

☒ ACCEPT ☐ OFFER

TOP PRIORITY

TOP PRIORITY

INTERESTS

INTERESTS

TIPS

TIPS

SALARY

-3

\$60K

-2

\$70K

-1

\$80K

+2

\$90K

+3

\$100K

REMOTE

Work at Office

Work from Home
1 day a week

Work from Home
2 days a week

Work from Home
3 days a week

Work Remotely

PTO

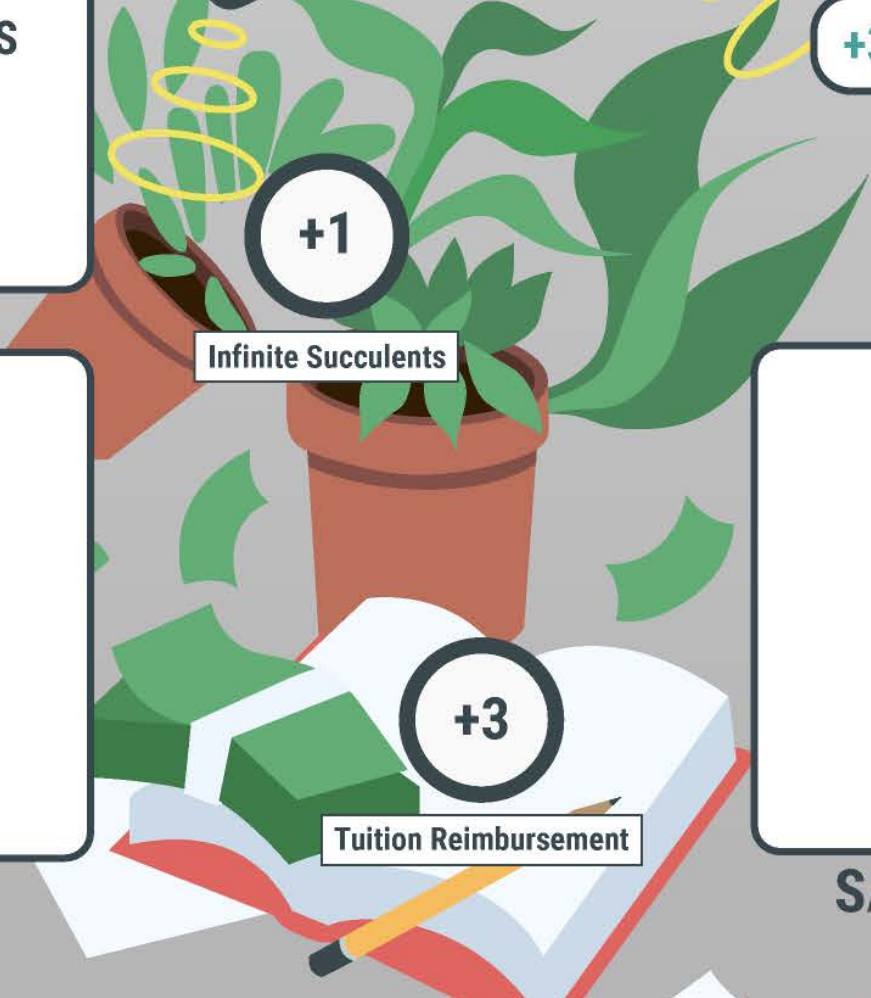
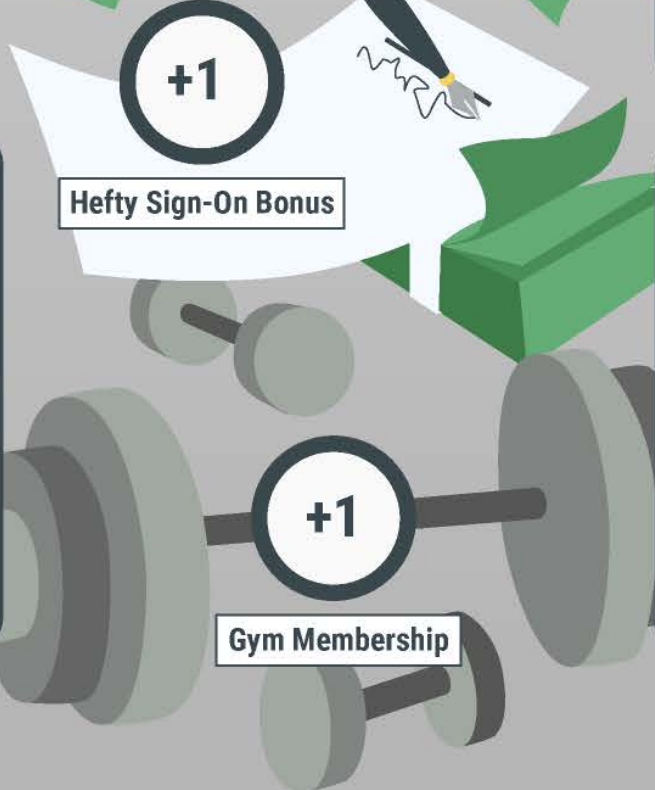
10 Days

