



Plot Twisters, the organization

plottwisters.org will house...

Playbook

To write and design during
Governance Archaeology

Interactive zine with content modules

Visitors can highlight content to save

If they're a member, it saves to their journey builder

Community platform

To wireframe and plan during
Governance Archaeology

Real-time organization graph, updated by
members via a form

Members can create accounts and log in
Anyone involved in PT can have an account

Think Tank

Knowledge base for all Plot
Twisters-related research

Project Documentation

Blog series for the process of every
project in Plot Twisters

So far, projects include:

Role Model Reports

Journey Builder

Racial Healing Playground

Twisterland

Think Tank

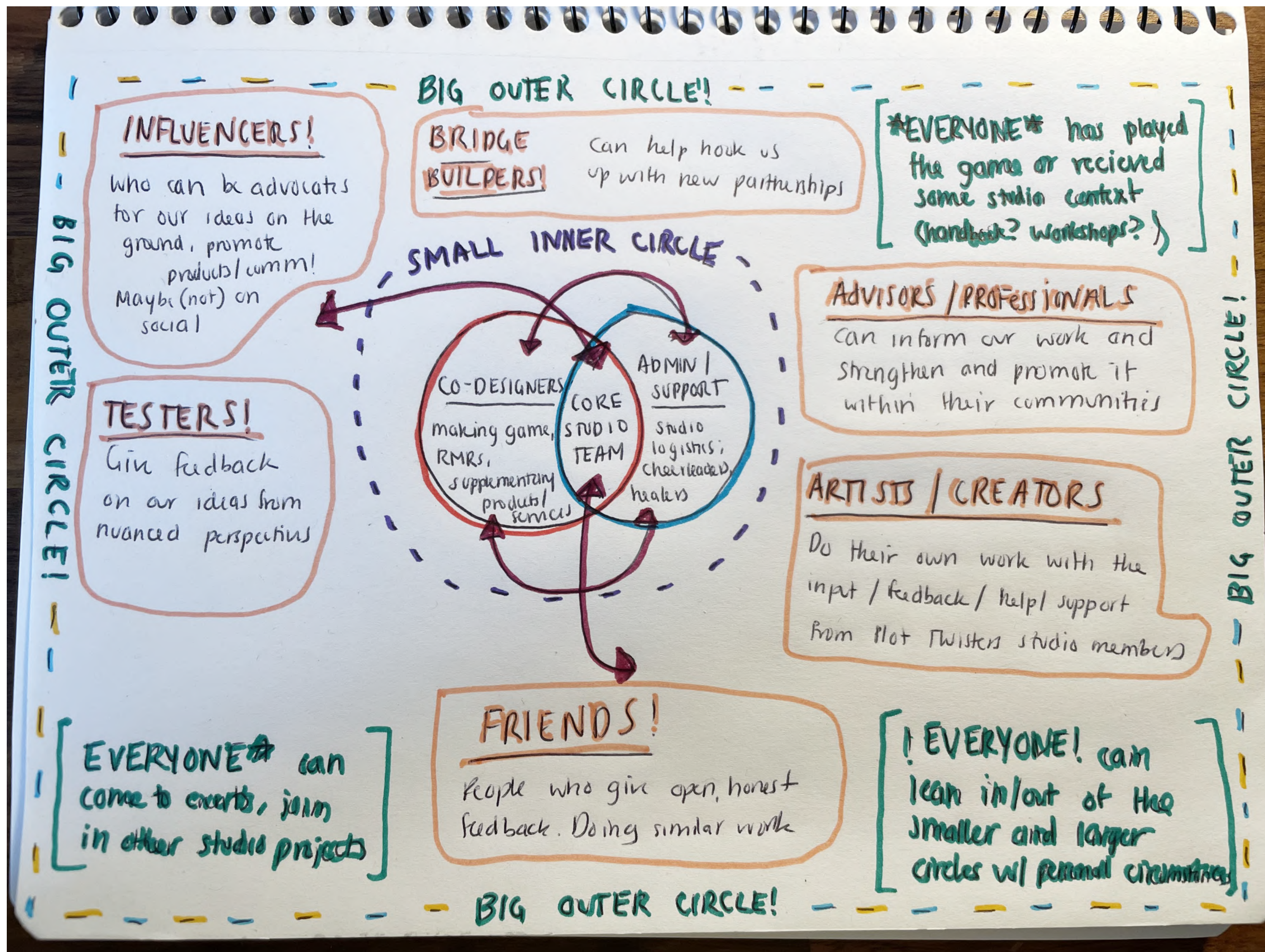
Playbook

Community platform

Preliminary breakdown of community circles

What kind of involvement constitutes as a team member? How are these maintained online through asynchronous communication?

