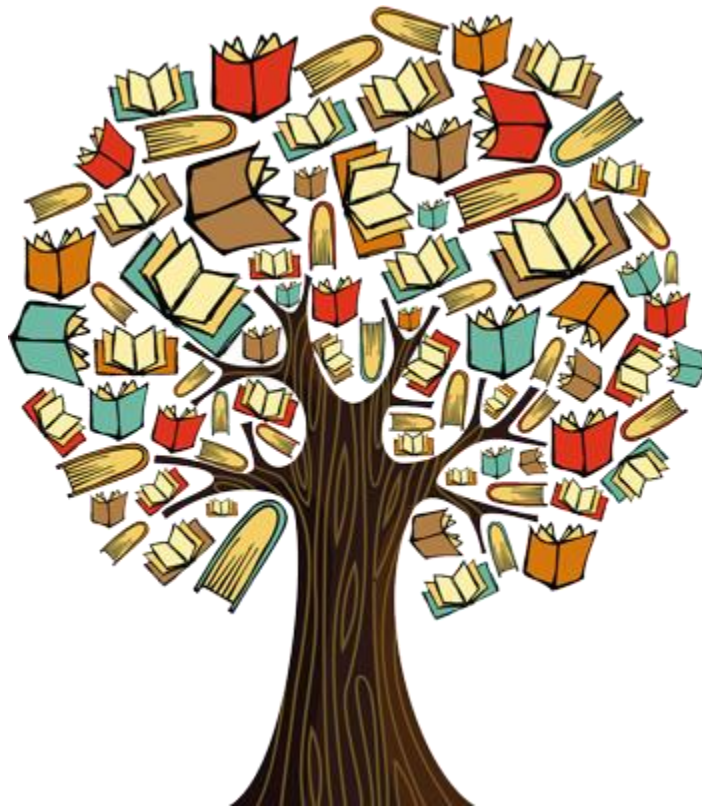


# Our LIS Careers

Game Packet – Rules, Cards, Tokens



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# Our LIS Careers

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## Contents:

- Card deck 30
  - 13 monsters
    - (level 1 x4, level 2 x3, level 3 x2, level 4 x2, level 5 x1, level 6 x 1)
  - 5 Professional Development +1s
  - 2 Professional Development +2s
  - 5 Professional Setbacks
  - 2 Quiet Years
- ARC point tokens
- Character Sheets
- 6 sided die (supply your own)

## Instructions:

**Objective:** Players work together to create enough impact through advocacy, reach, and credibility (ARC points) to overcome encounters they face in each year of their career. Encounters are overcome when their impact score is reduced to zero. Through their career players get promotions, enabling them to overcome higher encounters. The game ends when the card deck is complete. Roleplay to discuss various issues facing librarianship is encouraged!

## Character Creation:

1. Each **ARC** category starts with a capacity of 2 and with 2 usable points (i.e., full capacity).
2. Players then allocate an additional 6 skill points where they choose. Skill points can be used 3 ways: to level up a **Title Skill**, to level up a **General Skill**, or to raise the capacity of an **ARC** category.

If you raise the capacity of an **ARC** category during character creation, you start the game with usable points equal to your current capacity in that category. If you raise the capacity of an **ARC** category at other times (**Promotion**, **Professional Development**) the usable point total is not affected.

**Helpful hint!** We recommend you to take a **Title Skill** and someone in your team should have the **Restore Credibility** skill.

## Rounds/Encounters:

Note: Each card in the deck represents 1 round of the game. Randomly remove some cards if you would like a shorter game.

To begin the game create your characters and shuffle the deck. Play begins with the youngest player and continues clockwise.



Each round begins when the first player draws a card from the deck and puts it in play. For the first round, draw until a level 1, 2, or 3 **Encounter** is chosen. Place this first **Encounter** face up on the table (it is now “in play”) and shuffle any other cards back into the deck. Higher level Encounters (level 4+) can only enter play after players have been promoted. If you draw a higher level encounter too early, shuffle it back into the deck (it’s above your pay grade!).

The round’s actions begin with each **Encounter** in play taking its 2 actions, followed by each player taking their 3 actions. All **Encounters** act simultaneously and affect all players unless indicated otherwise on the card. Most low-level **Encounters** target only 1 or 2 players; always targeting the player(s) with the most credibility points when the round begins. When there is a tie, the **Encounter** targets the player whose turn is first in the upcoming round.

