Jules



As an NGO project manager, you juggle fieldwork, advocacy, and burnout. Your decade of experience is crucial for marine conservation.

Your astrology course unexpectedly connected you to a network of spiritual eco-activists. During the second turn, you can take one extra **Society block** and place it on a Marine crisis.

+1

Sam



As a sustainable farmer in a cooperative, you balance economic viability with environmental stewardship. Your community roots give you credibility.

Your cooperative's success story inspired neighbouring farms to adopt green and blue practices. During the second turn, you can take one extra **Society block** and place it on a freshwater crisis.

+1

Robin



As a lobbyist with a scientific background, you navigate political circles to promote sustainable economic policies.

Your behind-the-scenes negotiations secured corporate backing for green initiatives. During the second turn, you can take one extra **Society block** and support any crisis.

+1

Sacha



As a veteran chief editor, you shape public discourse on environmental issues. Your newspaper's influence can make or break terrestrial conservation efforts.

Your editorial campaign shifted the national conversation on deforestation. During the second turn, you can take one extra **Society block** to support a terrestrial crisis.

+1

Xana



As a journalist covering biodiversity, you turn complex marine issues into viral stories. Your investigations expose threats to ocean life.

Your exhibition on illegal fishing went viral, galvanising public support. During the second turn, you can take one extra **Society block** to support a marine crisis.

+1

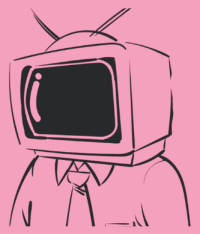
Gunnar



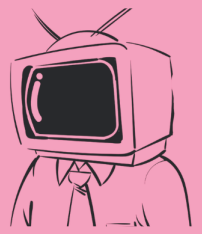
You are a history teacher in middle school. You know all about overexploitation of resources in civilisations. But you don't have much time to keep up with current research.

You receive a grant from a EU programme and use it to bring 2 classrooms of teenagers see what hapenned to the Aral Sea. During the second turn, take 1 extra Society block and place it on a freshwater crisis.

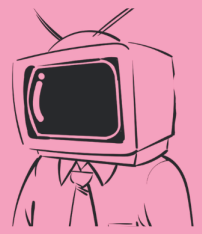
+1



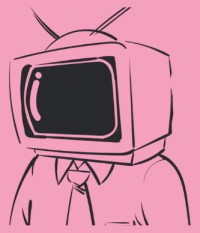
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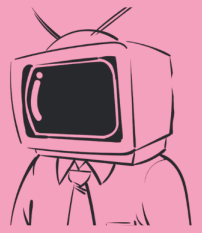
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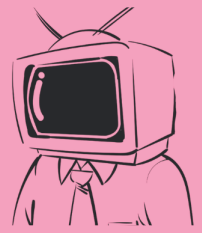
Role



Role



Role



Role

Charlie



With 15 years in water authorities and health, you influence policies directly. Your dual expertise makes you a key player in freshwater crises.

Your network of health and environmental experts is ready to mobilise. During the second turn, you can take one extra **Science block** to support a freshwater crisis.

+1

Pat



Mayor of a large municipality, your public relations background helps you unite diverse stakeholders. Being recently a grandparent, you focus on livable, green urban spaces.

Your city's participatory budgeting process unlocked funds for green infrastructure. During the second turn, you can take one extra **Society block** to support a terrestrial crisis.

+1

Jamie



At the Ministry of Economy, your expertise shapes fiscal policies. Divorced and childless, you dedicate yourself to balancing growth and sustainability.

Your financial model exposed inefficiencies in a rival's policy. During the second turn, you can move one **Policy block** from another player to a crisis you think will generate economic growth when solved.

Alex



Newly appointed to the Ministry of Agriculture and Fisheries, you apply your nutrition expertise to drive innovation in sustainable food systems.

You secured cross-departmental funding for agricultural innovation. During the second turn, you can take one extra **Society block** to support any crisis.

+1

Aljoša



At the Ministry of Environment, your academic background in nature conservation guides your decisions.

A sudden budget surplus allows you to fund urgent water projects. During the second turn, you can take two extra **Policy blocks** to support a freshwater crisis.

+2

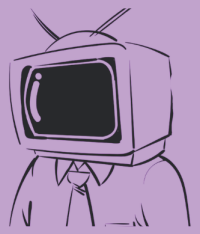
Antonia



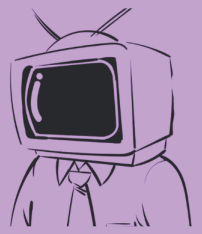
You are a doctor in a hospital. Every day, you treat patients suffering from illnesses caused by environmental factors.

You have helped one of your patients to have their cancer recognised as an occupational illness. **Take one Society block** and place it on a crisis where at least 2 Science blocks are already present.

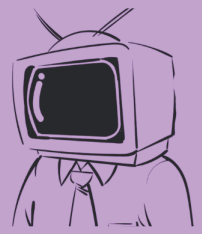
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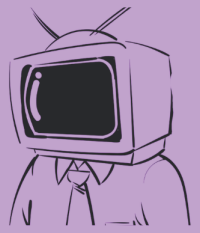
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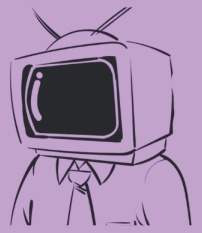
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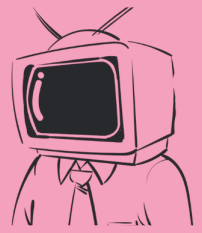
Role



Role



Role



Role

Prof. M



A marine biologist with 15 years in international NGOs, you fight for social justice and ocean conservation. Your advocacy is backed by global field experience.

Your NGO's campaign shifted public attention to marine protection. During the second turn, you can take one extra **Society block** to support a marine crisis.

+1

Dr. C



As a social scientist studying power dynamics in biodiversity management, you balance teaching and advocacy. Your work exposes how political decisions impact terrestrial ecosystems.

Your latest publication on land-use conflicts gained unexpected media traction. During the second turn, you can take one extra **Society block** to support a terrestrial crisis.

+1

Dr. J



An economist specialised in monetising ecosystem services, you advise policymakers across Europe. Your consultancy bridges science and economic policy.

Your cost-benefit analysis just convinced a major investor to fund green solutions. During the second turn, you can take one extra **Science block** to support a crisis you think will generate economic growth when solved.

+1

Dr. S



Traumatised by your family dog's death from swimming in a contaminated river, you now specialise in lake eutrophication.

Your lab just secured funding for a new water quality monitoring tool. During the second turn, you can take one extra **Science block** to support a freshwater crisis only.

+1

Dr. M



With 30 years studying peatland ecosystems, you're a leading voice on wetland conservation. Your expertise is critical for preserving terrestrial biodiversity.

Your decades-long field data can discredit flawed policies. During the second turn, you can remove one **Policy block** from a terrestrial crisis.

-1



Role



Role



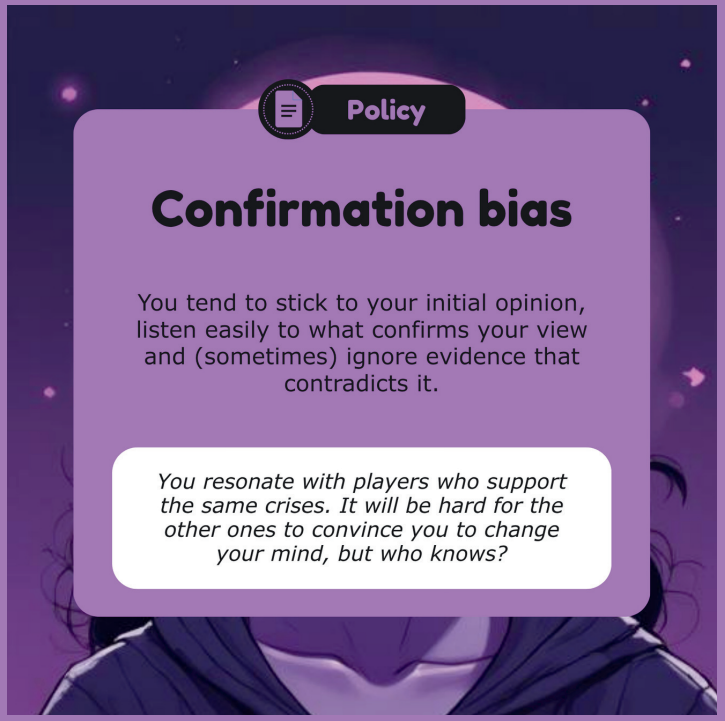
Role



Role



Role



Policy

Confirmation bias

You tend to stick to your initial opinion, listen easily to what confirms your view and (sometimes) ignore evidence that contradicts it.

You resonate with players who support the same crises. It will be hard for the other ones to convince you to change your mind, but who knows?