15 Days

20 Days

25 Days

Unlimited



+2
Monthly Bonus

+2
HOVER© Rental

+1
Infinite Succulents

+3
Tuition Reimbursement

+1
Work on Mars

+2
Dragon to Work

+1
Hefty Sign-On Bonus

+1
Gym Membership

-3

-2

-1

+2

+3

+3

+2

+1

-2

-3

SALARY

REMOTE

PTO

EXTRA

TWO WINS TO WIN

GAME GUIDE

Two Wins to Win is a cooperative negotiation game, where the recruit uses their wit and persuasive powers to negotiate for the job benefits package of their dreams! However, the relationship between a recruiter and recruit should be mutually beneficial, and one cannot win at the expense of another.

Can you keep both players' points net positive, but still negotiate the better deal?

OBJECTIVE

You must agree on benefit offers with the other player worth more points than what your opponent earns. Keep in mind, there is a catch! If the other player's total point falls below 0, you also lose the game!

PREPARATION

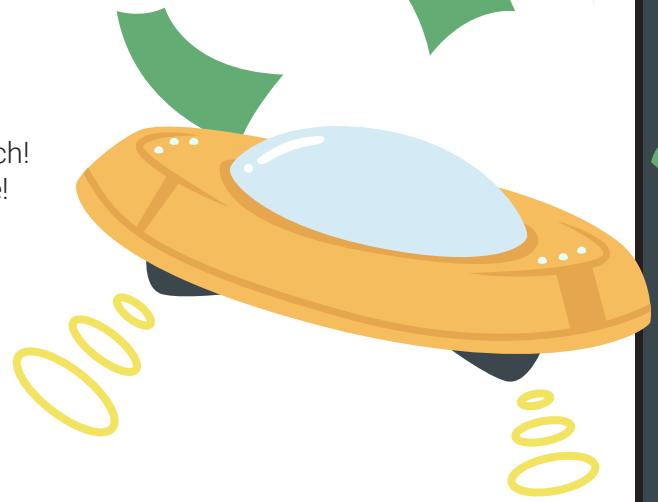
1. Draw 3 Interest Cards and Pick Your Top 1 Priorities

Each player draws 3 interest cards to their hand. If you draw more than one interest card for the same category, place the card back at the bottom of the deck and keep drawing until you have all different types of interest cards. For the recruiter, they shouldn't have more than one salary, remote, PTO, or benefit interest. For the recruit, they are allowed to have more than one benefit interest, but they shouldn't have more than one salary, remote, or PTO interest.

Each player then picks their top priority interest by placing the cards face down at the top priority slot. They keep the other 2 interest cards in their hand. Remember that achieving the top priority will give you double the points on that interest card. However, if you fail the top priority interest, then you will lose double the points you get from the interest card instead.

2. Draw 5 Tip Cards

Each player draws 5 tip cards. These cards will be used for negotiation during the game.



GAMEPLAY

The recruiter always plays first. Each player takes turns.

In 1 Turn...