For example, if Sarah has 1 of 3 max credibility and Alex has 2 of 2 max credibility when the round starts, the encounter will target Alex.

After the **Encounter(s)**’ actions are completed, each player takes their turn in clockwise order. Finally, **Professional Impact** scores are calculated and promotions happen if an **Encounter** was overcome (impact reduced to 0) this round.

Each player’s turn consists of 3 actions. There are 3 possible action types:

1. Use a **General Skill** (Archivists can use an **Encounter** skill). You can only use a skill once per turn.

2. Dedicate 1 **ARC** point to an **Encounter** as **Professional Impact**. You cannot dedicate point(s) from the same **ARC** category twice in one turn. Use the tokens to keep track of how many **ARC** points were dedicated to each Encounter in a round.
3. Restore 1 **ARC** point up to a maximum of your capacity. You cannot restore points to the same **ARC** category twice in one turn.

Note: If you have 0 credibility all you can do is **Restore Credibility** once at the start of your turn, and you get one free action (so you don't get 3 actions as usual). If you don't have the **Restore Credibility** skill, you skip your turn until another player restores it for you.

**Helpful hint!** **Title Skills** typically increase the number of **ARC** points that you can use or restore in an action.

After the players' actions are complete, the **Encounter's Impact** score is reduced by the **Professional Impact** score. The **Professional Impact** score is the product of all the **ARC** points (**Advocacy X Reach X Credibility**) that were dedicated to the **Encounter** this round. If any **ARC** category is at 0 at the end of the round, remove it from the calculation (E.g., if the points dedicated are 4 Advocacy x 3 Reach x 0 Credibility, the total **Professional Impact** is 12. Don't multiply by 0).

If the **Professional Impact** is lower than the **Encounter's Impact**, then the **Encounter's Impact** is reduced by that amount, and the **Encounter** acts again on the following round. If the **Professional Impact** score is equal to or greater than the **Encounter's Impact**, then the **Encounter** is overcome (moved to discard pile) and players receive a **Promotion**.

One round is complete after the **Encounters'** actions have gone into effect, each player has taken their turn, and **Professional Impacts** and **Promotions** have been calculated.



### Different Round Types:

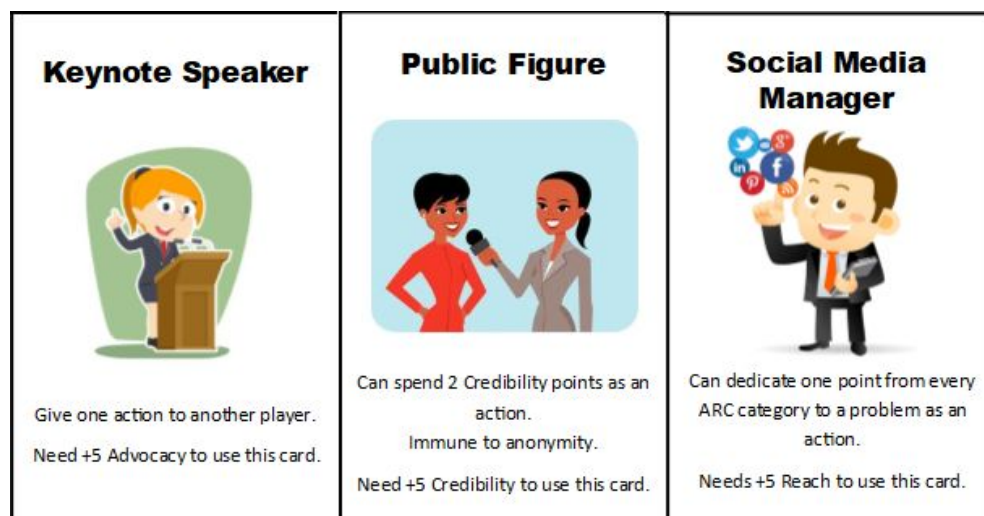
At the beginning of a new round, the first player draws a new card. Most cards are **Encounters**, which are added to the table face up and enter play as described above. The other card types are **Quiet Year**, **Professional Development**, **Professional Setback**, or **Perk**. These cards start a round without a new **Encounter**, but after taking the action on the card, the round continues normally with old **Encounter(s)** taking their actions and players taking their actions also.

