen to their team, you know? So yeah. So it can't, it can't be like a do what I say, because I said so, or do what I say, because I'm the boss, you know? I mean yeah, yeah. They have to be able to inspire. Right. So, you know, I, I think, I think a big part of it in is you know, just kinda, if you can measure how people react to the leadership abilities, if they're like, oh, wow, I wanna follow this.
2	89314	57	In a multiplayer video game, a group could choose one player to be the leader for one round.	I'm, I'm being really hypothetical because I don't know how I would manage this exactly. But you know, you might ask yourself in a situation like, okay, so you're always playing call up duty with your friends. Right. Is there a team leader who is a team leader? Is it always the same person?
2	91240	24	VR, games like rollercoaster tycoon or the Sims or some war strategy games can be used to teach leadership skills	I mean I think there's a chance maybe with like the VR stuff, you know I, I think there's games like rollercoaster tycoon or the Sims or you know I can't think of even, even some, some war strategy games that, you know, they, they put your mind into critical thinking kind of place
2	91240	25	The game has to be creative and can be a system where what you build is valuable	I think it has to be open world, it has to be creative. And then it has to be something that makes people want to come back in consistently and stay attached to you know, some kind of system where what you build in this world is maybe even valuable to an extent.
2	91240	26	It could be a game where you can win something that has real world value	cryptocurrency, they create these kind of games where you can, you can make something or, or win something or, or play a game and you can kind of get stuff that, that you can, that has actual real world value.

2	91240	27	The game should have nice graphic art styling, be easy to get into, be competitive, have a world ranking system, include pop culture references	It's gotta, you know, so the graphic art styling of the, of the game has to be slick. It has to be easy to get into, but a lot of depth, maybe competitive somehow some sort of online, like, you know how chance has like a world ranking system. Like something like that I think would be good, making it competitive. And obviously all kinds of, you know, youth pop culture references, you know, all the tricks that,
2	91240	29	The game could be youth led where only 18 or under can play	Making it youth led is always good. You know what I'm saying? I don't know how that can happen, but I mean, even like, if you did a world where it's like, these are the rules and, and you know, you it's only 18 or under can enter. That might be super. That might be super dope.
2	91240	36	Games like Minecraft can be used to teach critical thinking and creativity	I think you got Minecraft. Minecraft is actually a good example, Minecraft now is it not maybe educational, but it, I think Minecraft helps with, with critical thinking and with creativity on a huge level.
2	91240	51	He point the fact the world building in the SIMS can be useful in the creation of a video to educate black youth to leadership	That's really what it's about. I mean I think there's a chance maybe with like the VR stuff, you know I, I think there's games like rollercoaster tycoon or the Sims or you know I can't think of even, even some, some war strategy games that, you know, they, they put your mind into critical thinking kind of place consistently. But again, the, the goal of those games isn't to educate it's to win a battle or it's to build the city or whatever to get points and stuff.
2	45522	11	The idea of sports can be adapted to a video game	I think the, the idea of sports that we talked about earlier can be adapted to a video game.
2	45522	13	Mystical gaming and a sorcery world is popular right now	What's real popular right now is the mystical gaming, a sorcery world and things of that nature.
2	45522	14	Including popular phrases or famous people picture to make the game more appealing	Putting popular phrases or, you may have to worry about copyright, or images of, of popular people and popular entities in sports nowadays.
2	45522	15	The game would need to help people identify their strengths and weaknesses and delegate roles based on these	A game that helps people identify how to put people at their strengths, protect them from their weaknesses, of course, help them build some of their weaknesses
2	45522	28	Video games where a leader decides who in his team uses what tools to ensure the strengths of the team are maximized	a particular tool versus somebody who's better at using a different tool. And if both teams have equal tools, when
2	45522	29	A scoring system- ability to win in the video game, could help incorporate leadership skill	This particular item versus another item. And I'm sure some type of way a scoring system can be created a way to identify who obtains more points, obtains more, more flags or whatever, or whatever the study of the game is and create a winner. And if that helps create leadership, go for it.
2	45522	37	Video games that incorporates different aspects to accommodate for gamers strengths and weakness	, I would think, are stronger using certain aspects of the game versus possibly weaker and different aspects of the game that possibly identifying an individual's strengths, through some type of rating system, that a particular player is good at. And then another player is, is better in a different aspect of the game.
2	45522	39	Popular phrases and characters based on popular people could make the game appealing.	Putting popular phrases or, you may have to worry about copyright, or images of, of popular people and popular entities in sports nowadays. That's what keeps attention and bein able to follow their heroes. The "heroes" idea goes way back to basketball with "Tiny" Archibald. We loved the fact that his name being "Tiny", the fact that he was only six foot or so, but he still played amongst giants. That was something that you you, you identified with a hero, you identified with someone who supposedly has excelled at a particular game.
2	45522	40	The game should be modern and should be updated to keep it appealing	ut keeping it to what's popular in culture today. Of course that's ever changing, but keeping it popular and keeping it up to date
2	45522	41	Delegation is an important skill for a leader to possess and can be implemented in video game	I would think that we have explored that a little bit in our conversation that a part of leadership is delegation. And with delegation comes identifying the skills and abilities of individuals, certainly that puts an individual in a role of not necessarily criticizing, but having a thought process of the skills and abilities of individuals that are on their tea
2	45522	42	A video game that promotes the concept of working together to achieve more	what, what do I think a good game would be to develop? A game that helps people identify how to put people at their strengths, protect them from their weaknesses, of course, help them build some of their weaknesses, but use the team concept that I just, we talked about earlier, letting working together to achieve more.
