

# RULE BOOK



Careers

Destinations<sup>®</sup>

London

## Introduction

Welcome to Careers Destination London Edition! This game draws its inspiration from the classic Parker Brother's CAREERS game from the 60's, updated to 21<sup>st</sup> century sensibilities and a more mature audience.

The object of the game is to accumulate wealth (£), happiness  and fame  by traversing various occupation paths and university.

## Occupations

There are 9 destination paths and one University path. Each occupation represents a specific company or tourist destination as described below.

To be considered an employee of a given company, a player must have successfully completed at least one trip through the occupation and gained the Experience (collect Experience card(s)). If you are on the occupation path for a given company and have not completed any trips, you are still considered a current employee (presumably you are on probation).

Rolls-Royce: Good for both happiness and fame, cash payouts, 2 very bad squares, 1 salary raise. Replaces Space-X in the Hi-Tech Edition.

**AGRIVI**: Focus is mostly happiness and cash payouts, 1 bad square. Replaces FMC.

**Harrods**: Focus is salary increases and cash bonus, replaces Big Business. Replaces Amazon.

**Arsenal FC**: Focus is happiness and cash payouts, 2 bad squares. Replaces ESPN.

**Stonehenge**: Focus is mostly fame and salary raise, 2 bad squares. Replaces Disney.

**Lister & Bacon Solicitors**: Focus is mostly fame, some hearts, one cash, 2 bad squares.

**BBC News**: Focus is mostly fame and salary increases, 2 bad squares. Replaces Facebook.

**Tower of London**: Focus is cash payouts and happiness, replaces Google.

**Pfizer UK**: Focus is fame and cash payouts, 2 very bad squares.

## The Play

Players start with £2,500 cash and a starting £2,000 salary. To simplify money exchange, the ratio of Careers Money to Pounds Sterling is roughly 12.5:1 (as of 2022). So a Careers starting salary of £2,000 represents a "real world" salary of £25,000.

Each player records their Success Formula on their score sheet before the game begins. The number of points is agreed to by

all players before hand. A 2-person game is typically 100 or 200 points. Players may use any means to determine order of play; typically each player rolls a single die and the highest roll goes first with play proceeding in a clockwise direction.

Players move around the outside track of the board according to the throw of both dice. They move through occupation paths using one dice only. Doubles **do not** automatically entitle a player to an extra turn!

## Completing Occupations

To receive credit for completing an occupation, a player must pass all the way through the path. When completing any occupation except University, a player checks his/her Experience in the *Occupation Record* of the score sheet on the line for that occupation.

The first time an occupation is completed the player collects one Experience card. The second and third times an occupation is completed the player collects 2 or 3 Experience cards respectively. There is no limit to how many times player goes through a given occupation, but no more than 3 Experience cards can be drawn each time.

## University Expense and Degree Programs

**University of Oxford** tuition is £1,000 (real world £12,500 – quite a bargain) and *must* be payed each time before entering. Upon completing a trip through University, a player must select one of 9 Degree Programs. Each Degree Program is associated with a specific Occupation as listed below. Earning

a degree entitles a player to join the Occupation associated to the Degree Program without having to pay the entrance fee or specialized training/recruiting fee.

- Engineering – Rolls-Royce
- Information Technology – AGRIVI
- Sales & Marketing – Harrods
- Sports Medicine – Arsenal
- Anthropology – Stonehenge
- Law – L&B
- Journalism – BBC
- Medieval History – Tower of London
- Pharmacology – Pfizer UK

Law and Pharmacy have special degree requirements. To join L&B Chambers as a Barrister, a player must complete 2 degrees in the Law degree program OR pay the £8,000 fee to take the GDL (Graduate Degree in Law) course.

To register with the General Pharmaceutical Council (GPhC) and legally practise as a Pharmacist and join Pfizer UK, a player must complete 2 degrees in the Pharmacy degree program OR pay £10,000 for special training.

#### Tuition and Salary Increases

A player completing a degree (i.e., a complete trip through University) receives a salary increase based on the number of trips. Salary increases are per Degree earned within a Degree Program.

1. First time – bachelor's degree, Master in Pharmacy (MPharm). Salary +£2,000

2. Second – Masters, Law Degree, Pharmacy foundation training. Salary +£3000

3. Third – Doctorate. Salary +£4000

4. Fourth – Post-Doc. Salary +£5000

Tuition is waved for post-doc. You still pay the £1000 tuition before entering, but that is refunded if you complete the degree.