1. Each player has 2 minutes per turn.
2. The player decides which offer they would like to negotiate.
3. To negotiate, the player places a tip card at the tip card slot that they'd like to negotiate. State the prompt on the card and make it sound as much convincing as possible to influence the other player.
4. Move your slider to the offer position you are asking for. The player moves or removes the extra benefit token at the extra benefit slot instead if they are negotiating for the extra benefit.
5. In 1 turn, the player may play up to 2 tip cards. The player must finish saying the prompt of the previous tip card before playing another one.
6. After playing tip cards, the player draws tip cards to refill their hand, so they always have 5 tip cards.
7. The player ends their turn, and the other player starts their turn.

There is no limit on how many turn the player can play. However, if any player runs out of their tip cards, both players lose the game.

To complete a final agreement

Once all of the sliders on all offer cards are matched, the player may place a deal token at the deal slot. This indicates that the players would like to reach a final agreement with the other player. The game ends once both players place their deal tokens in their deal slot.

END OF GAME

Once both deal tokens are placed, players reveal all of their interest cards, both face down at the top priority slot and on their hand. Players count and sum the total final points. Whoever receiving the higher total points wins the game. However, remember that both players need to have positive points to win the game. If either player gets a net negative point, both players lose the game.

Calculating base points on offer cards

Both players will receive the base points based on the position of offer they agree upon. The players can always check the points associated with their roles on the offer cards--green numbers are for the recruit and the red number is for the recruiter. Salary, Work Hour, and Paid Time Off (PTO) have the same point step. For the recruit, the steps are -3, -2, -1, +2, +3 and for the recruiter, the steps are -3, -2, +1, +2, +3.

For example, at a 90k salary, the recruit gains +2 points while the recruiter loses -2 points.

Calculating extra benefit points

The recruit will gain additional points from any extra benefit that both players agree on. The recruit will gain the point stated on the extra benefit slot on the board.

Calculating points from interest card at top priority slot
Interest cards that are played on the top priority slot will get doubled if the player can complete the condition on the interest card. However, if they fail to achieve the condition, then they will lose that many points instead.

Calculating points from interest cards on hand

If the player can achieve any of the 2 interest cards on their hand, they will gain the point stated on the card. There is no multiplier, and there's no penalty if these interest cards aren't achieved.

Run out of tip cards

If any player runs out of their tip cards, the game ends with no final agreement made, and both players lose the game.

GAME COMPONENTS

1. Interest Card

Players have their own hidden interests and priorities coming to the negotiation. At the beginning of the game, each player has 3 different interest cards in play which have different objectives to which players will actively pursue to achieve. Each player then picks 1 interest card as their top priority, places it at the top priority slot, and keeps the other 2 interest cards in their hand.

For the interest cards in their hand, if the players achieve the objective on the interest card, they will earn the points stated on the card. If they don't achieve the objective, there's no penalty. For their top priority interest card, if they achieve the objective, they will earn double the points on the card. However, if the player fails their top priority interest, they will be penalized and lose double the points on the card.

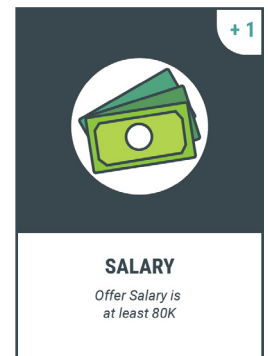
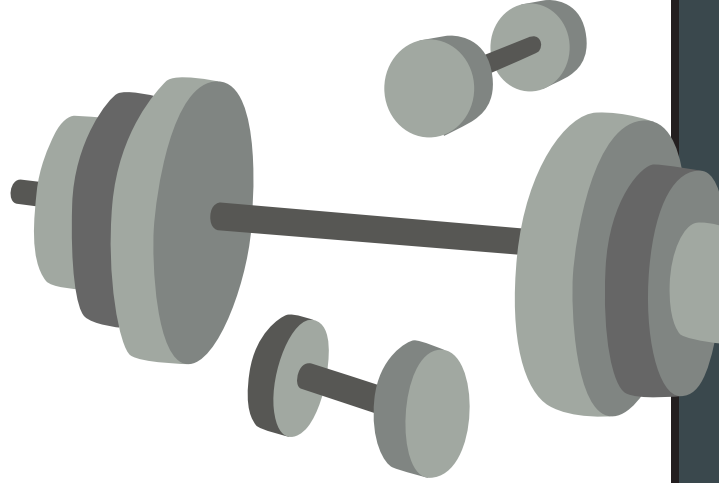
At the end of the game, both players will reveal all of their interest cards to calculate the total points.