2	45522	67	A rating/scoring system could be used to determine the strengths and weaknesses of each player.	Some people, I would think, are stronger using certain aspects of the game versus possibly weaker and different aspects of the game that possibly identifying an individual's strengths, through some type of rating system
2	45522	70	To make the game fun, it needs to hold attention and be marketable.	It needs to hold attention. So you guys got your work cut out for you to come up with something that, can hold attention, that's marketable,
2	45522	71	References to popular people could help to make a more popular game.	Putting popular phrases or, you may have to worry about copyright, or images of, of popular people and popular entities in sports nowadays. That's what keeps attention and being able to follow their heroes.
2	45522	72	People like to follow characters in stories that they can relate to.	The "heroes" idea goes way back to basketball with "Tiny" Archibald. We loved the fact that his name being "Tiny", the fact that he was only six foot or so, but he still played amongst giants. That was something that you identified with a hero, you identified with someone who supposedly has excelled at a particular game.
2	45522	73	Referencing popular culture can appeal to youth.	Once again, you'd have to get the licensing and things of that nature, but keeping it to what's popular in culture today. Of course that's ever changing, but keeping it popular and keeping it up to date.
2	45522	76	A person can learn leadership in a game by identifying strengths and weaknesses, focusing on strengths, building on weaknesses, and promoting teamwork.	A game that helps people identify how to put people at their strengths, protect them from their weaknesses, of course, help them build some of their weaknesses, but use the team concept that I just, we talked about earlier, letting working together to achieve more.
2	97357	40	incorporate leadership skills in a fun way	There's an opportunity to use that vehicle. How? You know, I'm way past that age to even understand, you know, what they're doing and why they do it, but there is a way I believe to your point to incorporate learning skill building in a fun environment. If you crack that code, You let me know. And you know, I have some money I want to invest with you because we are all gonna be rich If you can do that. OK. So but yeah, I applaud you and you know, but I'm not one of those folks that can help you put it together. Does that make sense?
2	97357	60	The opportunity to explore choices and decisions that one wouldn't have normally is a leading factor to make games engaging	see it as an opportunity an area to be studied and explored. I think that's the biggest opportunity.
2	10419	40	Engagement is a important factor and with enough engagement a lifestyle can be formed	I think engagement, the video games have to have their engagement.
2	10419	41	Learning to lose leads to a more humble experience where the individual handles themselves with pride and dignity	Because a lot of times we don't take losing well.
2	10419	42	Education with real life experiences is definitely meaningful and creates a more impactful game	I think more education
2	10419	68	Being engaged in video games helps the students be engaged in STEM. Videogames helps find a way to engage them in the things that we want them to be engaged too.	I think engagement, the video games have to have their engagement. We want them to be just as engaged in, you know, STEM, science, technology, education, and arts and things of that nature. So it's able to gain their engagement. We have to find a way to engage them in the things that we want them to be engaged with too
2	10419	69	While playing video games, it helps student learn how to which is a leadership lesson the students should learn.	How do you lose with pride and dignity? You know, you can't win every game in life. You're gonna have some ups and downs, but we gotta, you know, get off the ground, brush ourself off and keep going, shake hands, make eye contact, and tell the guy that beat you, "Good game".
2	10419	70	Students having education is a essential leadership quality for them to have in the video. Video games are around violence and should show more positive than the negative.	I think more education. I think a lot of video games are around violence and you know, a lot of things that we're seeing in real life. So I think, you know, show the positive with the negative
2	10419	71	Video games promotes team spirit	Yeah, absolutely.
2	19860	41	Having like their favourite people in the game and being able to talk to them and seeing what they did to advance to leadership level.	So like I'm in a video game and I'm talking to LeBron James. Right. And I tell him about like my current situation and I'm like, cool. These are some of the goals that like I have for myself X, Y, Z. And yeah. He's gonna gimme the feedback and advice on like how he, that situation, whatever. But then let's say I play, I have on the game, like three days later, you know, I wanna be able that game and then continue that conversation.

2	19860	77	A VR game that has mentors advising you can be used to encourage black youth to pursue leadership roles	You know what I mean? So it's like, it's not like it's not scripted, not really like scripted, but more like in the moment type of things, but okay, cool. Like I, I hop back on the game and LeBron's right. There was like, oh, snap what's. So like, how did that situation go? Like, you know what I mean? Like, okay, cool. You know, I said, you know, we were last time we talked, we were talking about this, that, and the other, like, you know, tell me how, you know, how did you do this? You know, what was, you know, what did you see beneficial to that? And things like that, just carry on more conversation from the previous interaction, making it be like more like a like, like a, a life guide, I guess. Like, I mean, you, I mean, that can be used as a mentor. Like you can check in with them and anytime you need it, just for someone to talk to someone or get that perspective, or that would be kind of cool, but like, it would have to be something where they know what's going on in their life. Like, you know, I don't know if I'm explaining that. Right.
2	19860	78	Explaining how the game was made and the inspiration or purpose behind it can make it appealing to the user	I wanna look over the research of like, you know, how the game was made, you know, what, what kind of inspired the game.
2	19860	107	Creating the video game into a life guide would make it more interactive	You know what I mean? So, it's like, it's not like it's not scripted, not really like scripted, but more like in the moment type of things, but okay, cool. Like I, I hope to get back on the game and LeBron's right. There was like, oh, snap what's. So, like, how did that situation go? Like, you know what I mean? Like, okay, cool. You know, I said, you know, we were last time we talked, we were talking about this, that, and the other, like, you know, tell me how, you know, how did you do this? You know, what was, you know, what did you see beneficial to that? And things like that, just carry on more conversation from the previous interaction, making it be like more like a like, like a, a life guide, I guess. Like, I mean, you, I mean, that can be used as a mentor. Like you can check in with them and anytime you need it, just for someone to talk to someone or get that perspective, or that would be kind of cool, but like, it would have to be something where they know what's going on in their life. Like, you know, I don't know if I'm explaining that. Right.