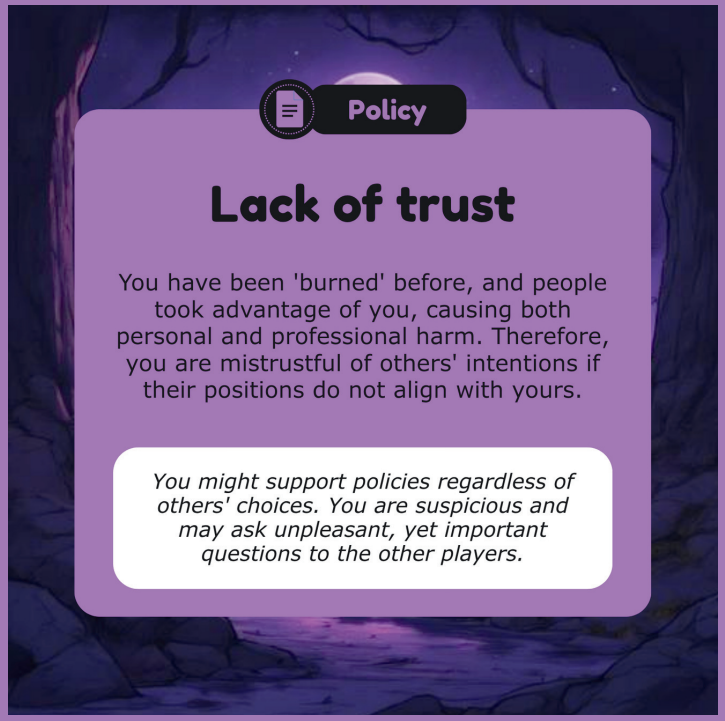


Policy

Short term memory

You tend to empathise with most recent events and genuinely want to put their causes on your political agenda. However, each time something new comes up, your focus and support shift quickly to that.

You support crises that are the most short-term. You are sensitive to other players' arguments and may change your mind quickly.

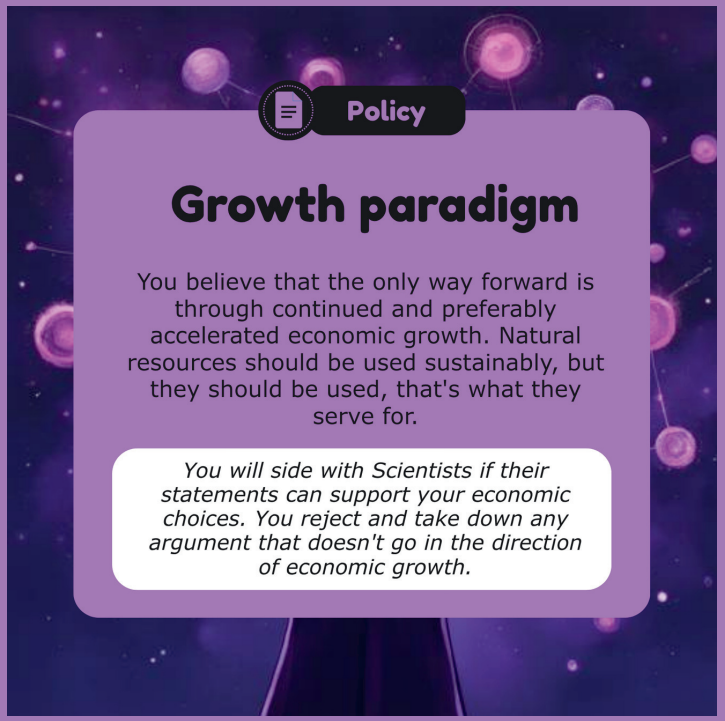


Policy

Lack of trust

You have been 'burned' before, and people took advantage of you, causing both personal and professional harm. Therefore, you are mistrustful of others' intentions if their positions do not align with yours.

You might support policies regardless of others' choices. You are suspicious and may ask unpleasant, yet important questions to the other players.

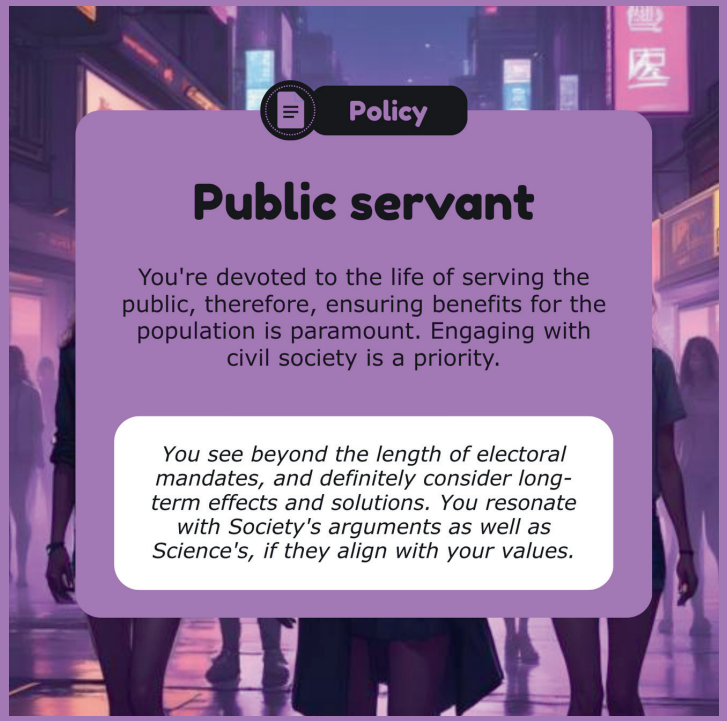


Policy

Growth paradigm

You believe that the only way forward is through continued and preferably accelerated economic growth. Natural resources should be used sustainably, but they should be used, that's what they serve for.

You will side with Scientists if their statements can support your economic choices. You reject and take down any argument that doesn't go in the direction of economic growth.

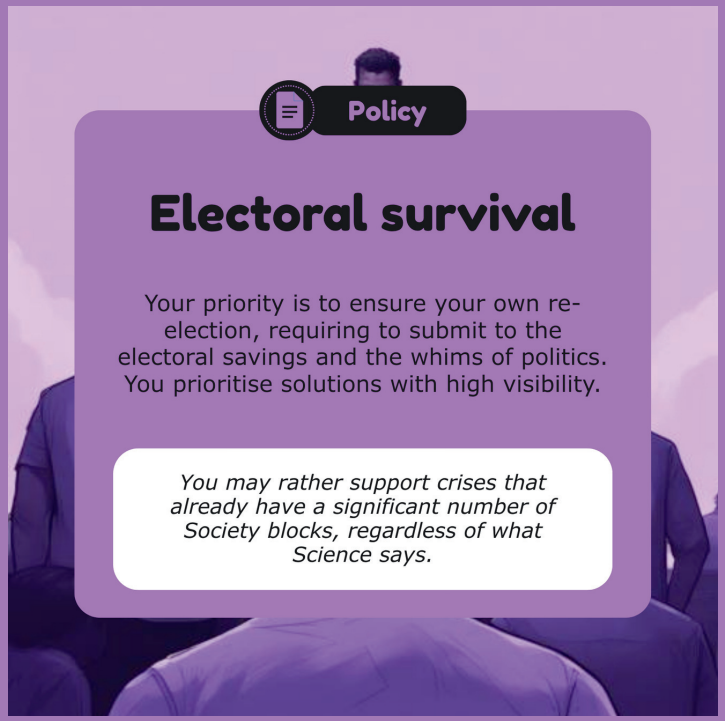


Policy

Public servant

You're devoted to the life of serving the public, therefore, ensuring benefits for the population is paramount. Engaging with civil society is a priority.

You see beyond the length of electoral mandates, and definitely consider long-term effects and solutions. You resonate with Society's arguments as well as Science's, if they align with your values.



Policy

Electoral survival

Your priority is to ensure your own re-election, requiring to submit to the electoral savings and the whims of politics. You prioritise solutions with high visibility.

You may rather support crises that already have a significant number of Society blocks, regardless of what Science says.



Human Factor



Human Factor



Human Factor



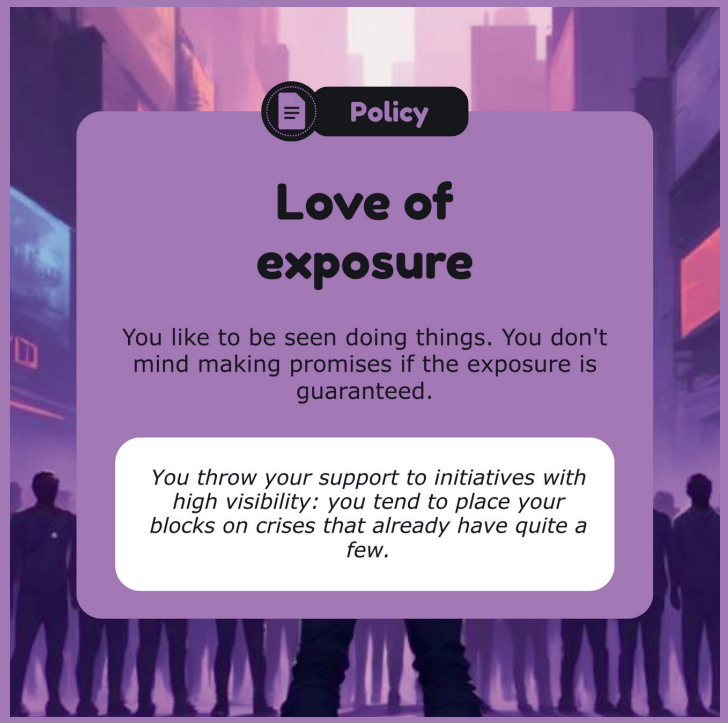
Human Factor



Human Factor



Human Factor



Policy

Love of exposure

You like to be seen doing things. You don't mind making promises if the exposure is guaranteed.

You throw your support to initiatives with high visibility: you tend to place your blocks on crises that already have quite a few.