2. Top Priority Slot

Each player has their own top priority slot on the board. Both players pick 1 of the 3 interest cards they drew at the beginning of the game and put it face down on the board at the top priority slot. The points from the interest card at the top priority slot will be doubled only if the player can complete the condition in the card. However, if they fail to achieve their top priority interest, they will be penalized by losing double the points from that card instead.

3. Offer Card

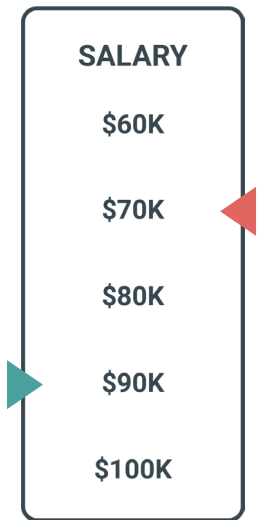
The offer card is where both players will negotiate with each other about a job benefits package. There are 3



basic offers: salary, work time, and paid time off (PTO). Each offer shows all possible options and their corresponding “base points” for each player listed. The green numbers on the left represent the base points that the recruit will gain if they end up agreeing on that position. Similarly, the red numbers on the right indicate the base point for the recruiter.

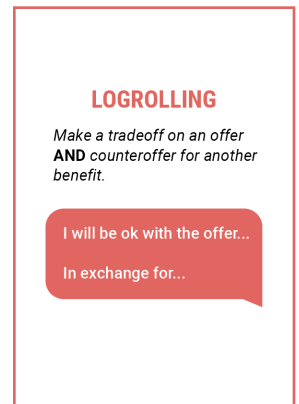
For example, salary options can range from 60k up to 100k. The point range is between -3 and +3 which goes in opposite directions for the recruit and recruiter. At 100k, the recruit will receive +3 points while the recruiter receives -3 points.

The offer card comes with a slider (a moving scale component). The green slider represents the recruit’s position, and the red slider represents the recruiter’s position. The slider can only be moved once the player plays a tip card to express their desired position.



4. Tip Card

Tip cards are the action cards that are played at the tip card slot primarily to modify the position of the current offer. Tip cards provide explicit advice on negotiation approaches and strategies, including prompts for the players to say out loud as they play the card. After playing the tip card, players are then able to move their slider on the offer card to show the other player how they have changed their position.



5. Tip Card Slot

There are 4 types of tip card slots: salary, work time, paid time off (PTO), and extra benefits. The tip card slots are located under the offer cards. Players will place their playing tip card on the tip card slot according to which offer they negotiate.

6. Deal Token and Deal Slot

Both players receive a deal token at the beginning of the game. The deal slot is located above the offer cards at the top of the board. A player may play the deal token at the deal slot when they would like to reach a final agreement with the other player. The final agreement may be determined once all 3 offers are resolved for both players ending up at the same position and any extra benefits are agreed upon. The game ends once both players place their deal tokens at their deal slot.

7. Extra Benefits

Extra benefits are other additional creative ways on which the recruit can earn more points. The recruit may ask for these extra benefits during the negotiation, and the recruiter may offer the extra benefits to compensate with the basic offers which may not satisfy the recruit. There are 8 options of extra benefits on the board:

1. Monthly Bonus
2. Hover® Rental
3. Infinite Succulents
4. Tuition Reimbursement
5. Work on Mars
6. Dragons to Work
7. Hefty Sign-On Bonus
8. Gym Membership

There is no limit of how many extra benefits upon which players can agree.

An extra benefit token is played when players play the tip card for the extra benefit. After playing the tip card, the recruit may move the extra benefit token on top of the extra benefit slot for which they are asking. Similarly, after playing the extra benefit tip card, they may move or remove the extra benefit token in or out of the corresponding extra benefit slot.