2	39281	54	Sports, companies, organizations, etc are areas where the game can be implemented to have the settings.	And it doesn't necessarily have to be in sports. It could probably be in any industry. Right. And we see this across the board, right. On your phone. Like, you can go be the manager of a factory and you have to build more efficient structures and you've got the labor units to negotiate. Right. Or you can go be a mafia crime boss. Right. And you've gotta make your territory. Right. There's all kinds of iterations of what that could look like. But I think the reality is how do you build something that merit sort of that technical development with the social piece where you're having to respond to thinking about some of those scenarios
2	39281	56	Building real networks that is based on digital network.	So we can build real networks based on the digital networks that we're trying to simulate
2	39281	79	Know your audience in order to make the video game appealing	ys to do it. So when you talk about marketing, it's like, okay, well what, what are we trying to appeal to? Right. If we're really trying to appeal to a core black male demographic, are you gonna do that the way it's always been done, right.
2	39281	152	Sports games can allow the player to act as the GM for the team to make executive decisions.	Is they have these GM modes or franchise modes, right. That put you into the persona of being a manager of a sports team rather than the athlete. Right. For me, that's an interesting experience, right. Because you're still thinking potentially, right. You can still have the fun of actually playing the game and, you know, being the quarterback or the running back or the point guard or whatever on the court. But then it also you back to thinking about how do I put together an effective team, right?
2	39281	157	The player could receive feedback from people that they do not know so that they feel like they are held accountable for their decisions.	You're thrown into a space, but it's very intentionally people that you don't know. Right. And those people have the opportunity to give you scoring and feedback right.
2	39281	160	Decisions in the game can have "opportunity costs." The decision will have a benefit, but it will also have a cost.	This is the leadership experience in that, but there needs to be consequences for making that choice as well.
2	39281	161	Show Black youth that there are various ways to achieve a leadership position.	or are you gonna present a, a different set of opportunities that lets them put themselves into that character and explore the opportunities that come that way.
2	39281	162	Different experiences appeal to different people.	If you're looking to try to appeal to somebody, who's looking at something different, you have to build a different experience.
2	44578	13	Video games have to be filled with challenges and clues to overcome them	order to go to college and you know, be successful, you know, and they have to run into these obstacles and they have to find ways to, you know, and find help on the way, you know, they may, you know, might be clues or books.
2	44578	14	Videogame should include characters of different beliefs and perceptions and multiple obstacles	And then you might have people who don't want to talk to you at all, you, you have to have all these different kinds of characters and multiple ones of them, not just one that you can really learn and get by real quick, you know, you have to have multiple obstacles like that
2	44578	15	Multiple avenues which mimic real life experiences of black people should be included in videogame	You might choose that route and, and have, you know, end up in jail and dead, you know, have that happen to you, but you can start all over. It's just a learning lesson rather than when you go out there in the real world and go down that path. And, you know, there's no turning back, you know, you can't, there's no do over, you know, till you might do 15 years in jail, you know, you know, you can't reboot it, you know what I'm saying? But you need to have all those avenues
2	44578	27	Challenging and exciting game, extreme real life simulator	Their communities, young kids in elementary school, high school, you gotta have, 'em kinda make their way through all that in order to go to college and you know, be successful, you know, and they have to run into these obstacles and they have to find ways to, you know, and find help on the way, you know, they may, you know, might be clues or books. They have to find, you know, maybe do things like meditation explore some kind of different types of religion other than Christianity, you know, to learn things about mythology, and things like that, that might have stories that kinda help them along and give them clues on how they can overcome the obstacles. So it's gotta be challenging like that, you know, no weapons so much. I mean, I mean, I know it's gotta be exciting. I mean, you might have a part where, okay, they, they become involved with drugs and you, you know, accidentally some road, they go down, they might get involved with drug dealers and put getting the shootouts. Speaker 2:And one of their friends get killed and drive by and, or the police snatch 'em out and shoot 'em and stuff. Right. And be kinda graphic like that. And then they have to start over, you know what I'm saying? But have that aspect of it, you know, that they gotta get past that maybe the military, they could try the military ,air force, army, Navy, those kind, they could succeed through those ways and maybe different ways. And they could, and the game would have to be where, okay, I want, let me start here again. Or maybe I wanna go back and not be in the military and try something else. So it's got, and just try going to graduate school, you know, and I try graduate school. I might wanna change majors. You know, you might have this bad professor, who's a racist, you know, in there then you might have a good professor who wants to help you, you know? Speaker 2:And then you might have people who don't want to talk to you at all, you, you have to have all these different kinds of characters and multiple ones of them, not just one that you can really learn and get by real quick, you know, you have to have multiple obstacles like that. So, so that they end up failing, you know, more than one time, they run into the wrong option so they, and they have to keep going until they learn, keep failing until they learn what they did wrong and know how to maneuver it, you know how to maneuver those individuals. So it's just start young, you know, it could, they could be involved with sports and all these kind of things as well. You know, it could include, you know, sports and having problems like, you know, like maybe having concussion and then start acting crazy, you know, need to seek help. Speaker 2:But don't, you know what I'm saying? And, you know, end up getting thrown out the NFL, you know, have wife, marital issues have to deal with women who, you know, want them for their money or on the female side, they may want to go into strip tees. They might want to be a female stripper ,dress, all scantly and you know, and think, you know, know, try to make money that way, try to find somebody with money and marry a big football, basketball player and try to get successful that way and just have all the pitfalls that occur to people like that and show how these people are when they, you know, they're not nice. And you know what I'm saying? Yeah. They got a lot of money and stuff, but if you wanna look at 'em, they're not polite people you want to hang around and have your kids around, you know, generally, you know, and so you show that aspect, you know, the gangster rap, you know, like Shug night and all them, you might get dealing with
2	44578	40	The elementary and high school students will have to find their way to have a successful life and will run into obstacles for a video game idea.	Their communities, young kids in elementary school, high school, you gotta have, 'em kinda make their way through all that in order to go to college and you know, be successful, you know, and they have to run into these obstacles and they have to find ways to, you know, and find help on the way, you know, they may, you know, might be clues or books
2	44578	41	The video game will restart if they don't go through a successful path	And one of their friends get killed and drive by and, or the police snatch 'em out and shoot 'em and stuff. Right. And be kinda graphic like that. And then they have to start over, you know what I'm saying?
