HORIZONS
OF THE FUTURE

- Work in the XXI century
- Foresight as a new perspective of career development - Horizons of the Future Project
- Measuring the competency gap as a method of diagnosis of future-orientation

beFORE Final Conference
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Analyse professions of the future with the game "Horizons of the future"

Rationale of the game

The game "Horizons of the future" allows the participants:

- To think about possible scenarios of the changes on the labour market

- To perceive the cause end effect relationships between individual elements of the world of the future and a selected industry

- To identify professional competences needed in alternative scenarios of the future, including "future proof" competences – useful in all future conditions

Course of the "Horizons of the future" game

Elements of the game

- Industry/profession and time horizon card
- Cards of scenarios
- Cards with ideas describing the scenario
- Cards of competences
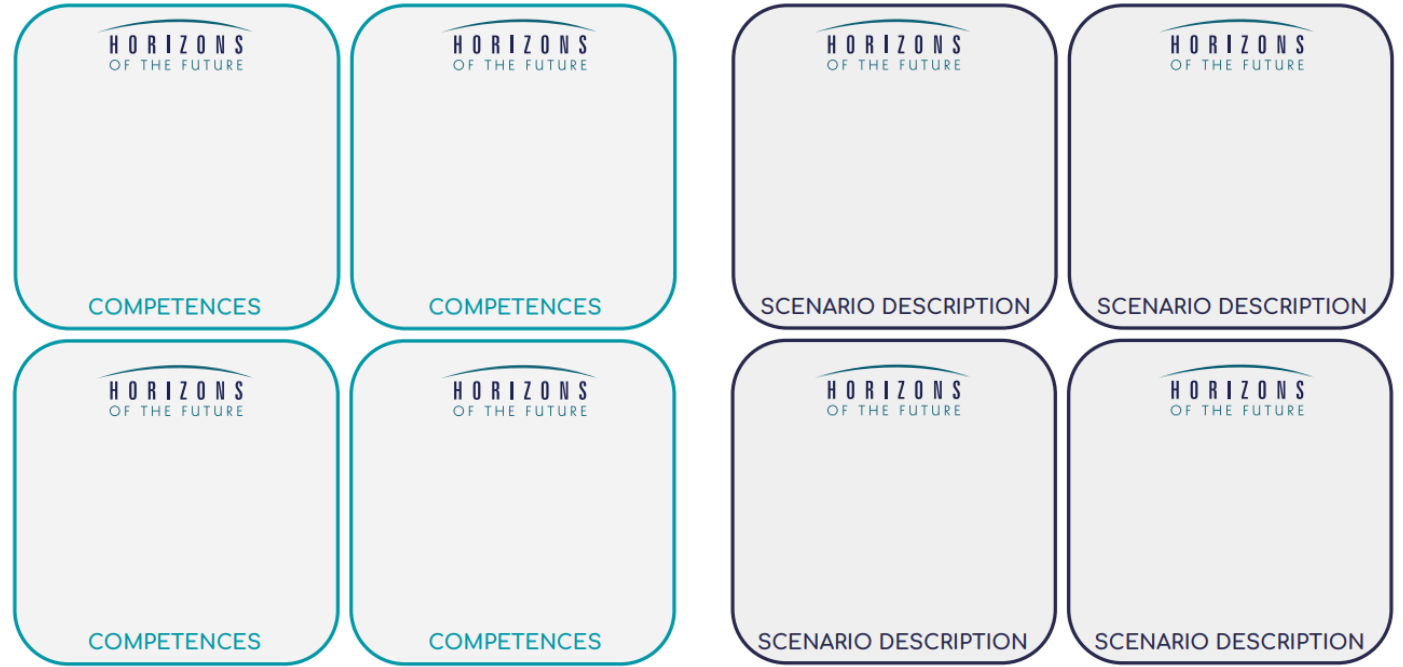
1. Choosing the industry or profession to discuss

Before the game starts, choose a specific industry or a profession, the future of which you would like to talk about.

e.g. automotive industry or an accountant profession

2. Time horizon selection

In the next step, decide in which time perspective you would like to talk about. The longer time horizon, the greater possible changes may be considered, and more issues to discuss may be generated.

e.g. year 2050

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PROFESSION/INDUSTRY:

....