If the extra token benefit is not taken off before the end of the game, those extra benefits would be included in the benefit offers and count toward the total point at the end of the game.



HOVER CRAFT DESIGNER

Talented designer of all things that hover.

An aspiring hover craft designer with a passion for flying, you've put in the work and graduated at the top of your class from one of the most prestigious engineering schools in the galaxy. You don't have any work experience, but spent two summers interning at SpaceY, the innovative hub for transportation research and development. Eager to advance, you're already thinking long-term about your career trajectory.

PERSONAL INTERESTS

When you're not working, you're likely to be:

- Flying after your pet dragon, hoping he doesn't catch anything on fire (again...)
- Tending to your favorite plants, Sal the Succulent and Little Miss Figgy
- Organizing events for the local chapter of the Hover Craft Jousting Association
- Training for a half-marathon

INDUSTRY STANDARDS

Below you'll find typical benefit ranges for a designer of your level. The greater the benefit, the more points you earn. Remember though, nothing is set in stone!

Starting Salary: 75-100k

Location: 3-5 days/week remote

PTO: 15-20 Days

HELPFUL HINTS

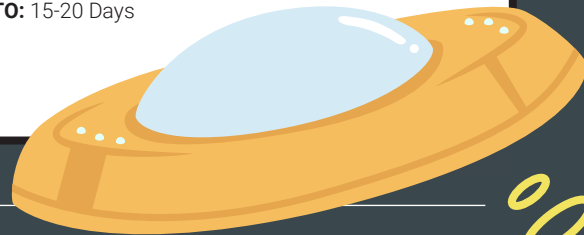
When negotiating for the high end of industry standard salary, you need to **make a compelling case for the value you bring** to the company.

Remember your priorities. Is this benefit the one you should be haggling over?

Concede a little here, to gain a little there.

"Why are your hover crafts the best?"

Hyper-focused on salary? **Remember to look at the benefits as a whole package.** Where you are lacking points in one benefit category, you can make up for in the other



HOVER, INC. RECRUITER

Finder of people, closer of deals.

An outgoing recruiter for HOVER INC., you're known for finding exceptional candidates and closing the deal. You're skilled at able to discover what means most to the candidate and putting together creative benefit packages. By mixing and matching additional benefits to compliment your main offerings, you have even the most stubborn negotiators walking away with a smile on their face.

COMPANY INTERESTS

- **Innovate and create:** we expect innovation and creativity from all our teams, including our recruiters! We are externally aware and look for new ideas from everywhere!
- **More than just a number: we care about our people and their interests.** We aim to place them in positions where they are passionate about their work. and strive want to make sure they have balance both in work and in life.
- **Be flexible:** we want to recruit the best talent, no matter what world they're coming from. Want to work from Mars? Sure, why not!

INDUSTRY STANDARDS

Sometime's the sky's the limit... and sometimes your company tells you what to do. Below you'll find constraints for what you're able to offer your applicant. You have a little bit of wiggle room, but try not to deviate from all three!

Starting Salary: 60-80k

Location: 3-5 days/week remote

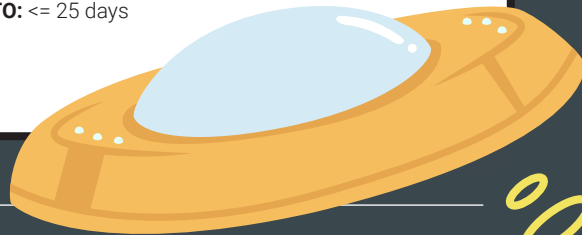
PTO: <= 25 days

HELPFUL HINTS

When negotiating for the high end of industry standard, **consider whether or not the applicant has potential to bring exceptional value** to the company?

Remember your interests. Is this benefit the one you should be haggling over? Give a little here, to get

Pay attention to the benefits your applicant is focused on. **Is it mutually beneficial to make a deal?** Are you willing to risk them walking away before making a deal?