2	44578	42	Learn to overcome obstacles of difficult characters in the game.	And then you might have people who don't want to talk to you at all, you, you have to have all these different kinds of characters and multiple ones of them, not just one that you can really learn and get by real quick, you know, you have to have multiple obstacles like that. So, so that they end up failing, you know, more than one time, they run into the wrong option so they, and they have to keep going until they learn, keep failing until they learn what they did wrong and know how to maneuver it, you know how to maneuver those individuals.
2	56727	30	The use of video games to show youth what they can achieve and serve as a confidence booster	I think it would provide with a visual of themselves and to see their representation be at a higher position than what they may see in real life or in reality, or in socials can give them that confidence boost that a lot of people are lacking.

2	56727	43	Game that helps youth see themselves in higher positions	I think it would provide with a visual of themselves and to see their representation be at a higher position than what they may see in real life or in reality, or in socials can give them that confidence boost that a lot of people are lacking. Speaker 1:What specific leadership lessons do you think would be most important for black youth to learn in these game? Speaker 2:Confidence, honesty, trustworthiness, and the ability to be free thinking.
2	81943	14	Video games to include decision making and show how to handle confrontations	eah, so it would be across between things actually happening and the decision making. That was something I didn't get to learn or get to develop until I got to the executive level and it was, it was overwhelming handling confrontation just those type of scenarios and how they would actually play out in the real life. So that, that would be my video game if I built it.
2	81943	15	Making the video games competitive would make it appealing to youth	I guess make it competitive. Something that they can actually win or lose.
2	81943	40	Making the video game engaging and competitive is what should be done first to make it more appealing to youth	I guess make it competitive.
2	23301	30	Gaming contributed to leadership and compassion development	, this is crazy, but when I played final fantasy seven, right, this is so crazy. So final fantasy seven, one of my favorite RPGs, like probably the best RPGs to me playing that game, brought me closer to my family. I'm gonna tell you why. So when you're playing the game, right, you could change the character's names. So like cloud is the main character. I actually changed them to my name. Then Barrett, I changed that my brother's name and stuff like that. And playing the game, being engaged with the characters, the story, I didn't look at it as just random characters. I was looking at it as I'm playing with my family and like mentally it did something to me. Speaker 1:So it brought me closer to my family because of the experience and the emotion that I was experiencing playing a game. So how does this relate to, you know the question it started shaping the type of person that I wanted to be at a very, very early age in terms of showing that love and that activity and sharing things like that was cool to me at a very early age. So playing certain games and unveiling the stories in certain games and because I'm such a gamer and I, this is my passion. My passion helped shape the narrative of who I started to become as a person. So that's one activity. Gaming, gaming is one of the main activities that helped me get to this.
2	94392	7	Video games should have a mission and gamers get to work in leadership positions	here should be a mission or a core, core mission of the game. Like also, it, it should be structured in a way where players are able to get leadership positions and actually work, like carry out the role of the leadership
2	94392	16	She advise to make the game realistic in term of leadership challenges	There should be a mission or a core, core mission of the game. Like also, it, it should be structured in a way where players are able to get leadership positions and actually work, like carry out the role of the leadership. So in, in a way that teach them to be leaders. So it's, one thing to, to learn it in a classroom or to, to experience yourself, but you can also like experience it virtua
2	94392	32	Leadership can be simulated in a game where there is a core objective for everyone to work towards.	There should be a mission or a core, core mission of the game. Like also, it, it should be structured in a way where players are able to get leadership positions and actually work, like carry out the role of the leadership.
2	94392	33	The video game should have leadership positions where the player has to learn the duties of a leader. This will help them learn leadership skills that they can use in real life.	So if there is a game that actually incorporates leadership positions that would make the player learn the duties of that leader, then that would be a way of actually acquiring leadership skills that they can implement in real life.
2	22634	35	Video game based on the professional challenges people face when it comes to promotion	Um, when it comes to, for example, if you had some, if you had a primary character, uh, having to complete all these tasks right there to get one complete all these tasks, all these missions in order to go back to the main boss to try to get promoted. And they say, well, you haven't done all these other things that you had no idea that you needed to do, right? Those are the types of things I think will, would, would be interesting to see in a video game
2	78161	25	Fun for youth, but still educational	I think trying to make it fun and appealing for youth to play where they are playing, but it's more educational base.
2	81039	31	Video games should be interactive, challenging, and teach leadership	so finding different ways to expose and impart them and give them knowledge is one that should definitely be welcomed. So having a video game that is interactive, that gets them to learn, to learn leadership whilst like playing and having fun and games is excellent.
2	55750	24	Developing a game that is based on the leadership skills and mindset that has been discussed and creating it in such a way that it influences black youth to aspire leadership	I think maybe some of the games can incorporate some of what we've discussed, you know because my perception of a lot of those games that develop certain skills, you know, like preciseness or mathematical strategic moves, where you have to make here and there, but I don't know if really can try and also incorporate some of the leadership skills that we've talked about, you know, like influence like network, like mentor, you know, I don't know how that can be incorporated so that even a young person playing a game can subconsciously pick up some of the cues from a game cues that are to do leadership
2	55750	25	Building characters that behaves in a way that shows leadership can be a way to make the game appealing to the youths	I think you can build characters. You can perfectly have certain behaving in a certain way, which shows portrays leadership attributes, which children or players can try and pick up
2	91520	11	Allow kids test out the videogames, collect their feedback before launching in the market	How do I call it experiment, experiment on it means I studied on it and probably just come up with the game, whatever it may be and let kids test it out, get their feedback and then work on how to actually get the game on the market.