**Quiet Year** cards are immediately discarded, and play continues as usual with the **Encounter** and player actions. **Professional Development** and **Professional Setback** instantly add or subtract skill point(s) from all players. Players choose where to add or subtract a skill point from their character sheet and the round continues normally.



The final card type is “**Perk**”. **Perks** are special skills that can only be learned by high-level players. If you earn a **Perk**, you keep the card in front of you and may use its skill as an action once each turn. If no player can learn a **Perk**, the card is discarded and the round continues as normal.

Perk Cards:



**Helpful hint!** The “Innovate” skill may be used to re-introduce **Perk** or **Professional Development** cards to the deck.

## **Promotions:**

**Promotions** occur at the end of a round if an **Encounter** was overcome and discarded. Players earn skill points equal to the level of the overcome encounter. If a player’s credibility is currently 0, they miss their promotion and gain no new skill points. Skill points may be allocated to **Title Skills**, **General Skills**, or to raise the capacity of an **ARC**. All skills and **ARC** capacities have a maximum level of 6.

Example: You’ve just overcome Level 2 Fake News - every player gets 2 skill points. Sarah uses 1 point to raise her maximum credibility level to 3 and 1 point to take the Librarian title skill.

If a player has the **Archivist Title Skill**, they may also choose to learn one of the overcome **Encounter**’s skills by dedicating a point to it. Once the skill has been learned, the Archivist can also apply skill points to increase that skill’s level to a maximum of their Archivist level.

Example: Arielle is a level 2 Archivist. She can put up to 2 points into the Encounter skill “Busywork”.

Each skill increases in ability as you level it up. See *Skills Index* for details.

Example: Level 1 Librarian can spend 2 Reach points per action, a Level 2 Librarian can spend 3 Reach points per action.

## **Ending the Game:**

The game ends when the deck is finished and all encounters have been overcome. Players lose the game if everyone has been reduced to zero credibility.

## Skills Index:

### ARC Points:

**Advocacy** - How well you can influence people.

**Reach** - How many people listen to you.

**Credibility** - How you're seen by the public.

### Title Skills:

**Librarian:** Can dedicate 1 extra Reach point per Librarian skill level. E.g., a level 3 librarian can spend up to 4 reach points on an action.

**Educator:** Can dedicate 1 extra Advocacy point per Educator skill level.

**Researcher:** Can restore 1 extra Advocacy point per Researcher skill level.

**Public Servant:** Can restore 1 extra Reach point per Public Servant skill level.

**Archivist:** Can learn 1 encounter skill per Archivist level. Archivists can learn one of an Encounter's skills during the promotion phase after it has been overcome. Encounter skills can be leveled up in the same way as general skills, but their level must be lower or equal to the Archivist title skill level.

### Perks:

**Keynote Speaker:** Choose one player with an Advocacy capacity of at least 5 to take the Keynote Speaker perk. This perk lets the user give one of their actions to another player.

**Public Figure:** Choose one player with a Credibility capacity of at least 5 to take the Public Figure perk. The Public Figure can spend 2 credibility points as an action, and cannot be affected by Anonymity.

**Social Media Manager:** Choose one player with a Reach capacity of at least 5 to take the Social Media Manager perk. The Social Media Manager can dedicate one point from every ARC category to a problem as an action.



## General Skills:

**Collaborate** - Share any combination of ARC points (up to the level of Collaborate skill) with another player. Another player cannot receive points over their ARC point cap.

**Innovate** - For each level, return up to 1 card from the discard to the deck. Shuffle the deck.

**Literature Review** - For each skill level, look at one card from the top of the deck and return them in the same order. E.g., level 3 literature review can see the next 3 cards.

**Peer Review** - Protects 1 Credibility point per skill level from attack for 1 round. If an encounter uses this skill, it protects their impact score.

**Restore Credibility** - Restores 1 Credibility point per level. This skill can be used to restore credibility to yourself or to another player.

## Encounter Skills:

**-1 Credibility** - One credibility point is removed from the player(s) with the most Credibility points. Archivists cannot learn this skill.