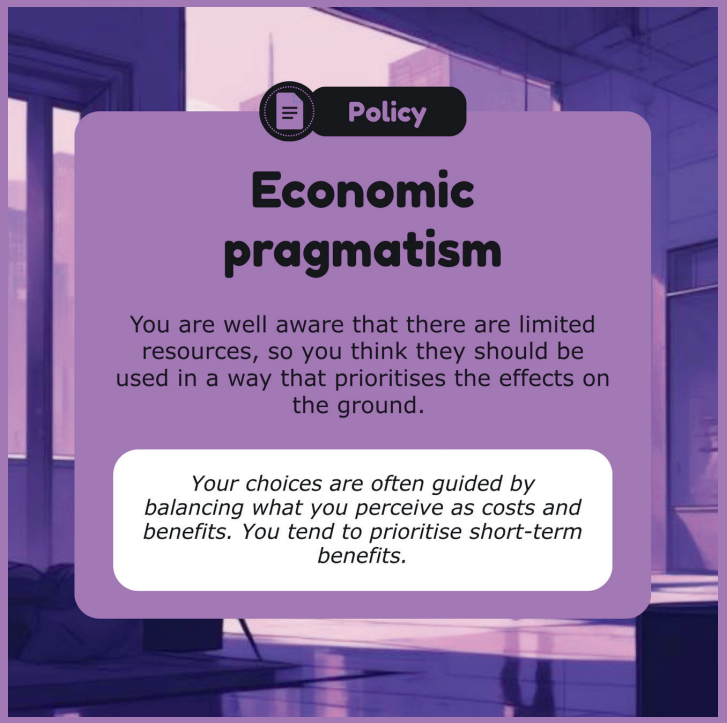


Policy

Caution

The choices you are making affect a lot of people and you want to be absolutely sure you are making the right decision. Therefore, getting reliable evidence is paramount.

You tend to support crises that already have Science blocks. However, you are also sensitive to what Society has to say.

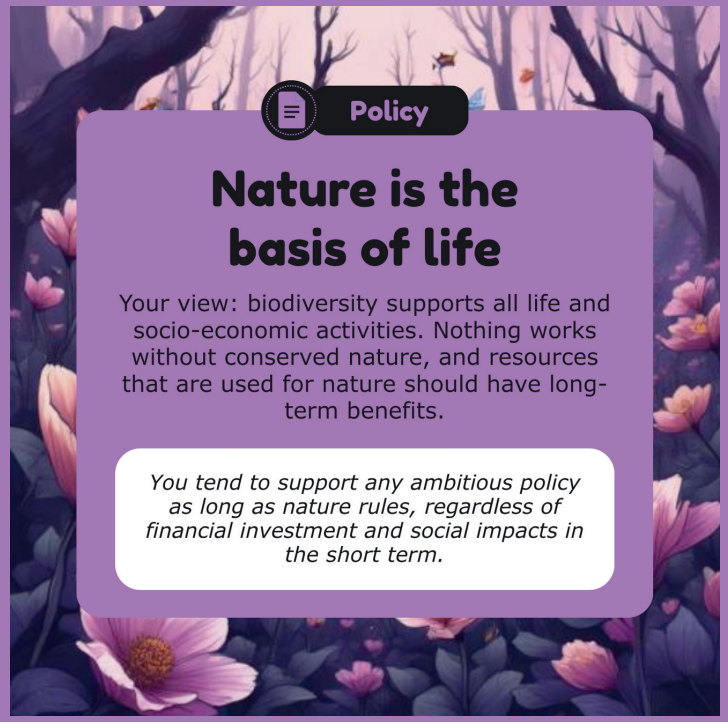


Policy

Economic pragmatism

You are well aware that there are limited resources, so you think they should be used in a way that prioritises the effects on the ground.

Your choices are often guided by balancing what you perceive as costs and benefits. You tend to prioritise short-term benefits.



Policy

Nature is the basis of life

Your view: biodiversity supports all life and socio-economic activities. Nothing works without conserved nature, and resources that are used for nature should have long-term benefits.

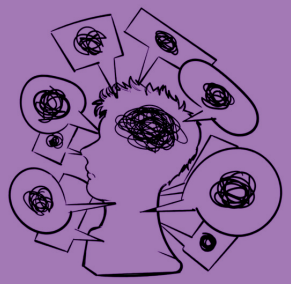
You tend to support any ambitious policy as long as nature rules, regardless of financial investment and social impacts in the short term.



Human Factor



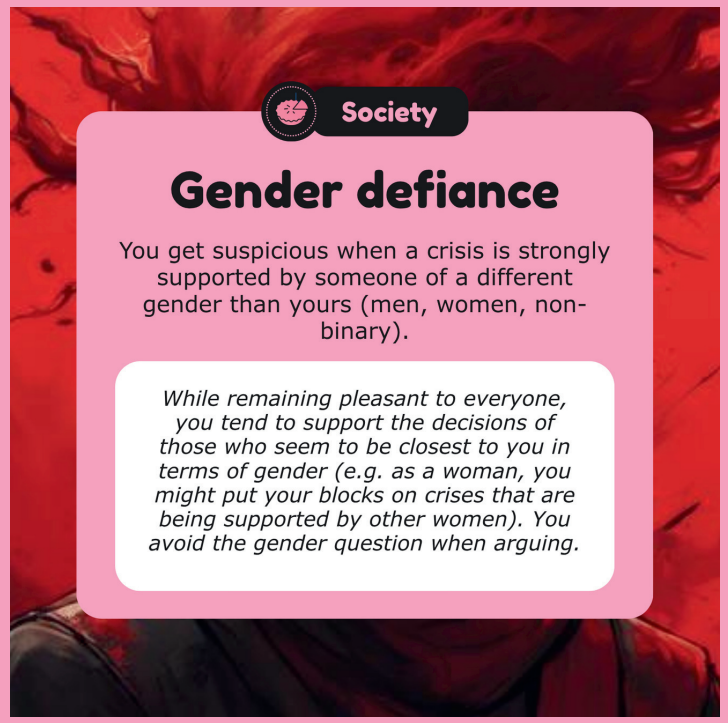
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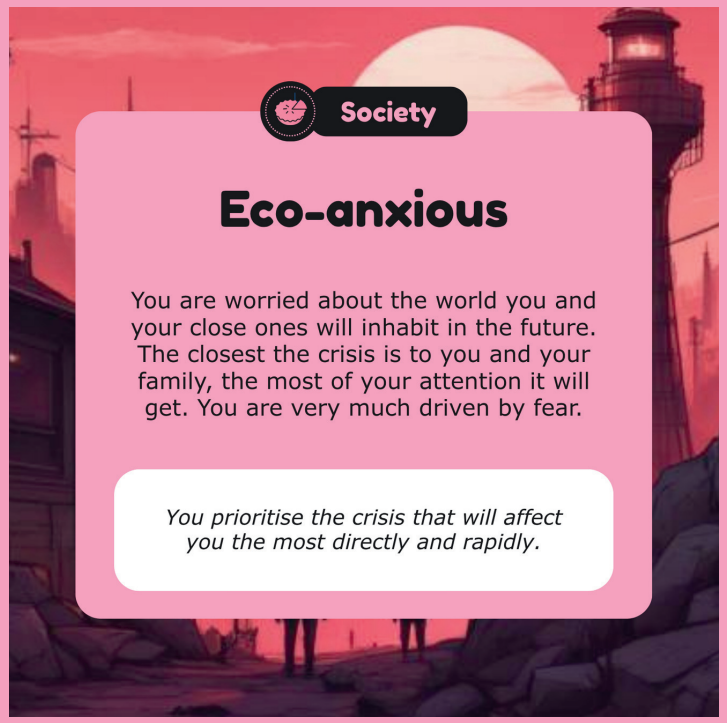


Society

Gender defiance

You get suspicious when a crisis is strongly supported by someone of a different gender than yours (men, women, non-binary).

While remaining pleasant to everyone, you tend to support the decisions of those who seem to be closest to you in terms of gender (e.g. as a woman, you might put your blocks on crises that are being supported by other women). You avoid the gender question when arguing.



Society

Eco-anxious

You are worried about the world you and your close ones will inhabit in the future. The closest the crisis is to you and your family, the most of your attention it will get. You are very much driven by fear.

You prioritise the crisis that will affect you the most directly and rapidly.

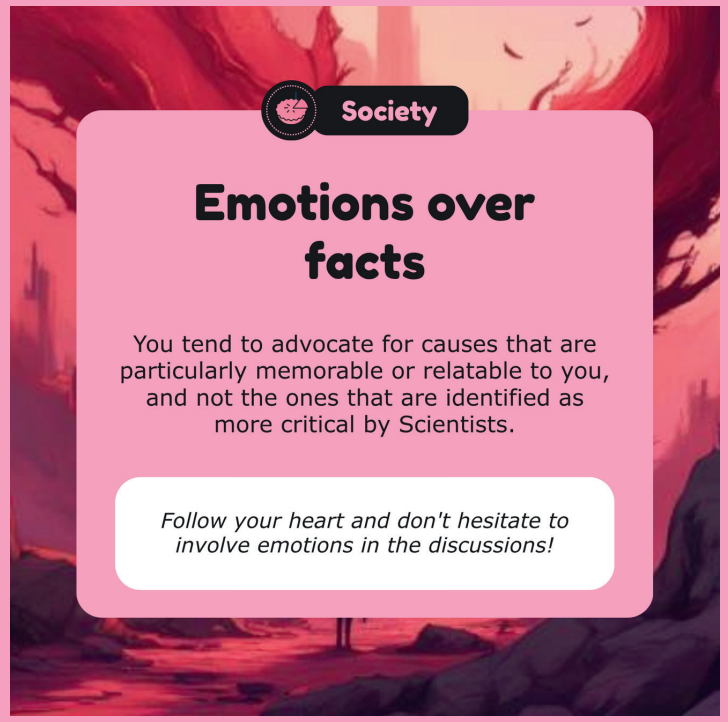


Society

Conspiracy theorist

You tend to distrust official statements and mainstream narratives. For you, Science and Policy alignment are often seen as suspicious. You tend to be radical.