A player is limited to 4 degrees (i.e., 4 completed trips through University) per Degree Program. There are no restrictions regarding the selection of a degree program.

Upon completion of a Doctorate in any Degree Program, a Player may go on Holiday at any time in lieu of a dice roll or Opportunity Card play.

A Pharmacist player must go to the Hospital upon landing on a *Go to Hospital* square (presumably it's an Emergency) but can move out on the next turn without having to pay a penalty or roll 5 or less. Additionally, the Pharmacist collects any monies paid by other players to leave the Hospital. If there are multiple Pharmacists, the player paying selects his/her/their Pharmacist.

### Backstabbing

A player landing on a Backstab square may back stab one or more other players if it is possible to do so. A backstabbed player must be current or former employee of the current occupation. *Backstabbed player(s) immediately goes to Unemployment and loses 12 Happiness.* A player is

considered a "current employee" of an occupation if the player is currently on that occupation path, regardless of whether the player has ever completed the occupation.

The player doing the backstabbing loses 4 Happiness *for each* player backstabbed. Note that backstabbing is optional.

## Bankruptcy

A player may declare bankruptcy at any time for any reason but must be declared when they have insufficient funds to pay a debt (such as Rent or Divorce settlement) or is unable to raise the funds by bartering with other players. Upon declaring bankruptcy, the player:

- loses all Happiness and Fame Points
- loses all cash
- turns in all Experience and Opportunity cards
- goes directly to PAYDAY to start over with £2500 cash

The player DOES however retain any degrees earned, and credit for completed Occupations. A player may purchase insurance as a protection against having to declare bankruptcy. See the section below on Catastrophe Insurance for details.

## Catastrophe Insurance

Purchasing catastrophe insurance is optional for a player landing on the Insurance Store square via dice roll. A player using an Opportunity card must purchase coverage. Premium is £5,000 and may be used one time only to prevent loss of

cash-on-hand, Happiness, Fame, or salary reduction. A player may sell their insurance back to the bank for a cash settlement of £3,500, or to another player for any mutually agreeable price.

Insurance can be used any time a player stands to lose cash, Happiness or Fame, or a salary reduction, but it is most useful for protection from a "Lose All your..." or "Lose half your..." occupation squares and can prevent a player from having to declare bankruptcy.

Once insurance is used, it can be renewed on the spot by paying the £5,000 premium. A player tracks insurance and renewals on their score sheet.

If Insurance is not renewed when used, a player will need to land on the Insurance Store square to renew. A player may buy more than one policy, and there is no limit to the number of times a given insurance policy can be renewed.

## Rail Transport

There are 4 rail transport squares: 2 British Rail stations (Victoria and Charing Cross) and 2 Underground stops (Leicester Square and Pimlico).

A player landing on a British Rail square advances to the next British Rail **or** Underground square and rolls again. Similarly, a player landing on an Underground square advances to the next British Rail **or** Underground square and rolls again.

## Calling in Favors

A player landing on a Calling in Favors square collects one randomly selected Opportunity Card from each player.

## Gamble at the Hippodrome

Gambling is optional for a player landing on the Hippodrome Casino, London square via dice roll. A player using an Opportunity card to advance to the Hippodrome must gamble as per the instructions on the square.

## Bumping

When a player lands on any square (except the Hospital or Unemployment) already occupied by another player, he/she may either

- "bump" that player to Unemployment
- bargain with the player and collect a fee or other compensation to remain where they are.
- A Pharmacist may bump a player to the Hospital or Unemployment.

The bumped player must immediately go to Unemployment and does not pass Pay Day (and so does not collect a salary). There are special rules regarding bumping for player characters that are described in the Competition and Tournament Play section.

## Opportunity Cards

These cards are used to:

- Move to the entrance square of a designated occupation or University
- Move to a designated border square that is not an entrance square to an occupation, for Holliday or the Insurance Store.
- Move to *any* border square. This includes Pay Day of course, or even the Hospital or Unemployment.
- Take an extra turn.
- Perform a non-movement game action. For example, collect a randomly drawn Opportunity card from each player.