Is it possible to "defect" from a community that is based on smaller to larger circles, or do people just move farther from the core inner circle(s)?





Plot Twisters Team Formation

Number next to a team member’s name indicates how many activities they are participating in right now

Soccer balls next to the activity indicate that team member is the facilitator of that activity

Hats are “the ability (time and skill) to a perform a specific role”

A relationship is a unique pairing of the hats of two team members who are talking consistently

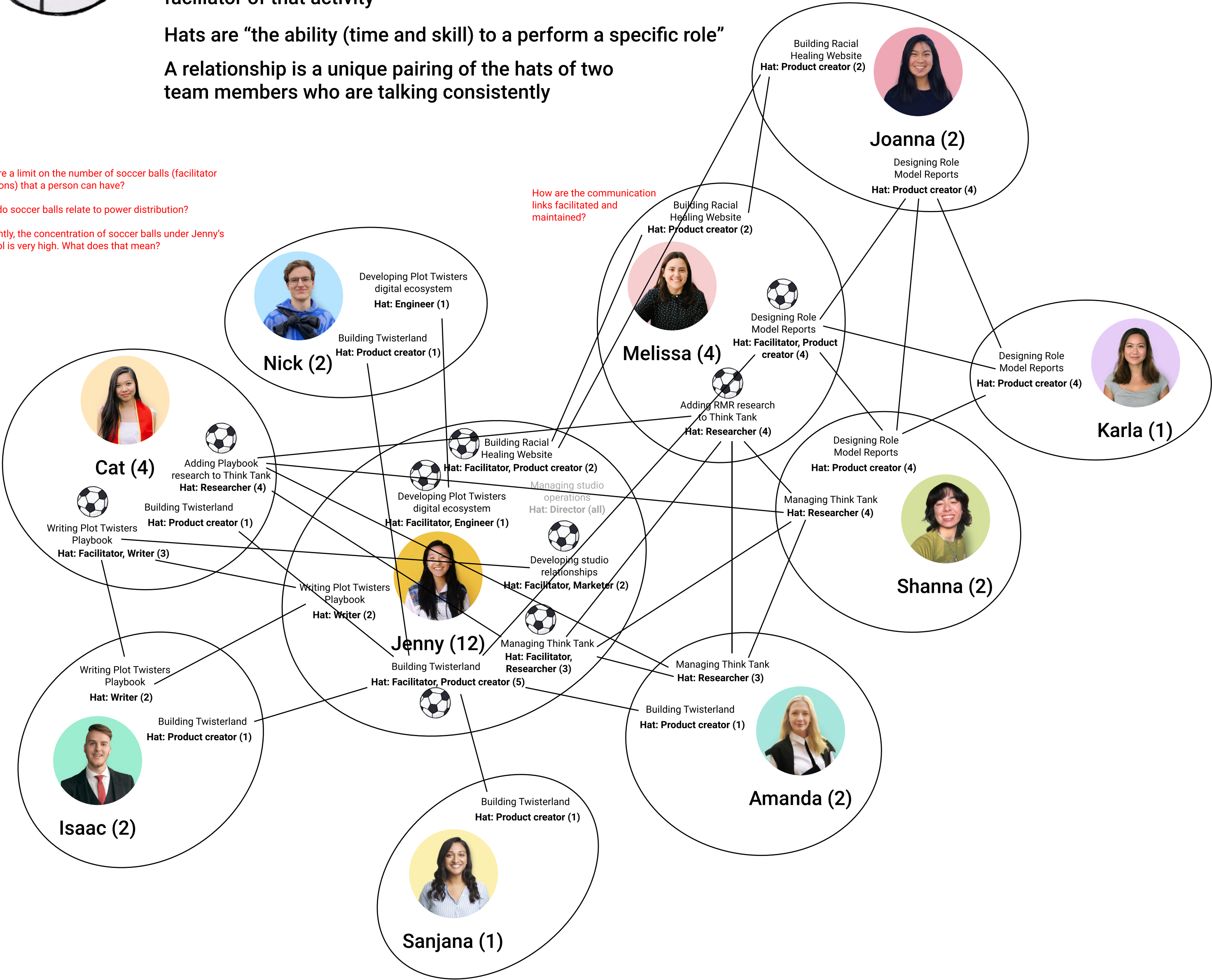
Is there a limit on the number of soccer balls (facilitator positions) that a person can have?