You are driven by emotions and can be influenced by specific media. Avoid placing your blocks where both Science and Policy blocks are present, prefer crises that already have Society blocks.

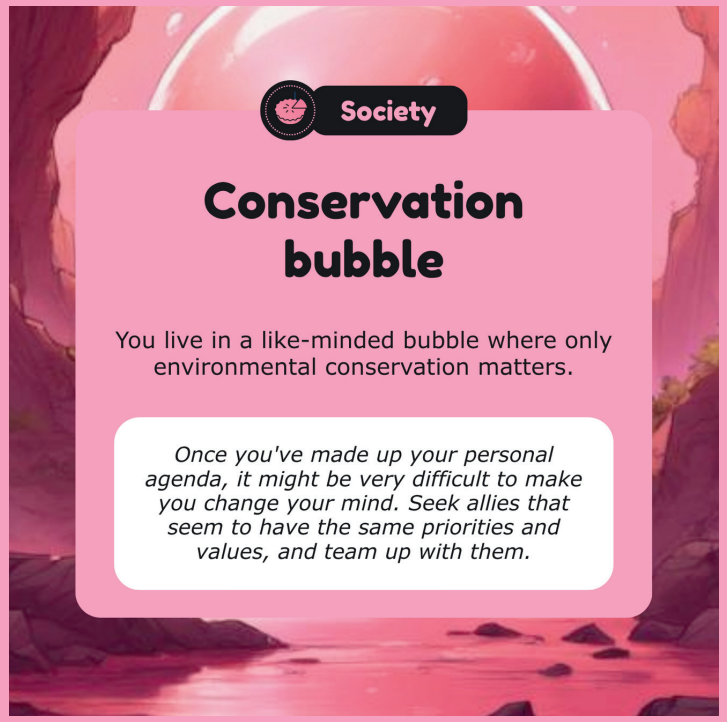


Society

Emotions over facts

You tend to advocate for causes that are particularly memorable or relatable to you, and not the ones that are identified as more critical by Scientists.

Follow your heart and don't hesitate to involve emotions in the discussions!



Society

Conservation bubble

You live in a like-minded bubble where only environmental conservation matters.

Once you've made up your personal agenda, it might be very difficult to make you change your mind. Seek allies that seem to have the same priorities and values, and team up with them.

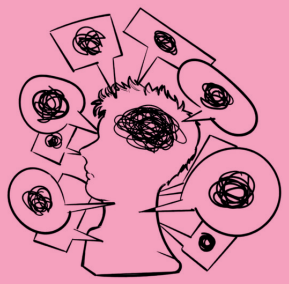


Society

Financial interest

You are interested in maximising financial output for yourself and your colleagues.

Analyse any crisis through a financial lens, guided solely by your personal financial interests.



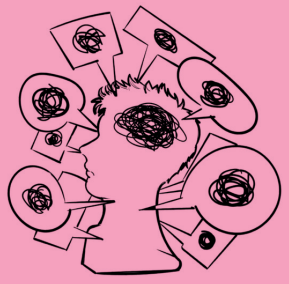
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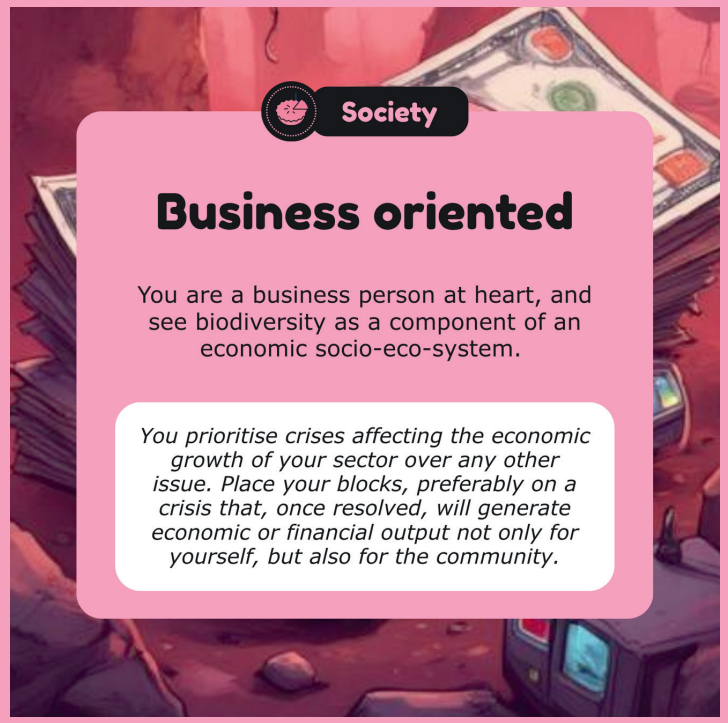
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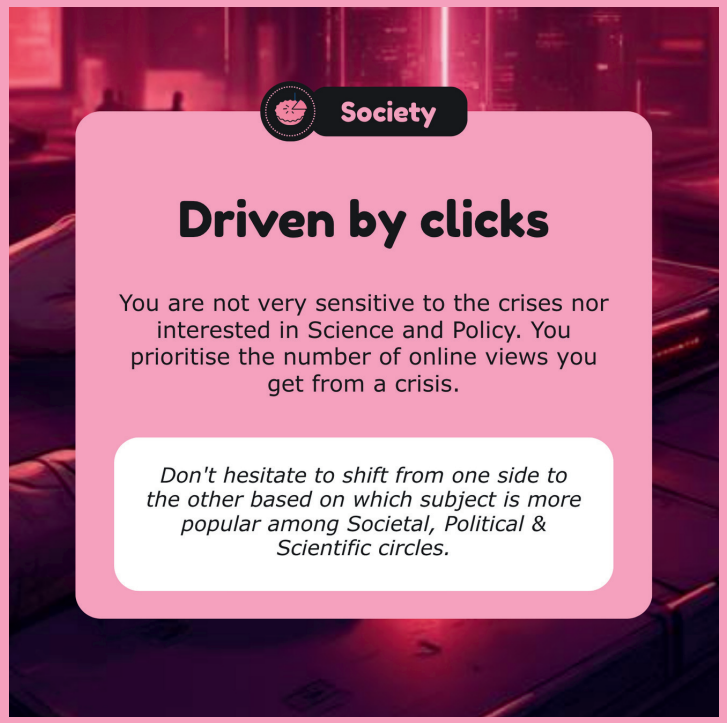


Society

Business oriented

You are a business person at heart, and see biodiversity as a component of an economic socio-eco-system.

You prioritise crises affecting the economic growth of your sector over any other issue. Place your blocks, preferably on a crisis that, once resolved, will generate economic or financial output not only for yourself, but also for the community.



Society

Driven by clicks

You are not very sensitive to the crises nor interested in Science and Policy. You prioritise the number of online views you get from a crisis.

Don't hesitate to shift from one side to the other based on which subject is more popular among Societal, Political & Scientific circles.

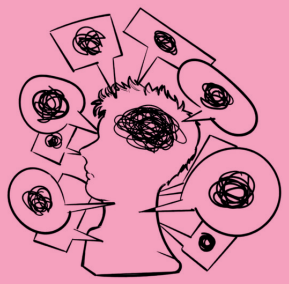


Society

Nature without humans

You favour environmental crises over any other, you do not consider social and/or economic impacts.

You may place your blocks on crises that, once resolved, will result in nature conservation. Don't hesitate to question other players' narratives on economic impacts.