If a player uses an Opportunity to move to the Entrance Square of an occupation or University, the player must immediately roll a single die to enter that occupation path. A player cannot use an Opportunity card to move to an occupation Entrance Square *unless* they meet the requirement(s) of that occupation.

An Opportunity card cannot be used to move from the Hospital or Unemployment unless the player first meets the requirements for leaving – either by dice roll, playing a ?? (2-dice wild card) Experience Card, paying the stated fee or, in the case of Unemployment, plays a “Get out of Unemployment Free” Opportunity Card.

A player using a “Get out of Unemployment Free” Opportunity Card may immediately leave the Unemployment square on the same turn via dice roll or playing another Opportunity Card (it is the only time when 2 Opportunity Cards can be played on the same turn).

A player using a **SPECIAL OPPORTUNITY to Get an Extra Turn** must play the card at the start of their turn and then take two turns.

Playing a **SPECIAL OPPORTUNITY to gain EXPERIENCE!** card counts as that player’s turn. The player must wait until their next turn to move.

A player may not use an Opportunity to completely circle the board to the same space from which he/she started.

A player may buy, sell, or trade Opportunity Card(s) with another player at the start of their turn.

Once played, the Opportunity card is placed on a discard pile. When all Opportunities have been drawn, the discard pile is re-shuffled ready for use.

The “GOLDEN OPPORTUNITY to join the Company of your choice” Opportunity Card may not be used to go to University (since it’s not a company). Sorry!

## Experience Cards

A player earns Experience Cards by

1. Completing occupations

2. Landing on an occupation “Collect Experience” square.
3. Purchasing Experience cards on the border “EXPERIENCE” square.
4. Bartering with another player.

There are 58 Experience cards — 42 numbered cards and 16 wild cards having the following distribution:

- 8 x 1, 2 and 2 x +-1, +-2
- 6 x 3, 4 and 2 x +-3, +-4
- 4 x 5, 6
- 2 x 7
- 4 x ? and 2 x +-? (Single-die wild card)
- 4 x ?? and 2 x +-?? (2-dice wild card)
- 2 x ??? and 2 x +-??? (Triple wild)

The ? single-dice wild card may be used in place of a single die roll and so has a range of 1 to 6. This is typically on an occupation path but may also be used in situations where a numbered Experience cannot be used: in place of rolling a single die to determine a penalty amount (Shopping Spree and Donate Now), bonus amount, or salary increase.

Similarly, the ?? 2-dice wild card may be used in *any* situation in which a player would normally roll both dice and so has a range of 2 to 12. This includes the initial roll in Gamble in Vegas and Divorce Court.

When playing a ?? Experience card, the player may, if the situation warrants it, call the numbers on each die in addition to the total. This can come in handy if rolling doubles is beneficial (for example to leave Unemployment).

A triple wild Experience card may be played as either a ? or ?? wild card.

Bi-directional Experience cards, indicated by the +- prefix, allow a player to move backwards or forwards the number of spaces indicated. This also applies to negative wild cards.

There is nothing in the rules to forbid using a negative Experience could be used to back out of an occupation, however there is nothing gained in such a move. Indeed, to move back into the occupation, the player must meet the original requirements.

Once played, the Experience card is placed on a discard pile. When all cards have been drawn, the discard pile is re-shuffled ready for use.

Experience cards are saved until needed and may be used in place of any dice roll subject to the following rules:

- Experience cards cannot be used on the same play on which they are drawn.
- A player may not use them to leave either of the penalty squares (Hospital or Unemployment) unless he/she first pays the required penalties, with the following exceptions:

- A Pharmacist may use an Experience Card to move out of the Hospital.
- Any player may use a '7' card or ?? wild card to exit Unemployment. A '7' can be used in place of a double or single dice roll.
- Any player may use a '5' card or ?? wild card to exit the Hospital. Note that a ? single-dice wild card *may not* be used in this case as leaving the Hospital requires 2 dice.

- The wild card number must be declared before use.
- A player using an Opportunity to advance to the buy EXPERIENCE border square *must* buy at least 1 EXPERIENCE card.

## Retirement

Retirement is a privilege a player earns by

- completing 3 degrees in any degree program OR
- completing 3 trips through any occupation path.

When a player earns the privilege of retiring, he or she may on any turn go directly to Holiday in place of throwing the dice or using an Opportunity. A player may **not** retire when their piece on the Hospital, Unemployment, or already on Holiday.