YEAR:

....

3. Scenario selection

The first player chooses the scenario of the future, in which the discussion will take place. By default, the game contains four suggested scenarios:

- **Employee in the center**
- **Hyper-technological development**
- **Dictate of big corporations**
- **Crisis**

Participants of the game, as needed, can come up with a new set of the scenarios or can complete the set with an addtional one that they will determine at the workshop.

4. Description of the selected scenario

Scenarios on the cards are the titles themselves, so that there is a field to their interpretation in the context of the selected topic of disccusion. In order to outline a common understanding of the selected scenario, players sequentially specify their vision/ characterstics of the scenario on the description cards, that they place around the scenario card.

It is important that the elements of the description of the world are single, short sentences – the elements of the world, not its detailed description. For every reported idea written on a card, each player gets 1 point, which is noted by the facilitator.

Players arrange cards till they run out of their ideas or when the cards of description run out (the number of available cards can be agreed upon prior to each round).
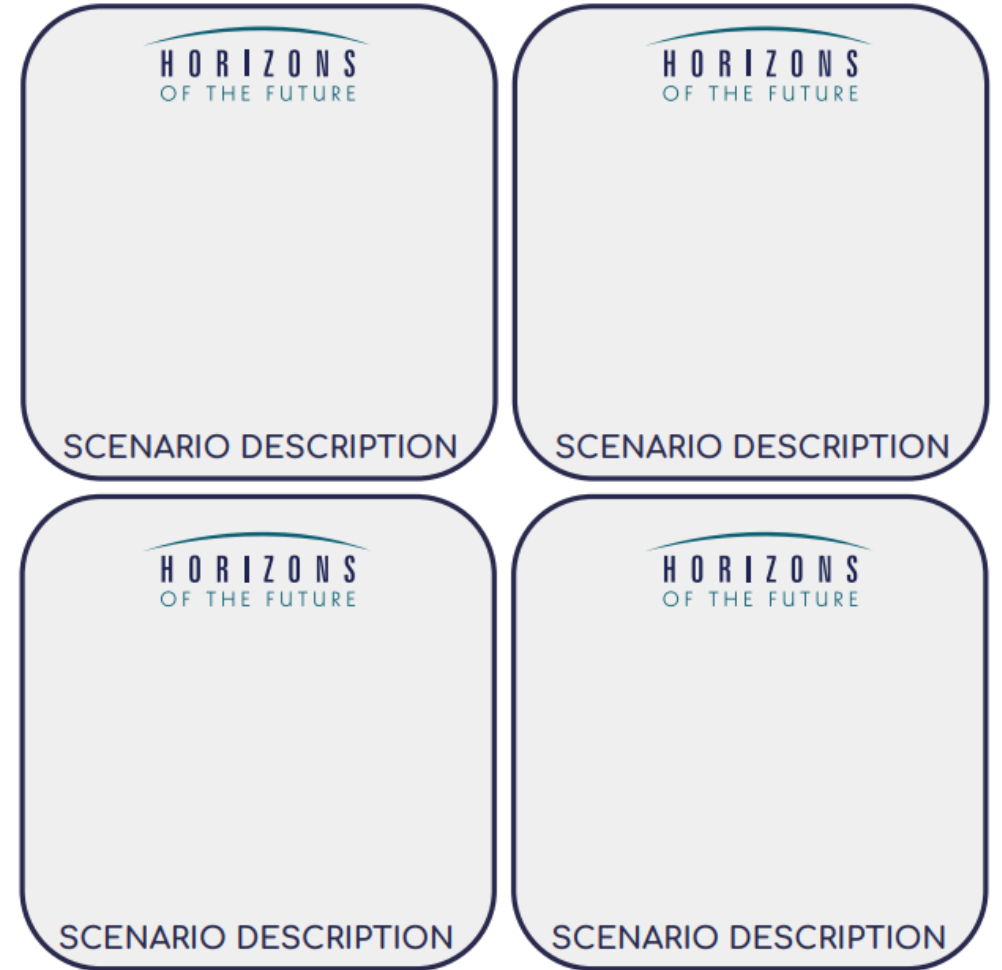
5. Identification of competences

In the next stage of the game, players identify the competences, which might be necessary for the given industry or profession, in the context of the previously defined scenario.