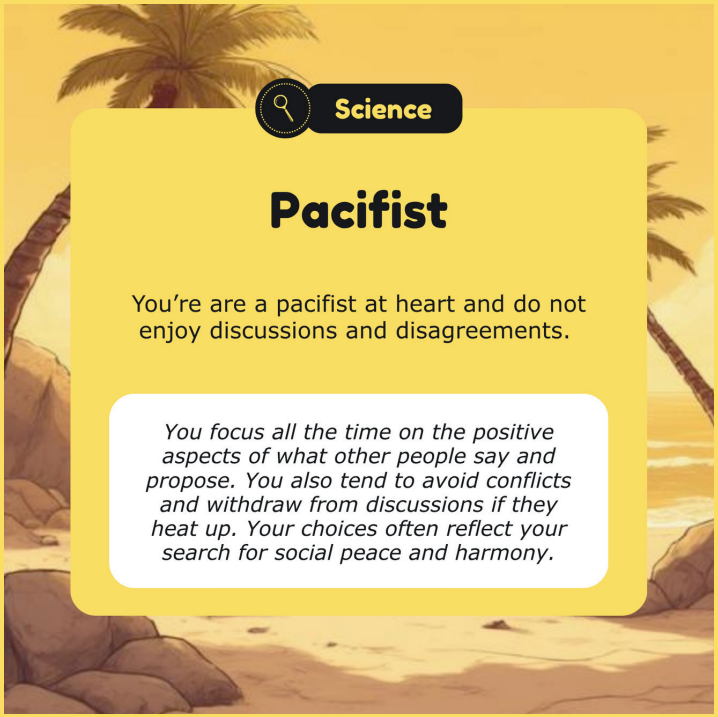
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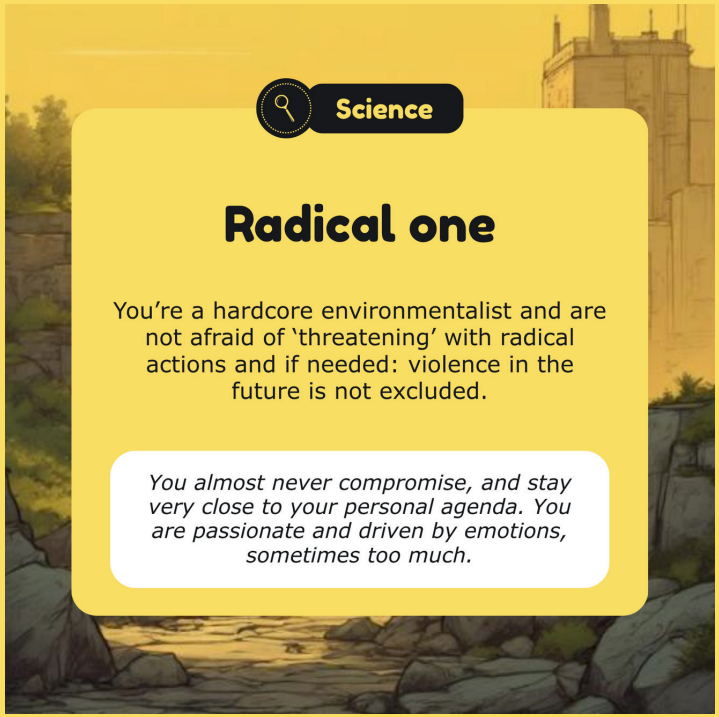


Science

Pacifist

You’re are a pacifist at heart and do not enjoy discussions and disagreements.

You focus all the time on the positive aspects of what other people say and propose. You also tend to avoid conflicts and withdraw from discussions if they heat up. Your choices often reflect your search for social peace and harmony.

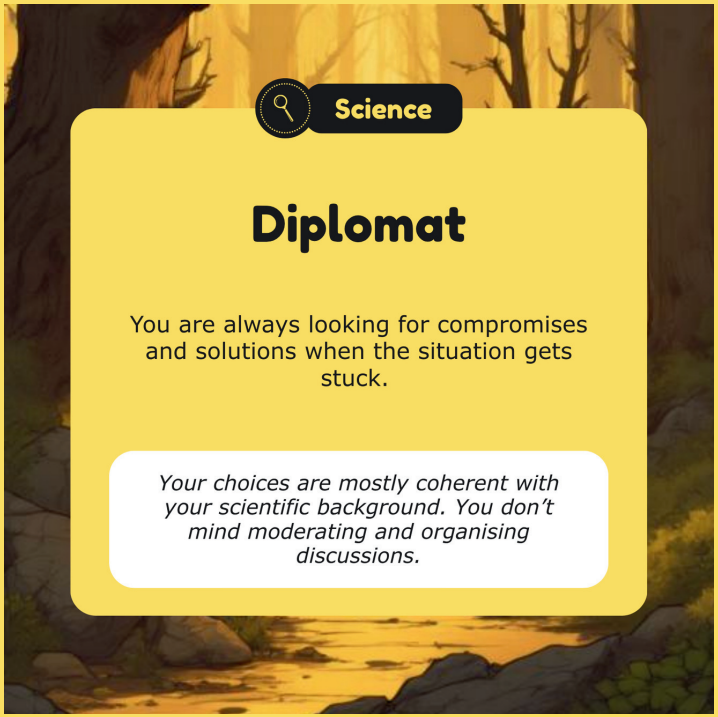


Science

Radical one

You’re a hardcore environmentalist and are not afraid of ‘threatening’ with radical actions and if needed: violence in the future is not excluded.

You almost never compromise, and stay very close to your personal agenda. You are passionate and driven by emotions, sometimes too much.

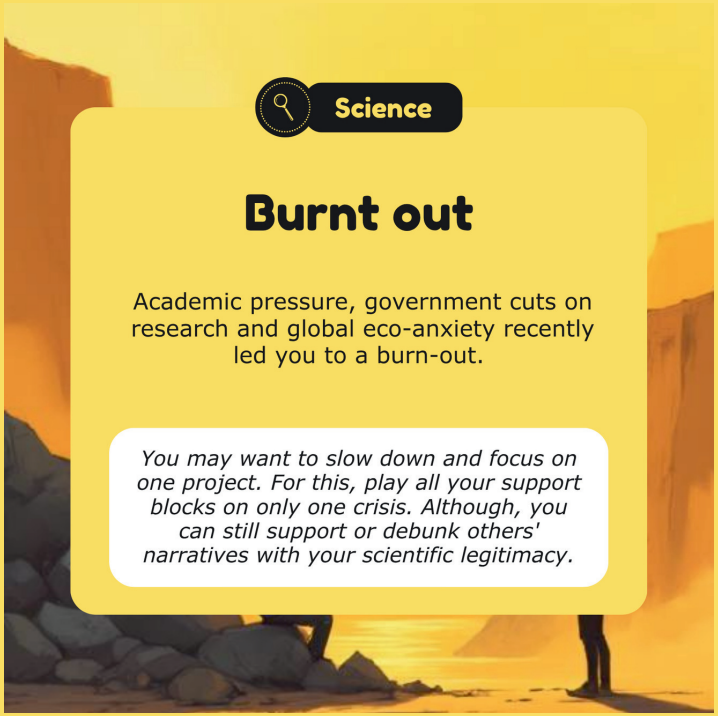


Science

Diplomat

You are always looking for compromises and solutions when the situation gets stuck.

Your choices are mostly coherent with your scientific background. You don’t mind moderating and organising discussions.

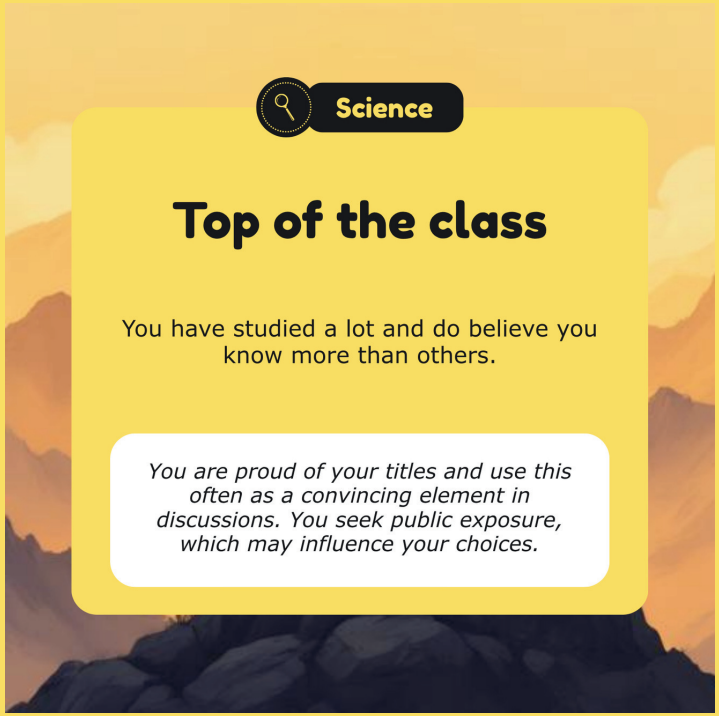


Science

Burnt out

Academic pressure, government cuts on research and global eco-anxiety recently led you to a burn-out.

You may want to slow down and focus on one project. For this, play all your support blocks on only one crisis. Although, you can still support or debunk others' narratives with your scientific legitimacy.

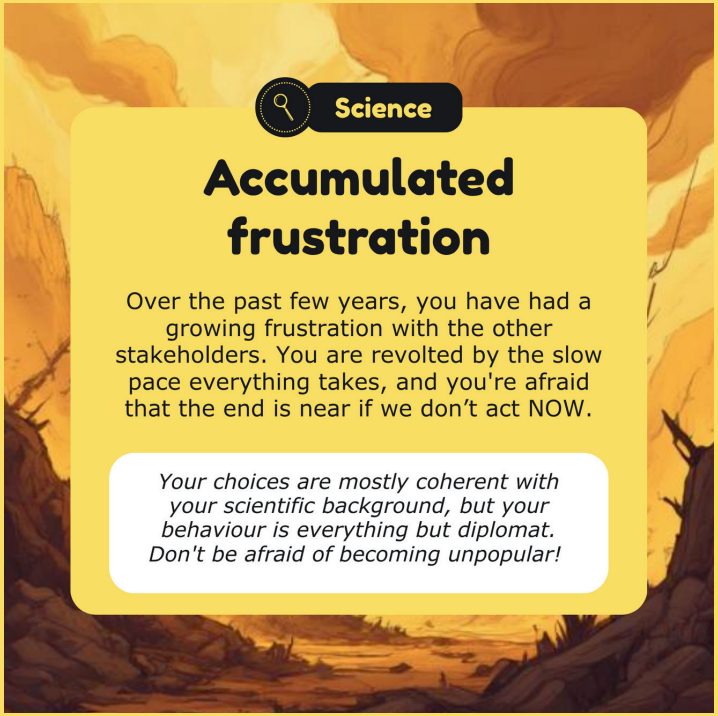


Science

Top of the class

You have studied a lot and do believe you know more than others.