A player on Holiday may remain and collect an additional 3 happiness if they roll a 7 or less. A player may also use a numbered ??, or ??? wild card in place of a roll.

## Scoring

Use the score sheets to track points, salary, completed occupations, degree(s) earned and whether you have active Catastrophe Insurance. Make a check or 'X' in the square corresponding to the Occupation or degree in each degree program.

There is space for 3 trips per occupation corresponding to the number of Experience cards collected upon completion. There is no limit to the number of times a player can complete a given occupation, but the number of Experience cards is limited to 3.

Similarly, there is space to track up to 4 degrees per degree program, corresponding to Bachelors, Masters, Doctorate, and post-Doc degrees. A player is limited to 4 degrees per degree program. Also, Lister & Bacon and Pfizer UK require 2 degrees (in Law and Pharmacology respectively) to join without paying an entrance fee.

## Special Notes

- Payments are rounded DOWN to the nearest £100. For example, if a player owes £1,230 because of landing on Shopping Spree, that player pays only £1,200.
- Salary Reductions are rounded UP to the nearest £1000. For example, if my salary is £5,000 and I land on a square reducing my salary by ½, my new salary is £3,000 not £2,500.

- Possessing an Opportunity Card to Purchase Insurance does not constitute having insurance. A player must pay the premium and record that on their score sheet.
- Like any other Opportunity, a "Purchase Insurance" Opportunity Card may be held until used. However, it cannot be played when needed. For example, if I'm holding a Purchase Insurance Opportunity when I land on Shopping Spree, I can not then play that Opportunity to buy insurance. The rule is similar to a real-life insurance policy.
- Insurance does **not** cover
  - loss of happiness from being backstabbed
  - being sent to the Hospital (there is no health insurance)
  - being bumped to Unemployment
  - Income Tax payment
- A player must declare Bankruptcy if he or she lands on a square requiring a payment that can't be made and the player is not covered by insurance. However, a player may first try to raise the necessary cash by selling any Experience or Opportunity cards or borrowing from other players.
- A player landing on Holiday may remain on throws of 7 or less but may leave at any time.



- A dice rolling simulation app may be used in place of an actual pair of dice if agreed to by all players.
- July 2022 exchange rate is \$1.00 = £0.84, £1.00 = \$1.19
- The average UK salary in 2021 was £25,971 (about \$34,600) or £2,077 in Careers money.

## Optional Play

### Common Success Formula

Players may agree to a pre-determined Success Formula for all players instead of a bespoke formula for each player. This adds a bit of transparency to the game since all players are working toward the same goal. Here are some suggested formulas for a 100-point game:

- £50,000 + 25 Happiness + 25 Fame
- £40,000 + 40 Happiness + 20 Fame
- £50,000 + 20 Happiness + 30 Fame

### Timed Game

In a timed game, the winner is determined by total points earned during a fixed duration game, consequently there is no need for a Success formula. The objective is to accumulate the most point in the allotted time.

To start, a timer is set to a pre-determined duration and started when a player makes the first roll of the game. When the timer expires all game play comes to an immediate stop. A player who has already rolled and is in the process of moving may complete that move.

It is customary but optional for each player to draw one Opportunity card and two Experience cards prior to game play.

To determine the winner, each player add up all game points: Happiness, Fame, and cash-on-hand (in multiple of £1,000). Final cash points are truncated to the nearest £1000. So for example,

£120,750 in cash counts as 120 points. The player with the most points is declared the winner!

In the rare event of a tie for the winner, the game goes into overtime (like university basketball). Play continues for an additional 5 minutes. All play immediately stops when the timer goes off and the player who has earned the most points during overtime is the winner. Additional overtime periods may be needed in the event of continued tie scores.

A player will typically collect 100 to 150 points in a 30-minute game.

### Random Formula

In a random success formula game, the point distribution is determined by some stochastic process agreed to by all players. The success formula can be common to all players, or each player may play to their own random formula. This can result in some very challenging success formulas.

In a random game the target total point value is randomly portioned into 3 buckets for cash-on-hand, Happiness, and Fame. I recommend using a random number generator app – there are many available for iPhone and Android and typically include a dice rolling simulator.