Players write them down on the "competence" cards and share them one-by-one in a similar way to the previous round when the descriptions of scenario were shared. For each competence card reported, each player gets a point, which is noted by the facilitator.

Players arrange cards till the run out of their ideas or when the cards of competences run out (the number of available cards can be agreed upon prior to each round).
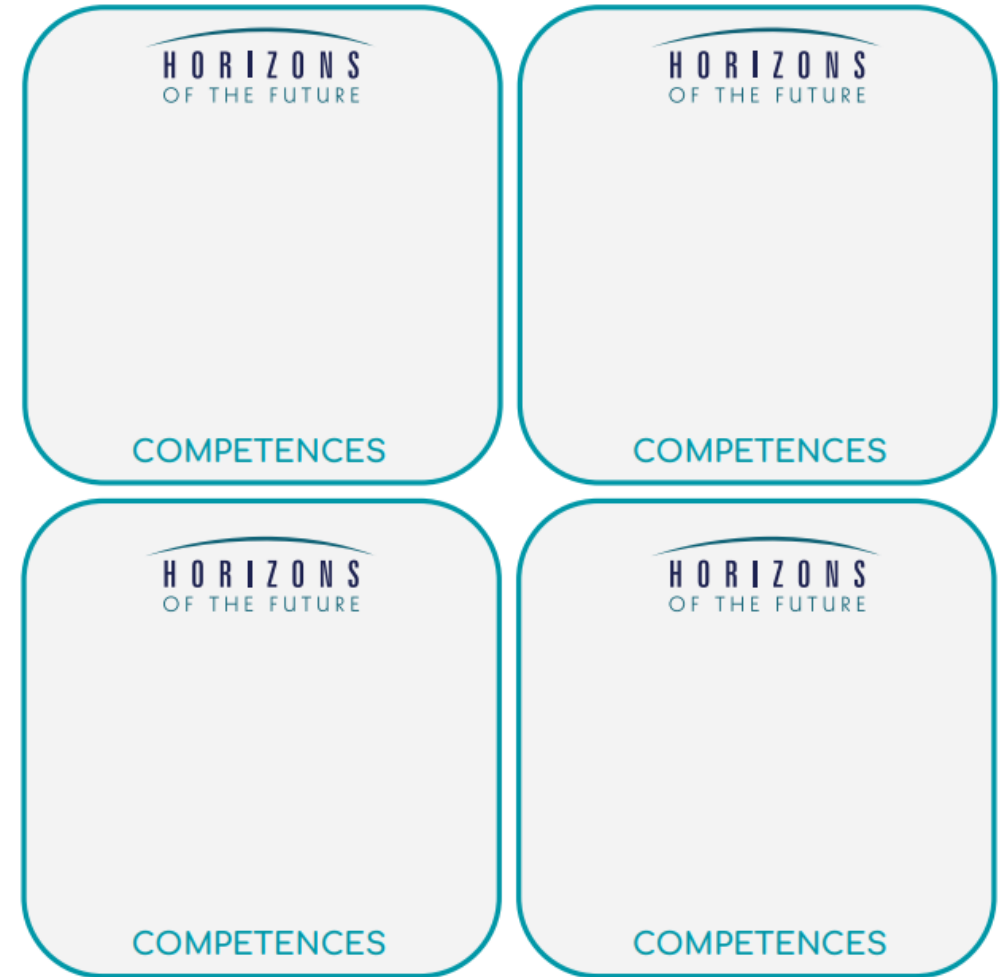
6. Scenario selection...

Running out of the cards of competences starts the next stage of the game, in which the next player chooses a different scenario. Then, the round is played analogously as before, until all four scenarios will be analyzed or the game time will run out.

After the game...

It is worth considering and discussing (at a table and/or in plenary) the differences between competences, which were indicated as necessary for various scenarios. Sharing other conclusions and reflections that occurred as a result of the game is also encouraged. Have common competences emerged for different scenarios? Did something particularly surprise someone? How conclusions of the game may translate into decisions that should be taken in the present?

If more groups took part in the game, it is definitely also worth to see what interesting ideas and conclusions appeared in other groups and reflect about the differences.

Let's start the game!