You are proud of your titles and use this often as a convincing element in discussions. You seek public exposure, which may influence your choices.



Science

Accumulated frustration

Over the past few years, you have had a growing frustration with the other stakeholders. You are revolted by the slow pace everything takes, and you're afraid that the end is near if we don’t act NOW.

Your choices are mostly coherent with your scientific background, but your behaviour is everything but diplomat. Don't be afraid of becoming unpopular!



Human Factor



Human Factor



Human Factor



Human Factor



Human Factor



Human Factor

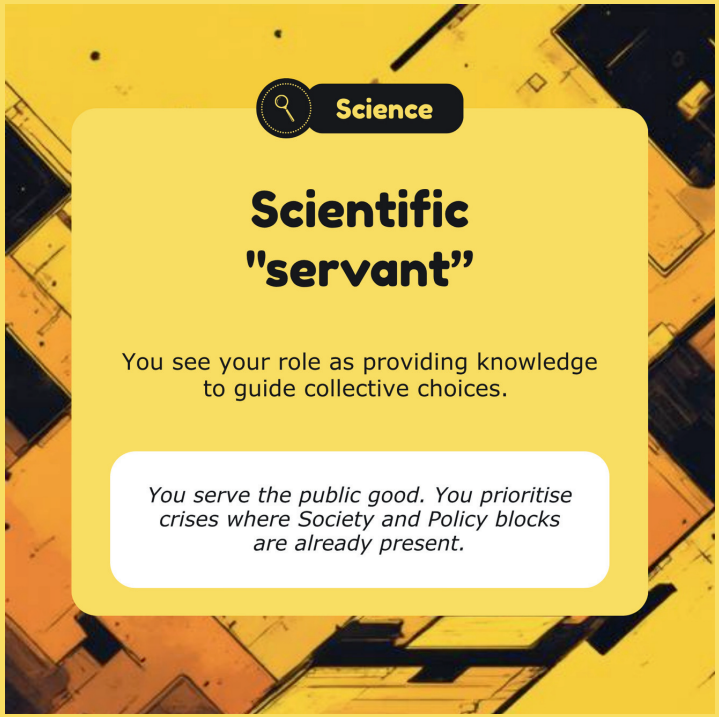


Science

Cynism

You are a very cynical person and uses a lot of irony and sarcasm when things do not go the way you would like them to go. Deep in your heart, you feel despair for biodiversity crises and still care very much about them.

Your decisions might be erratic and driven by bitterness. Your scientific objectivity is sometimes distorted by negative emotions. You might be inspired by radical characters.



Science

Scientific "servant"

You see your role as providing knowledge to guide collective choices.

You serve the public good. You prioritise crises where Society and Policy blocks are already present.

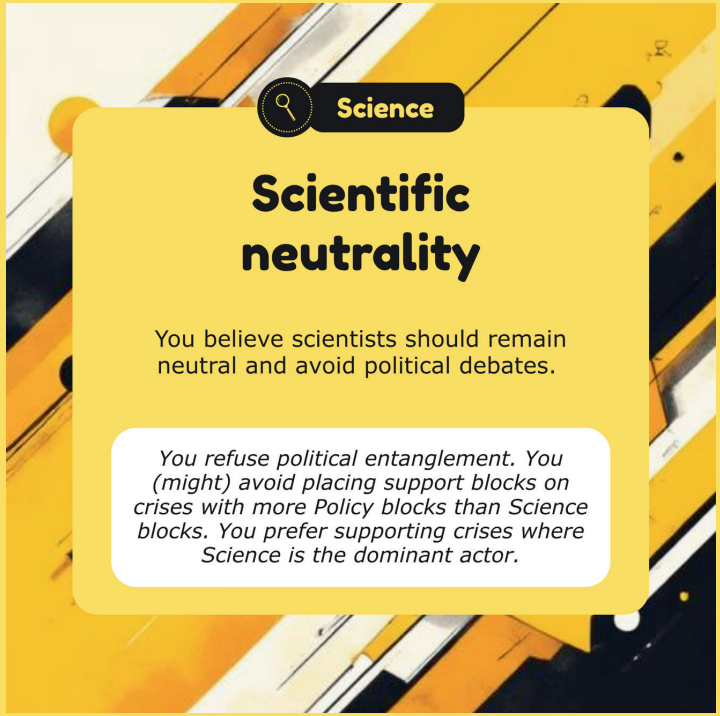


Science

Incompatible rythms

Frustrated by the mismatch between research timelines and policy decisions, you prefer to support crises where Policy blocks are already active, hoping to align your efforts.

You need political alignment. You (might) try to place at least two of your blocks on crises that already have Policy blocks. You like to engage in discussions with policy actors.

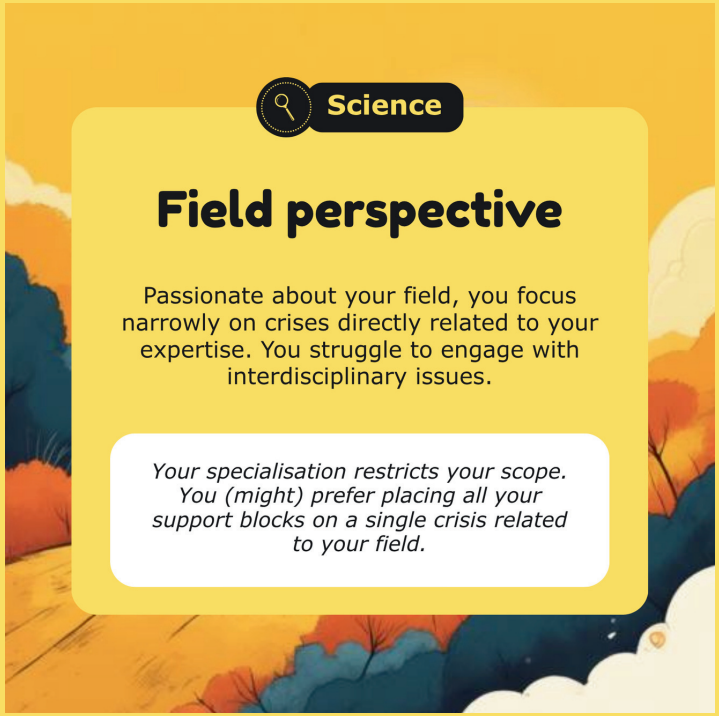


Science

Scientific neutrality

You believe scientists should remain neutral and avoid political debates.

You refuse political entanglement. You (might) avoid placing support blocks on crises with more Policy blocks than Science blocks. You prefer supporting crises where Science is the dominant actor.

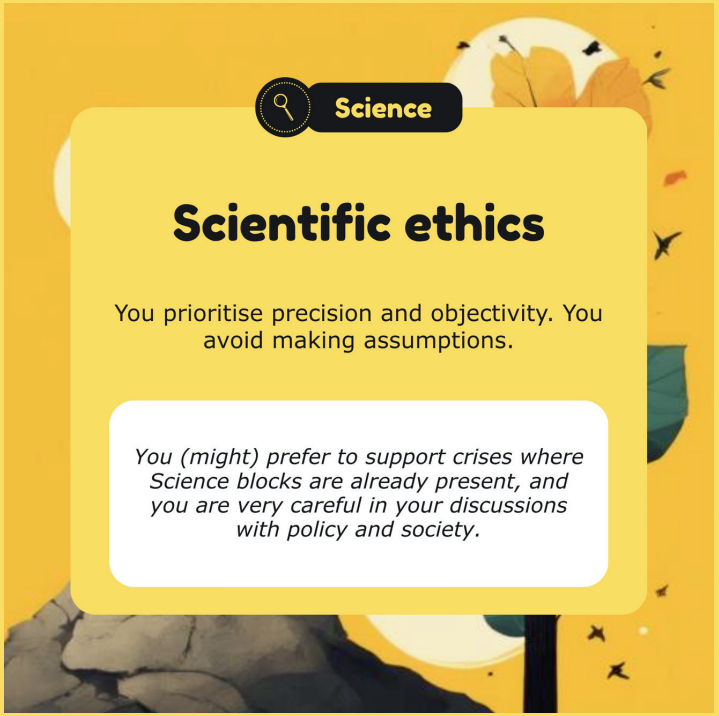


Science

Field perspective

Passionate about your field, you focus narrowly on crises directly related to your expertise. You struggle to engage with interdisciplinary issues.

Your specialisation restricts your scope. You (might) prefer placing all your support blocks on a single crisis related to your field.



Science

Scientific ethics

You prioritise precision and objectivity. You avoid making assumptions.

You (might) prefer to support crises where Science blocks are already present, and you are very careful in your discussions with policy and society.



Human Factor



Human Factor



Human Factor



Human Factor



Human Factor



Human Factor

Overfishing

Marine crisis

2



Overexploitation of the ocean is leading to a drastic decline in fish populations and marine biodiversity, while jeopardising the livelihoods of small-scale local fishermen.

Solving this crisis will mean banning bottom trawling internationally and implement strict controls, risking economical downsides.

Indicator Harmonisation

Marine crisis

3



The lack of harmonised biodiversity monitoring indicators has led to global confusion about the conservation effects of marine protected areas and marine parks.

Solving this crisis will require committing extensive financial resources to gather researchers, identify gaps, and produce common indicators.

Windfarms: Ecological Cost

Marine crisis

4



You invested in offshore wind farms to cut gas and nuclear dependence, but the turbines are killing birds in record numbers.