To determine the formula for a 100-point game:

- use the app to generate a random number between 1 and 100 inclusive. That determines the points for cash-on-hand (as a multiple to 1000).
- use the app to generate a second random number between 1 and 100 minus the value of the first number. This is the points for Fame.

- 100 minus the sum of cash-on-hand and Fame is the Happiness points.

This method is easily scaled to any final point value. Here's worked example for 200 points.

- first generated number is 82 (£82,000 cash-on-hand)
- generate a number between 1 and 118 (200 – 82): 28
- final number is 90 (200 – 110)
- Success formula is £82,000 cash-on-hand, 28 Fame, 90 Happiness.

## Customization

The Careers game rules permit a certain amount of customization or House Rules. House Rules must be described and agreed to by all players prior to play and are subject to the following constraints:

- Occupation squares point values (hearts, starts, bonus cash, salary increase/decrease) may not be changed.
- Opportunity and Experience Cards may not be modified. However, it is permissible to add Opportunity and/or Experience Card(s) using blank cards templates.
  - The Experience card roll number must be no greater than 12 or less than -12.
  - New cards can be printed on standard 3 x 5 blank business cards using the Microsoft Word templates.

- Point content of border squares may not be modified.
- Card templates, which include Word documents for card front and back sides, can be downloaded from the game site: <https://github.com/dwbzen/careers>

### Examples of House Rules:

- A player rolling doubles gets an additional turn; rolling 3 doubles in a row sends the player to Unemployment.
- Keep track of passing Payday and tying that to salary increase (annual raise). For example, passing Payday 10 times entitles a player to a 10% or £1000 raise.
- For higher point games (200 points or more), include checkpoints where a player reaching a certain total point value announces that and essentially wins that checkpoint. For example,
  - a 200-point game could be broken up into two 100-point halves
  - a 1,000-point game could be broken up into 4 x 250-point quarters

## Board Customization

The game board itself can also be customized. While the point and salary content of existing occupation modules are fixed, this allows for creation of user-designed occupation modules to replace existing ones. A Microsoft Visio Template can be downloaded from the game site:

<https://github.com/dwbzen/careers>

The Visio template includes two additional occupations: Tesla (which would replace FMC) and Apple (which would replace SpaceX), as examples. University may also be customized to the University of choice.

It is highly recommended that in order to maintain consistency in game play, when customizing the board, the replacement module point values and actions be the same as the existing module. The action text however should be updated to reflect the occupation. For example, if you are replacing Amazon with a new occupation, you will want to replace the occupation square

Lunch with  
Jeff Bezos

Draw 1  
OPPORTUNITY  
CARD

description with something more appropriate to the occupation. The action however (Draw 1 OPPORTUNITY CARD) should remain the same.

### Random Point Values

Fame and Happiness point values may also be determined randomly. To do this use ? for point values of 1 to 6, and ?? for point values of 2 to 12. For example:



Upon landing, a player rolls both dice to determine the number of stars, and one die to determine the number of hearts.

## High Point Games

The standard 2-person game is 100 or 200 points. For 3 or more players, 200 points is recommended. Typical play time for 2-person game is about 45 minutes for 100 points, 75 to 90 minutes for 200 points.

A game having a success formula of 500 or more points is considered a High-Point game. I've played games of 500, 1000 and 5000 points. In these higher point games, the salaries tend to skyrocket as the game proceeds. It is not uncommon to see salaries of

- £20K to £30K in a 500-point game
- £35K to £40K in a 1000-point game
- £100K+ in a 5000-point game

A £40,000 Careers salary is £800K in terms of real money (using a 20:1 ratio).

The point is, in games of 300 or more points the bank is likely to run out of cash to pay these exorbitant salaries. If needed, you can mint new, higher denomination money to cover pay outs. For historical reasons player-minted currency is referred to as an "Ora Note." My own game has Ora Notes in denominations of £50K, £100K, £500K and £1M.

## Game Editions

A game edition represents a Careers Game associated with a particular time period, location, or overall theme.