2	91520	12	Videogame should show effects of both negative and positive leadership	The situation, how to like calm things without violence, probably just showing how a negative leadership role is different than a positive leadership role, but shows like the the, the, the, how the impact of a positive leadership role than an actual negative leadership role leadership role
2	91520	30	Designing and getting people's feedback and then developing a marketing strategy.	How do I call it experiment, experiment on it means I studied on it and probably just come up with the game, whatever it may be and let kids test it out, get their feedback and then work on how to actually get the game on the market
2	91520	31	Implementation: How the game is implemented where things that go on in real life and end up bad can happen in the game but have a positive and productive outcome	How you guys would implement that without not having those or less, you guys could have it, but in a positive way, you get what I'm saying. So instead of gangs against gangs, it's like police against gangs. And instead of the police shooting and killing the gang member, or there be a shootout, it's like the police actually over having a civilized conversation to
2	91240	25	The game has to be creative and can be a system where what you build is valuable	I think it has to be open world, it has to be creative. And then it has to be something that makes people want to come back in consistently and stay attached to you know, some kind of system where what you build in this world is maybe even valuable to an extent.
2	91240	36	Games like Minecraft can be used to teach critical thinking and creativity	I think you got Minecraft. Minecraft is actually a good example, Minecraft now is it not maybe educational, but it, I think Minecraft helps with, with critical thinking and with creativity on a huge level.
2	45522	42	A video game that promotes the concept of working together to achieve more	what, what do I think a good game would be to develop? A game that helps people identify how to put people at their strengths, protect them from their weaknesses, of course, help them build some of their weaknesses, but use the team concept that I just, we talked about earlier, letting working together to achieve more.
2	45522	70	To make the game fun, it needs to hold attention and be marketable.	It needs to hold attention. So you guys got your work cut out for you to come up with something that, can hold attention, that's marketable,
2	97357	40	incorporate leadership skills in a fun way	There's an opportunity to use that vehicle. How? You know, I'm way past that age to even understand, you know, what they're doing and why they do it, but there is a way I believe to your point to incorporate learning skill building in a fun environment. If you crack that code, You let me know. And you know, I have some money I want to invest with you because we are all gonna be rich If you can do that. OK. So but yeah, I applaud you and you know, but I'm not one of those folks that can help you put it together. Does that make sense?
2	36484	91	The video game should promote teamwork.	You could probably take just about any video game and architect it so that to win, you have to work in teams. Speaker 1:You cannot win if you go at it alone
2	36484	92	The game should reward teams that build and develop the talent on the team. Sometimes, an individual effort is not enough to succeed.	And how you lead matters. You know, if you always have to be in front, you can't win architect it so that it's about leveraging the skills and abilities of those around you on your team. Because most people approach life thinking it's about them and it is until you become a manager. And so the first three to five years of your career, it is about you. You're an individual contributor, all that matters to what you do. But if you are aspiring to anything over, you know, a manager and up quickly is not about you, it's about can you build and develop talent. So what if the game was about helping other people be successful and that's how you succeed.
2	36484	93	The game can reward the player more for working with the team as opposed to just working alone.	You know, investing in yourself is also important, but the skills might be about boosting the power of your team. You know, you could choose to get skills that make you better or skills that make your team better. And the game is architected that the more powerful skillset is enabling your team.
1	81039	63	The video game could be challenging and have a competitive element to keep players interested and make them feel like they are progressing.	my key advice would be to make it fun, make it interactive, make it a bit challenging as well, so that people feel like, you know, they're moving you know, from step one to step two, to step three and introduce a competitive element to it as well.

1	23301	37	E-sports battle when a kid is called up and cheered on by peers, instant confidence boost which goes a long way.	. So that, that relates to my gaming and guidance program. Shout out to the team over there. My co-founder Teavon Skinner. That's my man right there. You know what I'm saying? Melissa, DJ sparks, hot 97, miss B, shout out to everybody. What happened is this with gaming and guidance, it has quite a few layers. When it comes to the leadership role with gaming and guidance, you know, know how you go to a panel and the people on the panel is talking and the audience is just listening and then they may have questions. So we don't do it like that. We create a scenario where we have a e-sports battle in the very beginning of the assembly and we call up names of eight kids, but they don't know that they're gonna be called so immediately when they get called up their friends and their peers is cheering them on like, oh ba, ba, boom confidence boosted just by that one action.ing Speaker 1:You got a whole auditorium of like 400 kids cheering you on and you didn't even expect this this morning when you woke up. So it's a shock value feeling that way in front of a school that you go to everything, you know what I mean? That feeling of celebration creates confidence, which is something that you need for your leadership role. But the thing is, you don't tell them that you just do it and when they feel it, you get the feedback. And once they like that, they like going into that leadership role. You know what I'm saying? So that's one thing subliminaly.
1	23301	38	Reverse panel where kids run the panel instead of the adults, asking questions, gaining guidance and direction	Then the second thing is after they have the eSports battle, right? We, they sit on a panel and what we do is we have them ask us questions based on certain topics that they're interested in. And then we provide the answers, which is the guidance to help get them where they need to go through our experience, and then we also share with them that even as adults, we go through a lot of problems that they may go through just in different ways because of us being adults and them being the kids. Speaker 1:So now we have a relationship together trying to build that leadership collectively. So it's a strategy to all of it, but, but the gaming and guidance program does it exquisitely, yo, that joint is fire. So I'm very excited about that. And and that's, there's been proof. Like we actually got proof of that because one of the girls she couldn't speak English very well and she would get teased about it. And now not only can she speak English, she teaching other people in her class to speak English. And she created a club. That's an anti-bullying club with the bullies that was bullying her. Crazy. I got like all of this documented proof, yo and everything
1	23301	39	Another program mainly to build confidence in yourself	And then the last thing I would say is I just did something major. I can't talk about it too much, but I got this program called the five GS and the principles of the five GS God, gratitude, greatness, goals, gamer. Gamer, meaning not just playing games, but anything that you wanna do, you gotta get in the game in order to be able to do it. Speaker 1:So that's nothing of leadership and being fearless. You gotta start somewhere. Know what I mean? And let's just say within that 5 G program, people that didn't have confidence before got confidence now. Now, people that wasn't prepared before is being now being prepared for everything they do. And people that felt like they didn't belong there now know that they belong on the biggest stages. So literally I'm living proof and I got visual documented proof of everything that I'm saying. So it's not just words like this. Like I do this and it's, it is very important work. You know, I love it.