Solving this crisis means stopping the development of wind turbines to avoid species extinction.

Noble Penshell Collapse

Marine crisis

5



Rising ocean temperatures and pathogens are driving noble penshells to extinction, threatening marine life, water quality, and tourism.

Solving this crisis will create costly breeding programmes that may still be too late to prevent irreversible damage.

Invasive Species Surge

Marine crisis

6



Globalisation and warming seas unleash invasive species like lionfish, devastating native ecosystems.

Solving this crisis will mean adapting fisheries to exploit the invaders, creating economic growth, but at risk of making the crisis permanent.

A River's Death

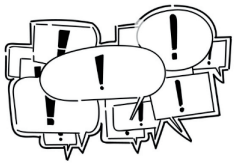
Freshwater crisis

8

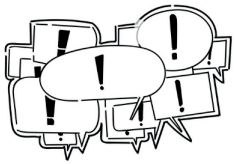


Climate change and fragmentation have reduced a transboundary river's flow by 40%, leading to fish die-offs, water shortages, and irrigation conflicts.

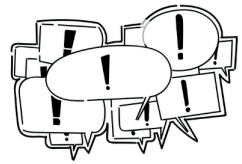
Solving this crisis means enforcing water-sharing treaties at the risk of negative economic consequences.



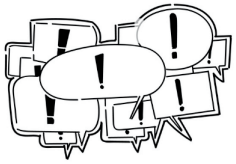
Crisis



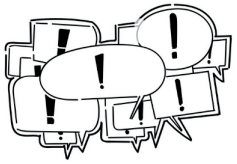
Crisis



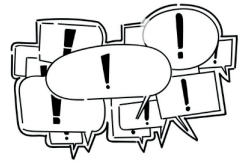
Crisis



Crisis



Crisis

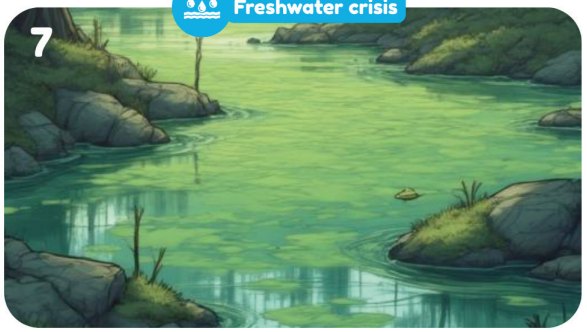


Crisis

Suffocating Lake

Freshwater crisis

7



Agricultural runoff is choking a once-pristine lake with toxic algal blooms, killing fish and biodiversity. Scientists push for nutrient limits, but policymakers hesitate.

Solving this crisis will save the lake, but make farmers lose revenue.

Wetland Crisis

Freshwater crisis

9



A vital wetland was sold for a mall complex, promising jobs but destroying ecosystems. Protesters clash with officials over development vs. environmental survival.

Solving this crisis will stop the development of the mall.

The Axolotl's Last Stand

Freshwater crisis

10



Urban sprawl and groundwater depletion are wiping out axolotls and fragmenting wetlands. Scientists race to save this keystone species.

Solving this crisis will hinder city growth, but save the species.

Lithium vs. Nature

Terrestrial crisis

12



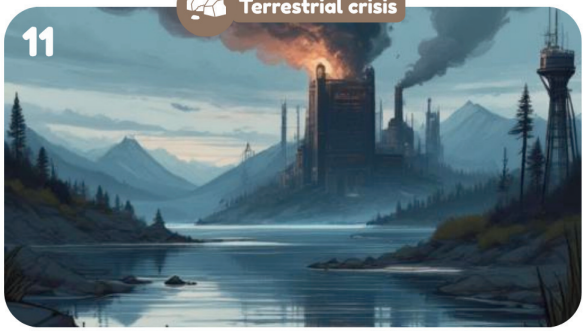
To secure lithium for green tech and economic independence, your country is mining a pristine natural reserve home to endangered birds.

Solving this crisis means forbidding lithium excavation.

War At Our Doors

Terrestrial crisis

11



Factory expansion for warfare production is poisoning local ecosystems with industrial runoff and heavy metals. Habitats degrade and only weeds survive.

Solving this crisis by taking a strong stance against the production of ammunition, hindering industry growth but favouring preservation.

Health Crisis in the Groves

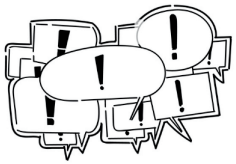
Terrestrial crisis

13

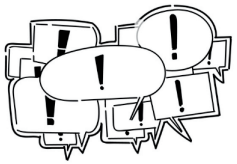


Intensive olive farming drains aquifers, erodes soil, and destroys native scrubland, leaving farmers and tourism in ruins.

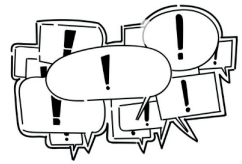
Solving this crisis means lowering the revenue of olive farms to maintain the environment in a good state.



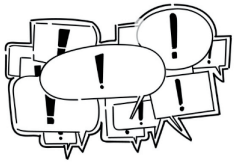
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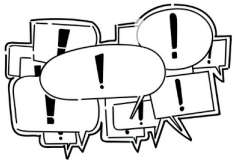
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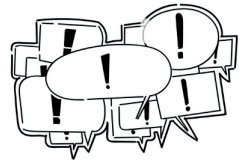
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Crisis



Crisis

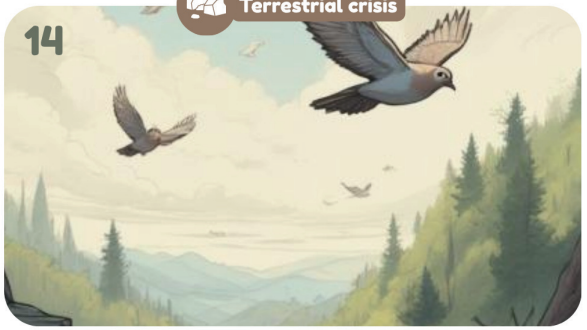


Crisis

Hunting Culture

Terrestrial crisis

14



Illegal hunting and habitat loss are pushing migratory birds like turtle doves to extinction. Traditions clash with science.

Solving this crisis involves repositioning hunters as essential contributors to the regulated management of our natural ecosystems.

Pollinator Collapse

Terrestrial crisis

15



Pesticides and climate change have wiped out 40% of bees, crippling crop pollination. Scientists warn of food chain collapse without urgent action.

Solving this crisis means taking a strong stance on pesticide regulations, favouring the preservation of biodiversity over economic growth.

Tourism's Tipping Point

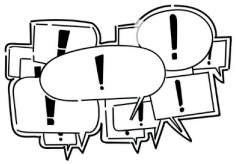
Terrestrial crisis

16

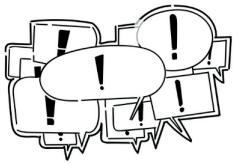


Mass tourism in the Alps is eroding ecosystems. Ski resorts fragment habitats, cable cars disturb wildlife, and melting permafrost threatens water sources.

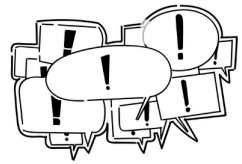
Solving this crisis requires pivoting from a ski-centric model to a year-round economy, regardless of the environmental consequences.



Crisis



Crisis



Crisis

1 debriefing

In one word

Summarise in one word: how did you feel playing this game?

Describe and elaborate the moment(s) you felt this.

2 debriefing

Identify

How much do you identify with your role and characteristics?
Choose one of your avatars.

The smaller = the less
The bigger = the more

3 debriefing

Surprise

Was there something which surprised you?
When and what?

4 debriefing

Realism

How realistic were the situations and the experience?
Similarities and differences?

5 debriefing

Take away

Which learning do you take from this experience?

6 debriefing

Imagine and share

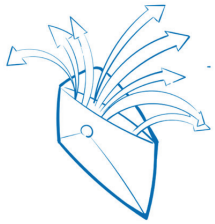
Think back to how your card influenced the way you played on different levels and share how.

Behaviour
What I do

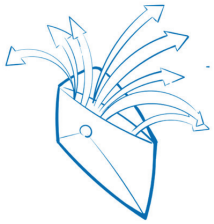
Perceptions
what I perceive with my senses

Beliefs
What I believe (true or not)

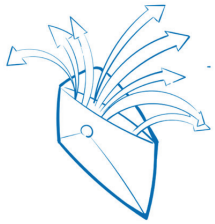
Values
What is important for me



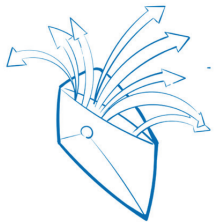
Debrief



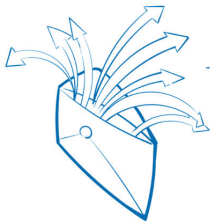
Debrief



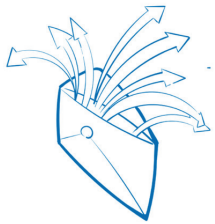
Debrief



Debrief



Debrief



Debrief

7 debriefing

Synergies

What could be done to create more synergies between the different actors?

8 debriefing

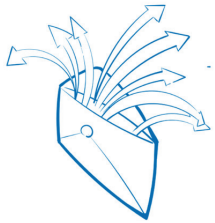
Now what ?

What do you think of the collective choice that led to this particular priority order?