While the game rules and occupation point values are consistent across all game editions, certain other elements will reflect the timeframe, theme, and location of that edition. This includes the following:

- Occupation names. For example, SpaceX would not be an occupation in the Medieval game edition
- “Occupations” are called “Destinations” in some editions. In this case a player “tours a destination” instead of completing an occupation.
- Occupation/destination path square descriptive text
- Holiday, Hospital and Unemployment would have different names
- The degree programs and the University name would reflect the times and the occupations/destinations.
- Border squares such as Divorce Court and Shopping Spree
- For player characters (see next section), the Employee Level names.
- Opportunity card descriptions and occupation/destination references

Each edition includes a subtle twist that can influence strategy. These are noted in the edition’s rule book.

Currently there are eight game editions available or in development:

### Careers Hi-Tech

The base game combines a technology support/innovation theme with 2020's decade.

### [United Kingdom – Destination London](#)

The London edition includes companies and locations located in and around London. Fast transit provided by British Rail and the Underground.

### [Dr. Who](#)

Whoovians tour the timey-wimey Universe of the 11th Doctor. Destinations include Dr. Who's friends, allies, and foes (like the Daleks, Cybermen, Ood, Weeping Angels, The Silence, and The Master). Fast transit courtesy of the Doctor’s Tardis.

### [Star Wars](#)

Careers played in a galaxy far, far away. Would you work for the Resistance, the Empire, or the Jedi? Board the Millennium Falcon for fast transit throughout the galaxy.

### [Medieval Careers](#)

England during the High Middle Ages, roughly 1400 A.D.

### [Renaissance Careers](#)

15<sup>th</sup> century Florence, Italy during the Italian Renaissance.

### [Surreal Careers](#)

France during the surrealist art movement, about 1930 to 1935.

### [Jazz Age Careers](#)

Jazz Age New York, New Orleans, and Chicago in the early 1930's. Not all occupations are entirely legal!

## Player Characters & Tournament Play

For competition games, it is desirable to create a player character that persists over multiple individual games. A Player Character has the following attributes:

### Name

Choose your character's Name. This uniquely identifies your player character and is not necessarily your own name, something flashy like "Gristle McThornBody" or "Rhonda Deadlift".

### Specialty

A player's specialty is determined by degree program and the associated company, for example Computer Science and Amazon. The associated company is called the Primary Company for that employee.

### Side Interest

also determined by degree program & company. The associated company is called the Secondary Company.

### Employee Level

Your level in the corporate hierarchy, starting with Entry Level.

### Role/Title

Your base title is totally up to you but should reflect your Specialty and roles within the associated company. Some examples are engineer, HR specialist (works for any company), technician, technical writer, scientist, etc. You get the idea.

The title/role applies to a player's Primary Company only.

A player character maintains a record of accumulated points (Happiness, Fame, and Cash), and completed occupation paths over the lifetime of the character.

## Employee Level and Promotions

A player can be promoted to the next level when specific total point values and University degree criteria are reached. A new player starts as an Entry Level employee.

### Senior

An Entry Level player can be promoted to Senior Level by

- accumulating 500 total points
- earning at least one University degree in both the player's specialty and side interest degree programs, and
- have completed a minimum of 2 trips through primary and secondary companies.

### Manager

A Senior-level employee can be promoted to Manager by

- accumulating an additional 500 points,
- completing a minimum 2 degrees in both the player's specialty and side interest degree programs, and
- have completed a minimum of 4 trips through primary and secondary companies.

### Director

A Manager can be promoted to Director by

- accumulating an additional 1,000 points,
- completing a minimum of 3 degrees in your Specialty and Side Interest degree programs, and
- have completed a minimum of 6 trips through their specialty company

### Vice President / Partner

A Director can be promoted to VP, or Partner for Law degree, by accumulating an additional 2,500 total points. There are no additional degree requirements.

### Chief <your title> Officer (C-Level)

A VP/Partner can be promoted to C-Level by accumulating an additional 2,500 points. The player also must have earned post-docs in both their Specialty and Side Interest degree programs and have completed a minimum of 12 trips through their primary occupation.

A player is free to choose their own C-Level title but should be consistent with the player's base title. For example, an Engineer might choose CTO. Other examples are:

- Chief Information Officer (CIO)
- Chief Technology Officer (CTO)
- Chief Security Office
- Chief Executive Officer (CEO)

There is no special significance to the CEO title as all C-Levels are considered equal.

Any promotions due are made at the conclusion of game play and are effective at the next game.

## Retirement

The rule regarding when a player may retire are stricter than in normal play. Recall that retirement allows a player to take a Holiday in place of a dice roll. In league/tournament play, player characters must be VP or Partner level or better in order to retire.