1	23301	70	Gaming needs to be normalized	o the first thing that I would say is gaming needs to be more normalized as opposed to demonized by people that don't understand.
1	25225	64	Leadership simulation where certain choices need to be made by the leader to move to the next level	we use the video game to convey a message about leadership, or we put them in, in situation where they have to act like leaders putting in front of them choices where they need to, to, I mean, they, they need to select like leadership values or characteristic to go to the next level of the game.
1	25225	65	Leadership simulation to teach leadership values or characteristics	develop games where you'll have the the, the, the, the player will have to select some, I mean, to act as a leader or to, or to, to select some values or characteristic of leader to go to the next level.
1	25225	66	Sports can be used to simulate teamwork and leaderships where the sports team captain is the leader and has to do certain things for the team to win a game	I mean, people are working in team, in sports. People are also in team. They have a to achieve like in the workplace, in professional organization, they have a captain, a captain, and they have a leader in the professional workplace. So, I mean, you can, you can see that you have similar, similar situation that you can put the kids in that correspond actually to what you will see in the professional world.
1	26834	17	Programs experiencing management through AI	Immersive and gamified learning programs Speaker 1:Could you elaborate on that please? Speaker 2:Working with companies that provide programming that allows the students to actively experience leadership roles while collaborating with their staff in the form of management.
1	26834	22	Introducing black youth to eSports from a career standpoint	Yes. I've built the company around that. Speaker 1:You elaborate on what aspect of the company prepares black youth for leadership, Speaker 2:Providing programming to low economic entities in regards to introducing them to the world of eSports and gaming through, by way of programming within our technological platform.
1	26834	24	Play in leadership positions in games as well as engage in the eSports industry	To leverage programs that allows the students to replicate what it would mean to not only play the video game, but to actively add value to the industry of video games in regards to replicating traditional sports operations. Like general managers, production technicians, marketing specialists, head coaches, and actively assimilating running their own organizations. So therefore they can actively leverage that experience to build up their portfolio. So therefore they can actively be able to go in front of organizations, game development companies to say, Hey, this is what I've actively done. And this what makes me that much more qualified than someone who's only actively learned.
1	48127	54	Already successful people can attract young people to the game. Youth can learn from the past success stories and apply those lessons in their lives.	And as they are already known people, whatever whatever cover you give based on their name may attract the youngsters, isn't it? Yeah. So using that attraction and trying to tell a story of success, trying to tell a story of success in performance, in education, you know, like we have a people [that may ask], how did he grow up? How did he reach to this level?
1	67857	26	Key lesson: Perseverance. the ability to be patient and build from the bottom to the top as it is with life.	perseverance
1	67857	88	Even if the player doesn't win at first, they'll still be building their skills by trying.	you gotta work your way to the top, you know you know, you may not win the first few times you play, but eventually you're building your skills, you're getting better, you know?
1	67857	89	Participation awards may be unnecessary. Perhaps people should only be awarded for achievements.	I'm not a huge fan of participation awards. I think if you get an award, I think you get that award because you've done something above and beyond, you know, and it's not just because you showed up that you get an award
1	50939	30	Creating something of similar interest	If it was me find the most popular games that kids were playing at that age group especially
1	50939	58	How they climb up the executive level and become a hearo within that, similar to Batman and Tony Stark. They would develop leadership qualities like discipline and being a symbol of black excellence.	I would say, if it was me, I would try to write in the storyline or the script of how a person through climbing the executive rates become their own hero or their own advocate. And then how his narrative is pushed towards the community, you know right. Certain leadership qualities like discipline not willing to give up being empowering, being a symbol of black excellence and being an symbol of black success. That would be pretty interesting.
1	45522	12	Make leadership decisions based on team observations	And if you don't think they're that well, but you're trying to win you, you make leadership decisions based on your observation of your team.
1	89314	22	Easing into harder to discuss topics of leadership is essential to making a game that youth will want to play. The topics can not always be serious or they will be overwhelmed	I'm hoping that there's a mix of activities that are both that are kind of, that are both casual and serious, or maybe like casual going up to serious stuff. Because I, I feel like it could get a little bit overwhelming if you're always like, you know, oh my goodness. Like, okay, everything I'm being asked to be a leader for is, is a dealing with systemic racism and all of these changes and, you know, so it, it could, I, that was, that's my concern.
1	89314	24	Gives users an option of picking how to they want to tackle the challenges they are presented with, all at once or over time?	And, you know, and you give users either a choice between the activities or a gradual shift from the fun and easy things to the, not so fun but necessary things. Then I think that can kinda help in terms of, you know, grooming leadership.
1	89314	25	There are many roles in sports presenting an opportunity for a leader to step up	Yeah. There could be a lot of opportunities in sports. I mean, like just football alone. I, I mean, football has like so many coaches for so many different parts of the team. Like there's, there's a lot you could do with that, you know?
1	89314	58	Whenever another person gets a chance to act as the leader, you can reflect to see how effective their strategies and ideas are. Feedback helps people to learn.	Right. Have you ever tried, you know, have you ever tried switching it around? Right. And if so, you know, and if so, what happened? Did you always lose?
1	89314	69	The video game cannot be too stressful. If it is, then players may not want to play it.	But my concern is if it's always about that, then sometimes it could get a little bit too stressful, you know?