How do soccer balls relate to power distribution?

Currently, the concentration of soccer balls under Jenny's control is very high. What does that mean?

Ideally, there is a dashboard that allows every member to report 1) which activities they are engaging in, and 2) which relationships they are consistently maintaining for their various activities.

This may look like filling out the participation form on the first page at the beginning of each season, or bimonthly in the form of expected team member check-ins.





Each team member and their relationships











Numbers (A, B) next to team member reflects A) how many unique hats are worn in total, and B) how many others they work with

Number next to each relationship indicates how many of their activities are influenced by that team member

Do co-design participants have blurbs too?
What kind of involvement constitutes as a team member?

How often do updates have to be made? Is it once per season?

Alphabetically ordered

<div></div> <div>Amanda (1, 3)</div>	<div><div>1 hat total: Researcher</div><div>Working with 3 other team members</div><div><div>Jenny (2)</div><div>Managing Think Tank</div><div>Building Twisterland</div></div><div><div>Shanna (1)</div><div>Managing Think Tank</div></div><div><div>Cat (1)</div><div>Managing Think Tank</div></div><div><div>Melissa (1)</div><div>Managing Think Tank</div></div></div>	<div></div> <div>Karla (1, 3)</div>	<div><div>1 hat total: Product creator</div><div>Working with 3 other team members</div><div><div>Melissa (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Joanna (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Shanna (1)</div><div>Designing Role</div><div>Model Reports</div></div></div>
<div></div> <div>Cat (4, 5)</div>	<div><div>4 hats total: Facilitator, writer, product creator, researcher</div><div>Working with 5 other team members</div><div><div>Jenny (3)</div><div>Writing Plot Twisters</div><div>Playbook</div><div>Building Twisterland</div><div>Adding Playbook</div><div>research to Think Tank</div></div><div><div>Isaac (1)</div><div>Writing Plot Twisters</div><div>Playbook</div></div><div><div>Amanda (1)</div><div>Adding Playbook</div><div>research to Think Tank</div></div><div><div>Shanna (1)</div><div>Adding Playbook</div><div>research to Think Tank</div></div><div><div>Melissa (1)</div><div>Adding Playbook</div><div>research to Think Tank</div></div></div>	<div></div> <div>Melissa (4, 6)</div>	<div><div>4 hats total: Product creator (2 activities), researcher, facilitator</div><div>Working with 6 other team members</div><div><div>Jenny (2)</div><div>Designing Role</div><div>Model Reports</div><div>Building Racial</div><div>Healing Website</div><div>Adding RMR research</div><div>to Think Tank</div></div><div><div>Shanna (2)</div><div>Designing Role</div><div>Model Reports</div><div>Adding RMR research</div><div>to Think Tank</div></div><div><div>Joanna (3)</div><div>Designing Role</div><div>Model Reports</div><div>Building Racial</div><div>Healing Website</div><div>Adding RMR research</div><div>to Think Tank</div></div><div><div>Karla (2)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Cat (1)</div><div>Adding RMR research</div><div>to Think Tank</div></div><div><div>Amanda (1)</div><div>Adding RMR research</div><div>to Think Tank</div></div></div>
<div></div> <div>Isaac (2, 2)</div>	<div><div>2 hats total: Writer, product creator</div><div>Working with 2 other team members</div><div><div>Jenny (2)</div><div>Writing Plot Twisters</div><div>Playbook</div><div>Building Twisterland</div></div><div><div>Cat (1)</div><div>Writing Plot Twisters</div><div>Playbook</div></div></div>	<div></div> <div>Nick (2, 1)</div>	<div><div>2 hats total: Engineer, product creator</div><div>Working with 1 other team member</div><div><div>Jenny (2)</div><div>Developing Plot Twisters</div><div>digital ecosystem</div><div>Building Twisterland</div></div></div>
<div></div> <div>Jenny (12, 8)</div>	<div><div>12 hats total: Facilitator (5 activities), Product creator (2 activities), engineer, writer, researcher, marketer, + director</div><div>Working with 8 other team members</div><div><div>Cat (4)</div><div>Writing Plot Twisters</div><div>Playbook</div><div>Building Twisterland</div><div>Managing Think Tank</div><div>Developing studio</div><div>relationships</div></div><div><div>Melissa (4)</div><div>Building Racial</div><div>Healing Website</div><div>Building Twisterland</div><div>Managing Think Tank</div><div>Developing studio</div><div>relationships</div></div><div><div>Nick (2)</div><div>Developing Plot Twisters</div><div>digital ecosystem</div><div>Building Twisterland</div></div><div><div>Isaac (2)</div><div>Writing Plot Twisters</div><div>Playbook</div><div>Building Twisterland</div></div><div><div>Amanda (1)</div><div>Managing Think Tank</div></div><div><div>Joanna (1)</div><div>Building Racial</div><div>Healing Website</div></div><div><div>Sanjana (1)</div><div>Building Twisterland</div></div><div><div>Shanna (1)</div><div>Managing Think Tank</div></div></div>	<div></div> <div>Sanjana (1, 1)</div>	<div><div>1 hat total: Product creator</div><div>Working with 1 other team member</div><div><div>Jenny (1)</div><div>Building Twisterland</div></div></div>
<div></div> <div>Joanna (2, 4)</div>	<div><div>2 hats total: Product creator (2 activities)</div><div>Working with 4 other team members</div><div><div>Melissa (2)</div><div>Designing Role</div><div>Model Reports</div><div>Building Racial</div><div>Healing Website</div></div><div><div>Jenny (1)</div><div>Building Racial</div><div>Healing Website</div></div><div><div>Karla (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Shanna (1)</div><div>Designing Role</div><div>Model Reports</div></div></div>	<div></div> <div>Shanna (2, 6)</div>	<div><div>2 hats total: Product creator, researcher</div><div>Working with 6 other team members</div><div><div>Melissa (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Joanna (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Karla (1)</div><div>Designing Role</div><div>Model Reports</div></div><div><div>Jenny (1)</div><div>Managing Think Tank</div></div><div><div>Amanda (1)</div><div>Managing Think Tank</div></div><div><div>Cat (1)</div><div>Managing Think Tank</div></div></div>