## Player Relationships

Players having the same title regardless of occupation are considered peers. For players with the same Primary Company, the player(s) at a lower level are considered subordinates to players with a higher level. In game situations where there a player has more than one superior, that player must pick one to be his or her "boss" for that game instance.

### Relationship Rules

#### *Back-stabbing*

A player can only back-stab a peer or subordinate. So for example a Manager cannot back-stab a Director of the same company.

#### *Layoffs and Bumps*

A player at or above the Manager level can layoff subordinates. A layoff is considered that player's move. To execute a layoff, a player announces that "unfortunately a layoff is about to take place" at the start of their turn. Only **one** player may be laid off at a time. The player who is laid off immediately goes to Unemployment and loses their next turn. The number of layoffs permitted is determined by the superior's level:

- a Manager can layoff once per game
  - a Director can layoff a total of 2 times per game
  - a VP can layoff a total of 3 times per game
  - a C-Level can layoff a total of 4 times per game
- A player may only bump a peer or superior.
  - Senior level and above have a virtual "Get out of Unemployment Free" pass that they can use once per game.

### *Reorgs*

A VP and C-Level player may do a primary company reorganization once per game. Executing a reorg is considered that player's move. A qualified player simply announces the reorganization at the start of their turn. All subordinates are affected and must immediately turn in all Experience Cards.

Players currently on an occupation path must leave and go back to the entrance square for that occupation. They can of course reenter the occupation but will need to meet all applicable requirements.



## Performance

A player character must maintain a performance level consistent with their player level. This is consistent with real-world performance and in the Careers universe this is determined by performance in individual games. Failure to maintain a player character's performance level may result in a demotion one or more levels depending on how bad a game performance was.

For all levels, a win in any game of 200 or more points is sufficient to maintain your current level. Otherwise, game performance is computed as the percentage of total points earned for that game. For example, if a player earns 180 total points in a 200-point game, their performance is 90%. The minimum performance requirement by level is given below:

- Senior level – 50%
- Manager – 60%
- Director – 70%
- VP – 80%
- C-Level – 90%

All players have a performance review after a game is completed and a winner is determined. A player failing to meet performance criteria for any game is automatically demoted to the next lowest level. A demoted player can be promoted again by meeting the promotion criteria for that level.

Example 1. A VP player has been demoted to Director. That player must then earn an additional 2,500 to regain their VP title.

Example 2. A Manager has been demoted to Senior Level. That player must earn additional 500 points to be promoted back to Manager.

## Golden Parachute

As in life, good things don't last forever. A C-Level player character must eventually completely retire from the game and is given a proverbial Golden Parachute in doing so.

A C-Level player character must retire after accumulating 10,000 additional points at the C-Level. Retirement happens after upon completion of a game that passes that threshold. The player character is given a £100,000 bonus (which is added to that player's tally) and can no longer play that character in competition play.

At that point the player has the following options:

- create a new player character starting at the Entry Level.
- use the existing player character but start anew at the Entry Level.

If a player chooses to continue with their current player character, they retain their name, primary and secondary companies, and degree programs. Otherwise, the new player character has a different name and selects their primary and side interests same as any new character.

## Appendix 1

### Occupation Summary

Best for Happiness	Rolls-Royce, Stonehenge, AGRIVI
Fame	Rolls-Royce, L&B, BBC
Bonus cash	Tower of London, Rolls-Royce, Pfizer UK
Salary increase	Arsenal, L&B
Experience	Harrods
Opportunities	Oxford

### Opportunity Cards

There are 54 Opportunity cards with the following distribution:

#### Occupations

- 3 each AGRIVI, Harrods, Pfizer UK, and Lister & Bacon
- 2 Rolls-Royce normal requirements, 1 all expenses paid Special Opportunity
- 2 Stonehenge normal requirements, 2 double happiness Special Opportunity
- 2 Tower of London, 1 all expenses paid Special Opportunity
- 2 BBC, 1 all expenses paid Special Opportunity
- 2 Arsenal, 1 all expenses paid Special Opportunity
- 3 University, 2 all expenses paid Special Opportunity

