

**ONBOARD QUEST: STRIVE TO THRIVE**

<h3>The Problem</h3>
My company needs to onboard and inform new hires in a consistent manner that gets them integrated and productive, and aligned with their teams goals. Our companies motto is Everyone deserves to Thrive at work.

<h3>Business Objectives</h3>	
<b>Measurable</b>	<b>Intangible</b>
<ul style="list-style-type: none"> <li>Engage in program / Complete Program</li> <li>Survey results following program</li> <li>Participants will create a personal action plan with their manager</li> <li>Participants will accumulate a certain level of points.</li> </ul>	<ul style="list-style-type: none"> <li>Happy / healthier culture with employees knowing each other better</li> <li>Deeper understanding of roles, tools and policies at Company</li> <li>New Employees “THRIVE” more quickly</li> </ul>

<h3>Learning Persona</h3>		
<b>Adventure</b>	<b>Interdependence</b>	<b>Status</b>
The desire to explore and take risks	The desire to trust others to meet one’s needs	The desire for respect based on recognition

<h3>Narrative</h3>	
CHARACTER: Who is your main character and what is your character like.	Our main character is an explorer who is on a quest to gather the knowledge (treasure) they need to THRIVE.
CHALLENGE: What challenge or problem must your character solve?	Our explorer must navigate 6 Levels as they strive to T-H-R-I-V-E. On each level they will have different challenges and rewards. They must successfully explore each level, and accumulate enough treasure (points) to get to THRIVE.
MOTIVATION: What is motivating your character to solve the challenge	They need to complete the Thrive to Strive Onboard quest so they are equipped to Embark! In the final stage, the explorer will have the opportunity to meet with the world’s founder and other explorers and compare points and experiences. Possible awarding of SWAG to new employees who complete the quest, but not sure.

<p>SETTING: Where and when does your story take place</p>	<p>The quest takes place in a virtual world, where the player must navigate through six levels and complete tasks (treasure/points) related to company culture, policies, and procedures. The game is designed to be both informative and fun, allowing new employees to learn about the company while enjoying themselves.</p>
<p>OBSTACLES: What obstacles stand in your character's way?</p>	<p>Getting through all the challenges and different terrain. Our hero will need to navigate through the following terrains.</p> <p><b>TREASURE TUNDRA:</b> Our hero will start in the Tundra, looking for treasure. The hero will dig into the company's "treasures", their product and services. As they learn and answer questions, they will collect points, and progress to the next level.</p> <p><b>HOW-TO HILL:</b> As they climb this hill, they hero will discover where to find Policies and Procedures, and answer questions about responsibilities related to security and other policies. Again points will be accumulated and the ability to progress to the next level.</p> <p><b>RESOURCE REEF:</b> Here our hero will dive into the resources they might need to do their job, and how to request access to them, they will explore the company's intranet, slack channels, and other key resources used. As they continue their exploration, they will continue to gather points and the ability to progress to the next level.</p> <p><b>INDIVIDUAL ISLAND:</b> Our hero will have the opportunity to update their profiles, set up 1:1 meetings with manager, introduce themselves to the rest of the company with their manager's help on Slack and be sure they have a plan to Strive and Thrive before progressing to the last levels.</p> <p><b>VALUES and VIBE VOLCANO:</b> The treasure on this level is all about the company culture. As our hero navigates this terrain, they will pick up treasures/points related to understanding the company culture, values, and opportunities to engage with the company.</p> <p><b>ENGAGE AND EMBARK:</b> In this final level, the hero will have arrived at the last level. Here they will encounter a company founder and other new employee adventurers, where they will reflect on what they've experienced. After successfully completing this level the employee will be recognized, and possibly receive some new-employee SWAG.</p>
<p>CLIMAX: How does your character finally solve the challenge?</p>	<p>By navigating the levels, accumulating a certain number of points, and participating the in the final meeting with the founder.</p>
<p>OUTCOME: What is the outcome of the story?</p>	<p>Our hero is Ready to EMBARK. They are equipped to Thrive and launch their career at our company.</p>

<h2>Learning Outcomes</h2>	
Treasures	Respond/discuss to welcome video by CEO about the company and the value it brings Match Company's product and services to descriptions. Scavenger Hunt on the company website.
How-to	Recall where to find policies and procedures, Execute the Security protocols needed. Set up Gmail signature, and company letterhead.
Resources	Set up Slack profile, join the Slack channels (Kudos, General, etc). Match the purpose and name of the different slack channels. Have a scavenger hunt on the company intranet,
Individual	Update profile. Respond to welcome messages on General Slack channel. Set up 1:1 meetings with manager. Confirm with manager where documents and assets should live. Set up individual assignments on the intranet if applicable.
Vibe and Values	Respond/discuss video by VP of Culture and founder. Listen and respond to a company podcast. Share what corporate values mean to you. Watch and respond to a "Fri-yay" company shout out.
Embark	Meet with the wise cofounder (wizard?) who will share wisdom and insight. They will be joined by other new employees and the points leader will get a shout out.

<h2>Game Mechanics</h2>	
<ul style="list-style-type: none"> <li>• Achievements –</li> <li>• Discovery or Exploration – Participants will explore their company's environments via scavenger hunts in the company website and intranet.</li> <li>• Easter Eggs – will be hidden in the intranet</li> <li>• Gifting – may give SWAG, but not sure</li> <li>• LeaderBoard/Points – Will leverage Novoed and have points for different activities</li> <li>• Levels – will have levels</li> <li>• Mentorship – their will be a guide available to answer questions along the way</li> <li>• Social Pressure</li> <li>• Unlock – cannot move up a level without completing prior level.</li> </ul>	

## Aesthetics and Fun

Will have a map depicting the different levels (hills, reef, island, volcano, etc) and color coded levels with jewels or other treasure alongside each challenge. This graphic is a first start, but expect a much more elaborate map and descriptions.

The Novoed platform has a leaderboard/points built in.

Will have Easter Eggs, and the opportunity to leverage some of the fun communication tools at the company (like the #kudos channel, and fri-yay meetings).

This is going to be so fun!