Collecting participatory info from team members

1. What do you want to work on?

“What games do you want to play?”

Number next to each activity indicates how many people are currently working on it

- ☐ Managing Think Tank (3)
- ☐ Designing Role Model Reports (4)
- ☐ Building Twisterland (6)
- ☐ Adding Playbook research to Think Tank (1)
- ☐ Adding RMR research to Think Tank (1)
- ☐ Building Racial Healing Website (3)
- ☐ Writing Plot Twisters Playbook (3)
- ☐ Developing Plot Twisters digital ecosystem (2)
- ☐ Developing business relationships (1)
- ☐ Managing studio operations (1)

Add your own (begin with verb)

If someone adds their own activity to work on, they will be 1) the automatic facilitator, and 2) working on it alone until someone else works on it with them.

Do they have a plan for working it alone?

Does it have to follow certain rules outlined in the Playbook?

Does it have to be “approved” by a certain number of other people in the studio?

2. For the activities you choose, who will you work on them with?

“Who do you want to play with?”

Let’s say you chose the following “games to play”:

- ☒ Adding Playbook research to Think Tank (1)
- ☒ Building Twisterland (6)
- ☒ Managing Think Tank (3)
- ☒ Designing Role Model Reports (4)
- ☒ Writing Plot Twisters Playbook (3)

Pick the first people you want to meet with

Soccer balls next to the activity indicate that team member is the faciliator of that activity

The people you first meet with may not be the people you establish consistent relationships with.

Also, some activities may involve groups of people, so even if you choose just one person to work with, you may end up working with multiple people.

Ideally, there is a dashboard that allows every member to report which relationships you are consistently maintaining.

Adding Playbook research to Think Tank (1)



Cat

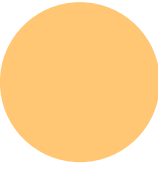
Managing Think Tank (3)



Jenny



Amanda



Shanna

Writing Plot Twisters Playbook (3)



Cat



Jenny



Isaac

Designing Role Model Reports (4)



Melissa



Shanna



Joanna



Karla

Building Twisterland (6)