**15 Minutes of Fame** - Swaps all players' Advocacy and Reach points for the round.

**Amplify** - Increases all other Encounters' Impact by 10 points. Archivists cannot learn this skill.

**Anonymity** - The Professional Impact has a 50% chance of failure this round (roll the die - 1-3 = fail, 4-6 = succeed). When Archivists use this skill successfully, they protect one player of their choice from an Encounter's actions for 1 round. When Archivists level up this skill they may use it to protect multiple players. E.g., an Archivist with level 2 Anonymity can protect 2 other players from the Encounter's actions this round.

**Automate** - Automates player with lowest credibility, this player must dedicate 1 credibility as one of their actions. Archivists cannot learn this skill.

**Budgeting** - Redistributes ARC points in order to calculate the least damage. E.g., if players had attacked with 3 Reach \* 3 Advocacy \* 2 Credibility (18 total damage) it would be redistributed to 4\*3\*1 (12 total damage). When Archivists use this skill they may redistribute Impact points (up to the number of ranks in this skill) as they wish. E.g., an Archivist with level 2 spin can redistribute 2 points.

**Busywork** - This skill targets the player with the most credibility points. If the encounter's level is greater than the target's current credibility points, the target loses 1 action that round. This skill has a 50% chance of succeeding (roll the die - 1-3 = fail, 4-6 = succeed). When Archivists



use this skill they compare their Busywork skill level to the encounter's level.

**Isolation** - Reduces current Reach points by the level of the Encounter. If the Encounter survives multiple rounds, this attack weakens by one point each round. When Archivists use this skill, it prevents Encounters from interacting with each other.

**Non-disclosure Agreement (NDA)** - Reduces the number of points dedicated to it by 1 in each ARC category. E.g., if players attacked with 4 Reach x 2 Advocacy x 0 Credibility (8 total Impact), their Professional Impact would be reduced to 3 x 1 (3 total impact). Archivists cannot learn this skill.

### **Printing Instructions:**

Game Cards are designed to be printed double-sided. If your printer is printing this incorrectly feel free to only print the pages that have the card face on them not the card back. Cardstock is recommended!

Cards and tokens must be cut out before game-play. Impact tokens are intentionally blank so that you can use a pencil to keep track of impact.

# Character Sheet

Name: \_\_\_\_\_

## ARC POINTS

	Points	Current Cap (max 6)
<b>Advocacy</b>		
<b>Reach</b>		
<b>Credibility</b>		

## TITLE SKILLS

	Level
<b>Librarian</b> Can dedicate 1 extra Reach point per level	
<b>Educator</b> Can dedicate 1 extra Advocacy point per level	
<b>Researcher</b> Can restore 1 extra Advocacy point per level	
<b>Public Servant</b> Can restore 1 extra Reach point per level	
<b>Archivist</b> Can learn 1 Encounter skill per level	







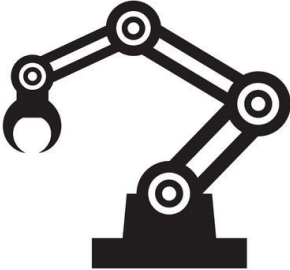
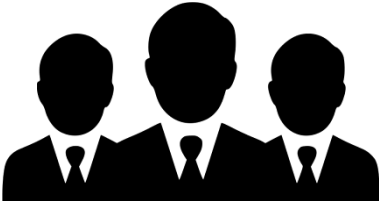
**Professional Impact** = Advocacy x Reach x Credibility  
But don't multiply by 0!

## GENERAL SKILLS

	Level
<b>Collaborate</b> Share ARC points with another player	
<b>Innovate</b> Shuffle discarded cards back into the deck	
<b>Literature Review</b> Look at upcoming cards	
<b>Peer Review</b> Protect Credibility from attack	
<b>Restore Credibility</b>	

## ENCOUNTER SKILLS

	Level
<b>15 Minutes of Fame</b> Swaps all players Advocacy & Reach points	
<b>Anonymity</b> Encounter has a 50% chance of attacking	
<b>Budgeting</b> Redistributes ARC points.	
<b>Busywork</b> Target loses 1 action that round	
<b>Isolation</b> Prevents Encounters from interacting	