+ 1



SALARY

*Offer Salary is
at least 80K*

+ 3



SALARY

*Offer Salary is
at least 100K*

+ 2



SALARY

*Offer Salary is
at least 90K*

+ 2



PAID TIME OFF

*PTO Offer is
Unlimited*

+ 3



WORK AREA

Work Remotely

+ 2



WORK AREA

*Work at Home
3 days a week*

+ 1



WORK AREA

*Work at Home
2 days a week*

+ 1



PAID TIME OFF

*PTO Offer is
at least 25 Days*

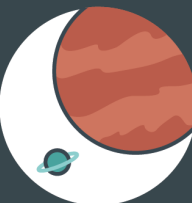
+ 1



GYM MEMBERSHIP

*Free Gym Membership
all year round*

+ 1



WORK ON MARS

*Opportunity to
Work on Mars*

+ 3



TUITION REIMBURSEMENT

Full Tuition Reimbursement

+ 1



SIGN-ON BONUS

A hefty sign-on bonus

+ 2



MONTHLY BONUS

Monthly bonus

+ 1



INFINITE SUCCULENTS

*Access to an infinite
supply of succulents!*

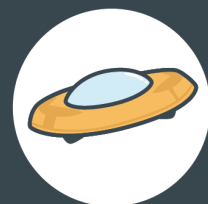
+ 2



DRAGON AT WORK

*Able to bring your
dragon to work. Weekly
emotional support dragon.*


+ 2



HOVER RENTAL

*Rent your own HOVER!
For easy commute
or casual flying.*


+ 2



PAID TIME OFF

PTO Offer is at most 10 days


+ 1



PAID TIME OFF

PTO Offer is at most 15 days

+ 1



PAID TIME OFF

PTO Offer is at most 20 Days


+ 1



EXTRA BENEFIT

Offer at most 1 extra benefit


+ 3



WORK AREA

Work at Office


+ 2



WORK AREA

Work at Home 1 day a week

+ 1



WORK AREA

Work at Home 2 days a week


+ 2



EXTRA BENEFIT

Offer no extra benefits


+ 1



SALARY

Offer Salary is at most 60K


+ 2



SALARY

Offer Salary is at most 70K

+ 3



SALARY

Offer Salary is at most 80K

LOGROLLING

Make a tradeoff on an offer
AND counteroffer for another benefit.

I will be ok with the offer...
If I can have

DISCLOSURE

Share why a benefit is important
AND how acquiring this benefit benefits both parties

I would prefer to have the benefit ...
It is more beneficial to me because ...

COMPETITION

Compare benefits to another job offer. Ask if they can match or offer something else.

Another company is offering me ...
Can you match their offer?

TRADEOFF

Make a tradeoff on an offer
AND counteroffer for another benefit.

I will be ok with the offer...
If I can have

EXTRA BENEFIT

Ask for an extra benefit in exchange for an offer.

I will be ok with the offer...
If I can have the extra benefit ...

SHOW SKILL

Pick a Skill and explain how it matched the Job offer.

My skill is ...
Which matches with
So I should be compensated with...

COMPARE MARKET

Compare Offer Salary with the Market Salary.
* Refer to Resume

The Market Salary is ...
So I should be paid ...

LOGROLLING

Make a tradeoff on an offer
AND counteroffer for another benefit.

I will be ok with the offer...
In exchange for...

DISCLOSURE

Ask what is important to them and modify the offer accordingly

Can you share which benefit between
and is more important to you?

CAREER GROWTH

Talk about Career Growth, and any future opportunity of career path.

This position will have a future potential of
So for our current position we can offer you

COMPANY VALUE

Talk about the company value, working environment, and company culture.

Our company values ...
And we usually ...

TRADEOFF

Make a tradeoff on an offer
AND counteroffer for another benefit.

I will be ok with the offer...
In exchange for ...

OFFER BENEFIT

Offer an Extra Benefit that your company can offer.
* Refer to Job Listing

I can offer the extra benefit ...
In exchange for ...

MANAGE EXPECTATIONS

Pick a Skill or Experience and explain how the candidates lacks that aspects.

We are looking for someone with ...
Based on your skill ...
So I can only offer you ...

COMPARE MARKET

Compare Offer Salary with the Market Salary.
* Refer to Job Listing

The Market Salary is ...
So I can pay you ...

CHIPS