1	89314	70	The game could have a mix of casual and serious activities to avoid overwhelming the player.	so my, my concern is like I, I'm hoping that there's a mix of activities that are both that are kind of, that are both casual and serious, or maybe like casual going up to serious stuff. Because I, I feel like it could get a little bit overwhelming if you're always like, you know, oh my goodness. Like, okay, everything I'm being asked to be a leader for is, is a dealing with systemic racism and all of these changes and, you know, so it, it could, I, that was, that's my concern.
1	89314	71	The game cannot be based on only serious topics such as systemic racism.	So I feel like if there, you know, as long as some kind of activities where there are, there has to be a mix, it can't all be on the serious side.

1	89314	72	At the end of a round in the game, players can receive feedback to assess how successful their decisions were. Perhaps players could receive a letter rank like S, A, B, C, or D.	And that way you can, as you know, after the end of the activity, you can assess, well, how successful it was, you know, based on feedback, you know, what the leader did well, what the leader could have improved on.
1	89314	73	The game will have to be fun in order to retain players.	Because it, it does have to be, you know, it definitely has to be something, you know, that, that is fun. Like if I had to play a game where it's like, all I'm doing is organizing protests, I'm gonna be like, Nope, no.
1	89314	74	Sports coaching has an inherent leadership aspect that could be captured in a video game.	Yeah. There could be a lot of opportunities in sports. I mean, like just football alone. I, I mean, football has like so many coaches for so many different parts of the team. Like there's, there's a lot you could do with that, you know?
1	89314	75	In football, there are various coaching positions that could be simulated in a video game.	Yeah. Oh yeah. You know, I mean, like you have quarterback, coaches, special teams, coaches, you know, I don't think the kicker needs a coach, but you know, you're offensive line, you're defensive line, right? Yeah, there there's a lot of opportunities and you could always assess that with with the way that they play a game, like which particular teams did well, you know, and try to figure out well, okay, why did they, you know, how, how is it that maybe a special teams really excelled, but the defensive line didn't or something like that, you know?
1	19860	42	Also being able to carry on from previous conversation and these people can serve as life guard and mentors that can help the black youth advance to top executive leadership level.	just carry on more conversation from the previous interaction, making it be like more like a like, like a, a life guide, I guess. Like, I mean, you, I mean, that can be used as a mentor.
1	19860	43	The motive and mind behind the game and getting feedback and reviews from the people that has test-run the game	So I wanna know what kind of what's about like, you know, have some, I wanna look over the research of like, you know, how the game was made, you know, what, what kind of inspired the game. So being able to understand, like, what was going on when this game was made that would, that would, that would tell me whether or not like, okay, close this song. I wanna do or not, but overall I'm already bought, like, that sounds like a good idea.
1	19860	108	Virtual reality for immersion	virtual reality
1	39281	55	Having both technical and social skills. How to respond to different situation, and be effective	how do you create that in a way that makes it important that you have to have technical skills, but you also have to have social skills. Right. And how do you train models that Lets you practice and respond in different situations. So you're thinking about how to be effective. Right, right. And it may not be perfect when you start, but again, if it's, if we're talking through AI that has the ability to sort of learn and iterate over time, right
1	39281	57	Feedback and evaluation from other people.	And those people have the opportunity to give you scoring and feedback right. Based on your right. Do you, do you have to behave differently when success depends on how other people evaluate you
1	39281	58	Evaluation and team contribution	but it's also based on your teammates, evaluation of your team contribution
1	39281	59	Having the right marketing strategy that can penetrate the minds of the audience.	marketing question and you gotta think about your audience. Right. but a lot of it is gonna depend on what your key selling point is
1	39281	60	Marketing strategies	Right? So part of that marketing is gonna be what you're selling, what general appeal video games do is they appeal to the masses, right. They appeal to a bunch of people and say, Hey, you can be a soldier, Hey, you can be a basketball player. You can be a football player. You can be a lace car driver
1	39281	75	How the product is being marketed is important as well as the targeted audience.	Which is, I like saying that it's a lot harder than it sounds of course, but you know, I think when you talk about marketing, that's sort of what you're looking at is what is the experience that you're actually building and who do you want to tap into that
1	39281	80	Ability to make decisions and face consequences of decisions in video games	decisions
1	39281	104	Implement social skills in leadership settings. in video game Others rating your performance is needed in other to advance in video games	Based on your right. Do you, do you have to behave differently when success depends on how other people evaluate you. Right. Which sucks people can be malicious, but the world is like that.
1	39281	158	Will it be an fun game that has leadership lessons or will it be a leadership game that has some elements of fun? The latter may be easier to create but it may also be less fun.	but a lot of it is gonna depend on what your key selling point is. Right. Are you, are you selling something that is that to be entertaining, but is going to trick them into learning, right? Or is it something that is meant to be learning, but is gonna trick them into having fun?
1	39281	159	The game can appeal to a wide variety of people with various contexts for the player.	So part of that marketing is gonna be what you're selling, what general appeal video games do is they appeal to the masses, right.
1	56727	25	Confidence, honesty, trustworthiness, and the ability to be free thinking are important lessons to include in video games	Confidence, honesty, trustworthiness, and the ability to be free thinking
1	56727	44	Teach confidence, independence, trust	Confidence, honesty, trustworthiness, and the ability to be free thinking.
1	89686	11	Video games can be used to teach financial literacy and give kids a leg up	And so how do we start to give our kids, a leg up to where as opposed to buying the latest pair of new release Jordans, they go out and buy a few shares of stock in Nike, not going to have the same immediate gratification, but over the long run, it would be very gratifying. And so how do we start to do some financial literacy through video game?
1	22634	51	Video games should include the challenges POC face in professional settings	f you were to take that job, if you take that, that premise of the game, you have a person, but let's call it a person of color, trying to navigate the actual professional world. Right? you go like there's a scene when the person goes into a board meeting and he's the only person of color there. And you saw everybody, all the white faces looking at you, that's there. And then somebody says something really off color to you. Then how do you respond?