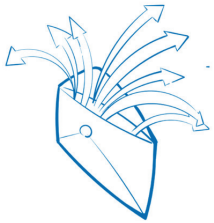
9 debriefing

Take away

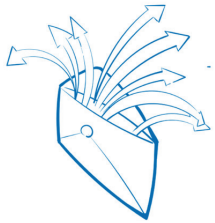
What do you ‘take away’ from this experience?



Debrief



Debrief



Debrief

Support card

Players Card

A support card for the role-play

- Throughout the game, imagine to the fullest how your 'role' and particularly the Human Factor Card defines your behaviour and decisions. Even when they are in contradiction with our own beliefs and norms. Afterwards, there is time to clarify and explain this to the others.
- If you are doubting about your Human Factor Card: contact the facilitator for clarifications.

Order of playing

- Pick a Role Card & Human Factor Card + presentations of Roles
- Choose your Avatars and Support Blocks
- Explore the 4 Crisis Cards + define (secretly) your priority order
- 1st round: order by dice: 2 minutes 'speech' and place 2 Support blocks
- 2nd round: same order. 2 minutes 'speech' and place your remaining Support blocks, and -in case- the extra possibility defined on your Human Factor Card.

Respect when people are speaking,
yet do not hesitate to question or counter argument.

Support card

The preparation

A check list before starting

- Take care of the setting: depending on the number of players, have a table and comfortable chairs. Make sure everyone can see each one.
- Check if there is enough light and avoid too noisy places. The setting and environment influences the mindset.
- Review for yourself calmy the rules and order of play. Takes notes for yourself.
- Prepare the different card decks, and place them in the order you will use them: Role Cards – Human Factor Cards – Crisis Cards – Player Support Cards.
- Place the different avatars with support blocks ready.
- Make sure every player has a paper and pen.

Support Card

Support Card

Support card

Debriefing tips

A support card for the debriefing phase

- De-roling: when the game is finished, make it clear for everyone that they are now back themselves, and that the role they assumed belongs to the game. In case you have used gadgets (e.g. a hat, a tie etc): place them on the table before starting the debriefing.
- When players express what they have learned, accept this. Even when it is not what you, as facilitator expected or hoped for.
- Silence is not wrong, It gives the time for people to reflect and organise their thoughts and feelings to verbalise them. 10 seconds silence seems long, but it's ok.
- Avoid starting your questions with 'Why', this provokes very often a defensive reply, rather than a reflective one. Formulate your -open- questions in the sense of 'Which moments …', 'What are reasons that …'.
- Remember that you are a 'facilitator', not a player. This also means that you remain neutral and objective. What matters here is the 'learning and opinions' of the players, not yours.
- Summarizing and rephrasing is a good technique to make sure everyone has understood what is being shared. E.g. "Do I understand it correctly if …", "In other words, do you mean…".

Support card

The start

Questions and story as an introduction for the roleplay game-exercise

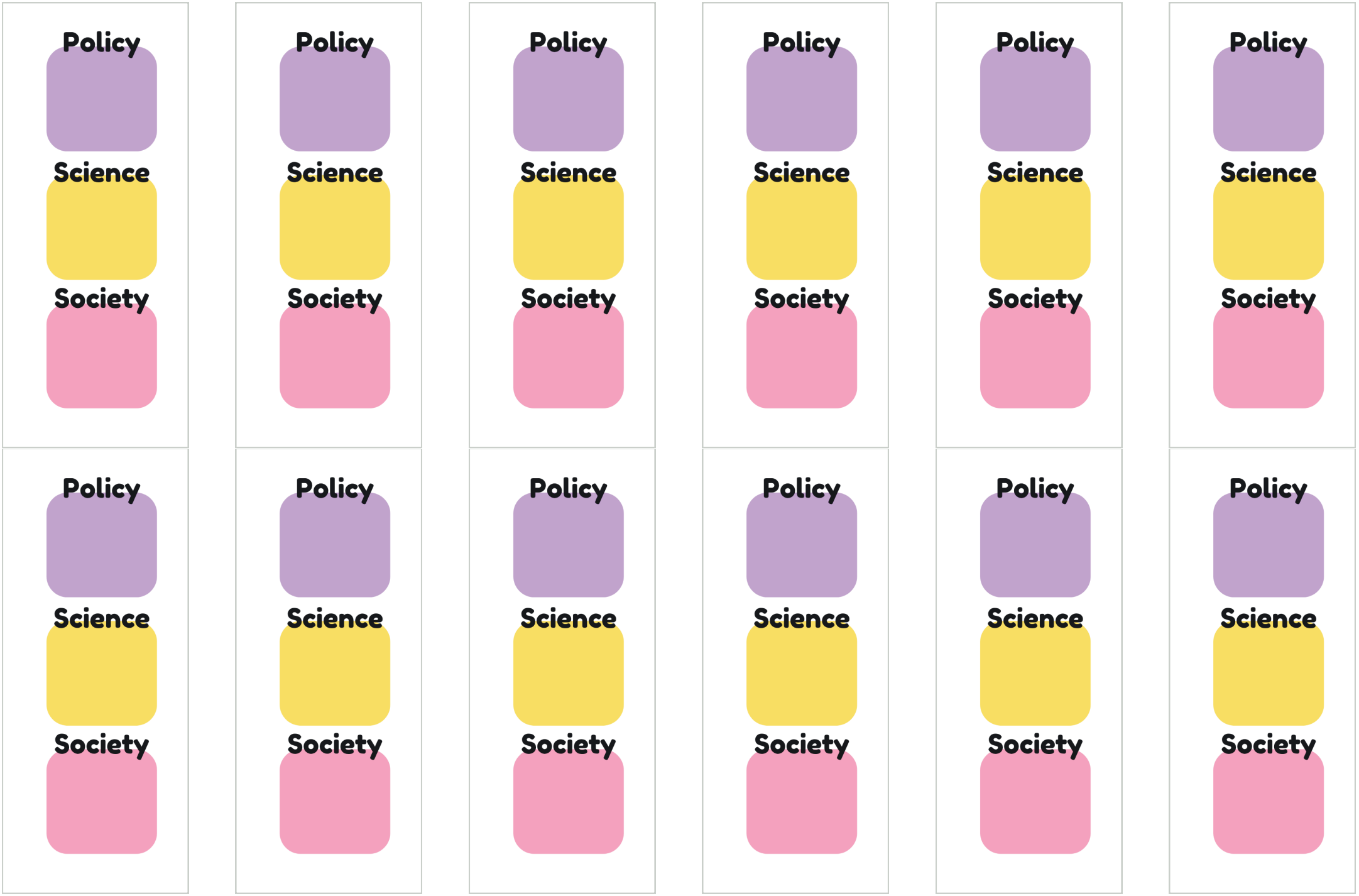
Before players chose their role card, ask and read the following.

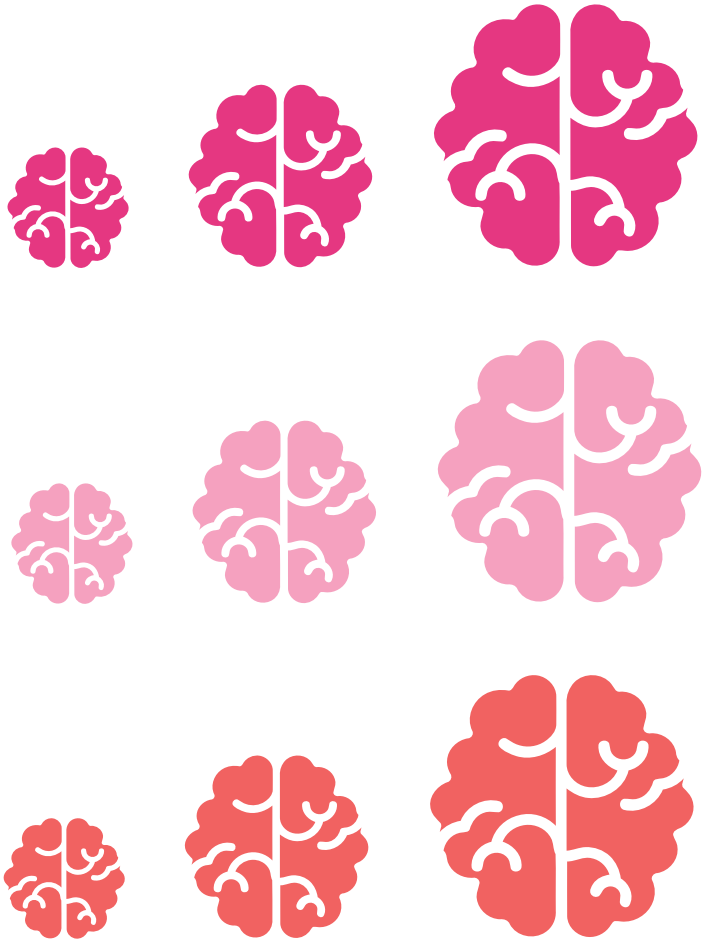
- Has anyone played a role game before?
- If yes, how would you describe a role game in few words?
- In case the role you received is emotionally very difficult for you, it is possible to change roles. This is not about 'not liking' the role, but having very personal reasons.

"You find yourself on an international conference with biodiversity as the central theme. Many guest speakers have given inspiring testimonies. Today, the conference programme has planned workgroups to have a closer look upon some urgent biodiversity crises and take decisions. You are a group composed of Scientists, Policymakers and Society stakeholders. Imagine that the first round takes place in the morning, and the second round after lunch. Have an exciting exchange of opinions and good decision making."

Support Card

Support Card


Policy
Science
Society
Policy
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