Jenny



Nick



Cat



Amanda



Sanjana



Isaac



Illustration samples

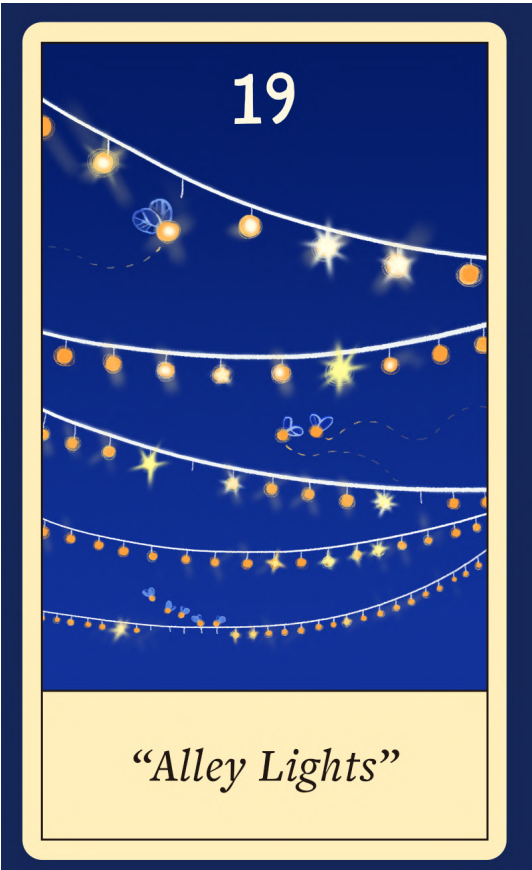
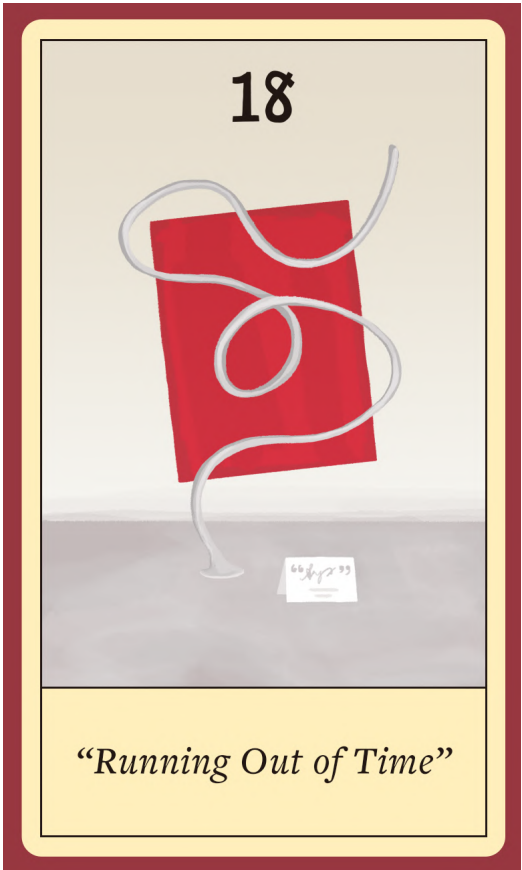
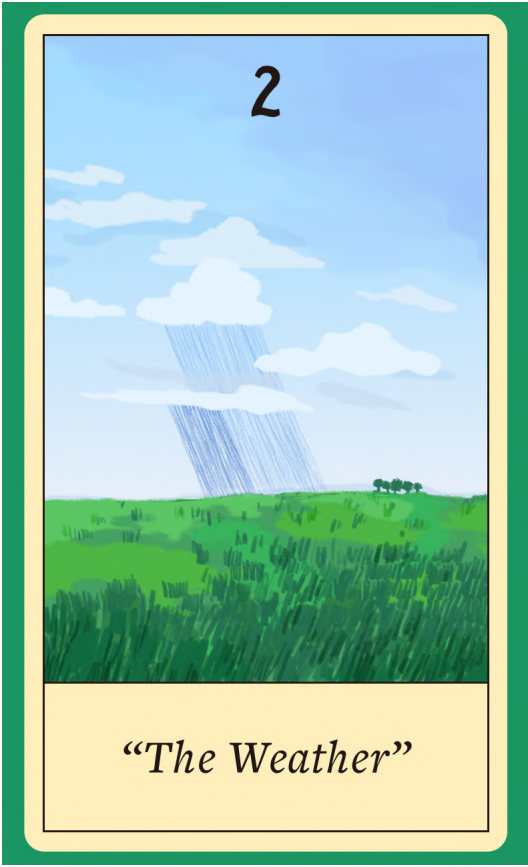
Playbook and organizational website will involve some of Jenny's illustrations to explain concepts through metaphors (like the soccer ball) and express the playful culture of our community

Jenny's visuals examples of world-building

Illustration from one of our projects, an online self-reflection game called Twisterland



Cards to represent reflection activities in Twisterland



Our website's hero image



A character sketch for our game, Twisterland