1	22634	52	Videogame should show hurdles POC face when trying to advance	. When it comes to, for example, if you had some, if you had a primary character having to complete all these tasks right there to get one complete all these tasks, all these missions in order to go back to the main boss to try to get promoted. And they say, well, you haven't done all these other things that you had no idea that you needed to do, right? Those are the types of things I think will, would, would be interesting to see in a video game because that's not, that's not that's not farfetched. That's reality. That's the life we that's the life we live every day.
1	22634	53	capitalism as an element to include in video game	capitalism over everything you put in the value of you know, promotion for some people without
1	22634	34	Video game should highlight capitalism and society's value for money	people value money more than anything, right? People value possessions over anything. And so I think you put those values in and then how they translate to the workforce, then it is, or to the video game is, well, you work so hard to work this many hours and this person is driving a hundred thousand dollars vehicle. You're not. So you don't, you don't, you don't make that. So I think those are some easy inclusion items for any game
1	55750	41	She thinks their is a possibility to insert leadership quality into the game	my perception of a lot of those games that develop certain skills, you know, like preciseness or mathematical strategic moves, where you have to make here and there, but I don't know if really can try and also incorporate some of the leadership skills that we've talked about, you know, like influence like network, like mentor, you know, I don't know how that can be incorporated so that even a young person playing a game can subconsciously pick up some of the cues from a game cues that are to do leadership. Yeah.
1	55750	62	Video games can help develop certain skills like mathematical strategic moves but not leadership skills	I think maybe some of the games can incorporate some of what we've discussed, you know because my perception of a lot of those games that develop certain skills, you know, like preciseness or mathematical strategic moves, where you have to make here and there, but I don't know if really can try and also incorporate some of the leadership skills that we've talked about, you know, like influence like network, like mentor, you know, I don't know how that can be incorporated so that even a young person playing a game can subconsciously pick up some of the cues from a game cues that are to do leadership. Yeah.
1	56727	14	Confidence, honesty, trustworthiness, and the ability to think freely are leadership lessons that would be most important for black youth to learn in these games	Confidence, honesty, trustworthiness, and the ability to be free thinking.
1	91520	34	Values: Having a positive attitude and a leadership mindset to handle situations.	The situation, how to like calm things without violence, probably just showing how a negative leadership role is different than a positive leadership role, but shows like the the, how the impact of a positive leadership role than an actual negative leadership role leadership role. And I feel like that would be it, like, just show both sides, but just one side, just show both sides
1	39281	73	Put players in a professional position to make decision that can yield to the success of their team	For me, that's an interesting experience, right. Because you're still thinking potentially, right. You can still have the fun of actually playing the game and, you know, being the quarterback or the running back or the point guard or whatever on the court. But then it also you back to thinking about how do I put together an effective team, right? How do I negotiate, right. With AI that has certain decision making criteria, right? This person, I only have so much money to offer this person
1	91240	28	Advertising tricks similar to what cigarette companies use can be implemented	Freaking cigarette companies you get, you know what I mean? Like using those advertising tricks that all these other companies do, you know what I'm saying?
1	91240	30	Exclusivity can be used to make the game appealing to the youth	Exclu, exclusivity, make, making them feel cool, like that, you know, or stuff like that.

1	91520	35	Using a video game can be a good platform to prepare black youth into leadership position as long as everything that is needed is available, then it is possible.	This modern day? Anything is possible? Yes. Yes. As long as you have the right minds behind the idea behind the vision and Yeah. You gather them the information necessary and execute your plan, it will work
1	10997	31	Idea for the video game	a business simulator
1	10997	32	Getting feedback to access the quality of the game.	important with AI is that they get feedback so that they know as close as possible to how a human interaction would be with, you know, and, and how would that human, you know respond to this person's leadership
1	10997	36	The Idea behind the game	it has a message behind it. Right. And it's to encourage more black youth to get into leadership roles
1	10997	40	Successful people	But people who are actually already successful being included in the game right. And they are running successful companies and they can, you know, give them access to to their, to their resources and, and sort of mentor them like virtually in the game too
1	23301	57	Character is your currency	If your character is right, I always say character is your currency. So if your character is right, everything else is a byproduct of that success. So that's where I think we should start pipeline wise in terms of changing the mentality and making it cool to be positive and helping one another.
1	36484	46	A leader masters the ability to communicate the vision effectively	And so maybe the game there is this ability to explain… It's like… Think of military operations, in the military… Military is the best model for leadership out there. The U.S. Military in particular, because they do such a good job of training people in how to lay out, here's the mission.
1	36484	95	The U.S. Military has a strategy called PBEDED. It stands for "Plan, brief, evaluate, debrief, execute, debrief." It's a good way to map out a mission/objective.	It's called PBEDED, you know, plan brief, evaluate, debrief, execute, debrief. PBEDED it's actually a continuous improvement concept.
1	36484	96	The U.S. Military is a good model for leadership. They plan out missions, make sure everyone is ready, practice, execute the plan, and then debrief with the team.	Military is the best model for leadership out there. The U.S. Military in particular, because they do such a good job of training people in how to lay out, here's the mission. They lay it all out. They explain what each individual needs to do to make the mission successful. They allow time for questions, they brief it. They often will practice it. Then they go do it. Then they debrief it.
1	48127	25	Gaining cooperation from real life leaders nd placing their experiences are character traits in a video game will make it successful	you know there are some personalities which are successful black people. Yeah. And you know success can be on investment. The success can be, you know, in activities it can be a good singer in, he can be a good artist and, you know, at the end he become to that level. So Speaker 2:Yeah. Speaker 1:Getting cooperation from these people and you know, knowing the path they go through.
1	48127	26	engaging video game trait	story of success