- 2 Golden Opportunity to entrance square of choice, normal requirements

#### Border Squares

- 4 each Insurance Store, Holiday, and Payday
- 2 Golden Opportunities to Advance to any border square
- 3 Hippodrome Casino
- 2 Advance to Buy Experience
- 4 Travel Opportunities (2 British Rail, 2 Underground)
- 3 Opportunity Knocks (advance to nearest Opportunity)

#### Action Cards

- 2 Collect Experience from Players
- 4 Get out of Unemployment free
- 6 Extra turn

### Game Strategy

Game strategy will largely depend on the player's success formula which will determine the best occupations and degree program(s). The occupation points table in the Appendix can help guide the player's overall strategy. Here are some helpful tips gleaned from years (literally decades) of game play:

- Make every move count! Every game decision should be directed at fulfilling your success formula.
- Buy insurance early in the game and renew on the spot when used. This is most important for longer games (200 points or more) where you have more to lose.

- Make sure you have enough Experience cards to avoid the bad occupation squares and land on the good ones. For historical reasons this is referred to as “padding.”
- Some tips if Money is your thing:
  - move through occupations that can potentially raise your salary
  - find a way to move around the board quickly to pass Pay Day. The Transportation Opportunity cards are great for this.
  - Consider getting a Medieval History degree for The Tower of London where you can collect up to £30,000 in cash.
  - Focus on retiring by going through an Occupation 3 times or obtaining a Doctorate in any degree program. This allows you to go on Holiday at any time, advancing quickly around the board. This is also good if you’re focus is Happiness.
  - Consider using Experience cards to land on Pay Day and collect double salary.
- It is not necessary to complete an Occupation path. This can help is you’re getting close to your goal and looking for a way to get around the board quickly or looking for something specific from an Occupation (for example a salary bump or 5 more Hearts).
- Consider bargaining instead of bumping. Your opponent may be willing to trade an Opportunity or Experience for the privilege of not being bumped to Unemployment.
- In a tight game, consider backstabbing to slow down an opponent. Five occupations have backstabbing squares.
- Use experience wild cards wisely! Remember ? and ?? can be used in **ANY** situation requiring a single die or double dice roll respectively. It may be better to use numbered experience cards for token movement and wild cards for actions.
- One case where using an Experience card to back out of an occupation would be to bump an opponent to Unemployment (for example if you think that player is getting close to his/her goal).

## Appendix 2 – Points and Penalties

The following table is a summary of point values and salary increases for each occupation. Cash and salary increase based on the roll of a single die are indicated by "1,000 x". H = Hospital, U = Unemployment, +F = additional opportunities by calling in favors.

Occupation	Points						Penalties				
	Happiness	Fame	Bonus	Salary+	Experience	Opportunities	Happiness	Fame	Early Exit	Cash	Salary
Rolls-Royce	24	44	15,000	2,000	2	0	100%		H	50%	
AGRIVI	21	10	1,000 x 5,000	2,000	1	1				50%	
Oxford	12	12	-	2,000	2	4			U	(5,000)	
Harrods	12	4	3,000	3,000	3	2	-4		U		50%
Arsenal	12	14	1,000 x 5,000	5,000	2	1+F			H	50%	
Stonehenge	23	2	1,000 x	1,000	2	2	-4		H		
L & B	6	36	5,000	4,000	2	2	-4	10% x	U		
BBC News	6	30	4,000	1,000 x 2,000	1	2+F	100%				50%
Tower of London	18	12	30,000	3,000	2	0			U,H	(2,000)	
Pfizer UK	20	32	9,000	3,000	2	1+F	50%		H		
	154	196	79,000+		19	15					

## External Links

[Careers Game \(Wikipedia\)](https://en.wikipedia.org/wiki/Careers_(board_game)) [https://en.wikipedia.org/wiki/Careers\\_\(board\\_game\)](https://en.wikipedia.org/wiki/Careers_(board_game))

[Hasbro \(Wikipedia\)](https://en.wikipedia.org/wiki/Hasbro) <https://en.wikipedia.org/wiki/Hasbro>

[Hasbro gaming](https://shop.hasbro.com/en-us/toys-games?q=((navigation.brand.restName%3Ahasbro-games))) [https://shop.hasbro.com/en-us/toys-games?q=\(\(navigation.brand.restName%3Ahasbro-games\)\)](https://shop.hasbro.com/en-us/toys-games?q=((navigation.brand.restName%3Ahasbro-games)))