<p>Impact: 40</p> <p><b>Level 4 Fire/Flood</b></p>  <p>Amplify: increases all Encounters' impact in play by 10. -1 Credibility.</p> <p>Requires 1 Promotion.</p>	<p>Impact: 60</p> <p><b>Level 6 Pandemic</b></p>  <p>Amplify: increases all Encounters impact in play by 10. Isolation: -6 Reach.</p> <p>Requires 3 Promotions.</p>	<p>Impact: 20</p> <p><b>Level 2 Copyright Infringement</b></p>  <p>Busywork: 50% chance player loses 1 action. -1 Credibility.</p> <p>Affects 2 players.</p>	<p>Impact: 30</p> <p><b>Level 3 Pests &amp; Mold</b></p>  <p>Isolation: -3 Reach. -1 Credibility.</p> <p>Affects 1 player.</p>
<p>Impact: 10</p> <p><b>Level 1 Fake News</b></p>  <p>Anonymity: 50% chance Professional Impact fails.</p> <p>15 Minutes of Fame: Swaps Advocacy &amp; Reach points.</p> <p>Affects 1 Player.</p>	<p>Impact: 30</p> <p><b>Level 3 Budget Cuts</b></p>  <p>Spin: Redistributes ARC points for least damage.</p> <p>Busywork: 50% chance players loses 1 action.</p>	<p>Impact: 40</p> <p><b>Level 4 Automation</b></p>  <p>Automate: Least credible player must dedicate 1 Credibility as one of their actions. -1 Credibility to everyone.</p> <p>Requires 1 Promotion.</p>	<p>Impact: 50</p> <p><b>Level 5 Corporate Influence</b></p>  <p>Innovate: Shuffles 5 discards into the deck.</p> <p>NDA: Reduces ARC points against it by 1 in each category.</p> <p>Requires 2 Promotions.</p>



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Impact: 30

### Level 3 Fake News



Anonymity: 50% chance Professional Impact fails.  
15 Minutes of Fame: Swaps Advocacy & Reach points.  
Affects 3 Players.

Impact: 10

### Level 1 Conspiracy Theory Patron



Amplify: increases Fakes News' Professional Impact by 10.  
-1 Credibility.  
Affects 1 player.

Impact: 10

### Level 1 Copyright Infringement



Busywork: 50% chance player loses 1 action.  
-1 Credibility.  
Affects 1 player.

### You attend a conference



+1 Skill point to each player.

Impact: 20

### Level 2 Fake News



Anonymity: 50% chance Professional Impact fails.  
15 Minutes of Fame: Swaps Advocacy & Reach points.  
Affects 2 Players.

### You attend a conference



+1 Skill point to each player.

### You improve local accessibility



+1 Skill point to each player.

### You improve local accessibility



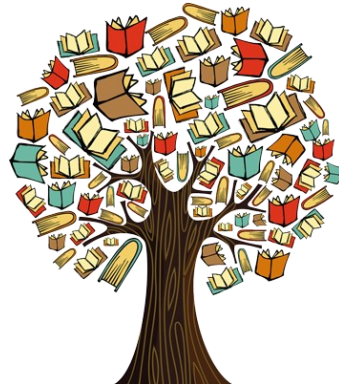
+1 Skill point to each player.



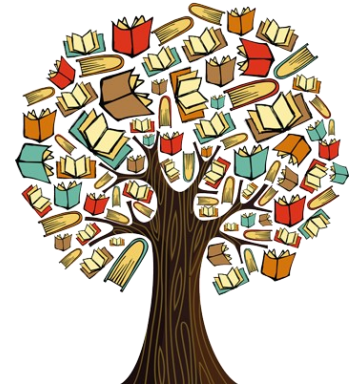
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**Your side  
hustle pays off**



+1 Skill point to each player.

**You earn a  
new certification**



+2 Skill points to each player.

**You host  
a conference**



+2 Skill points to each player.

Impact: 10

**Level 1  
Minor Scandal**



15 Minutes of Fame: Swaps  
Advocacy & Reach points.

-1 Credibility.

Affects 1 Player.

**You annoy  
your boss**



-1 Skill point to each player.

**Stuck in  
a Meeting**



-1 Skill point to each player.

**Learn new  
office equipment**



-1 Skill point to each player.

**Sick Leave**



-1 Skill point to each player.





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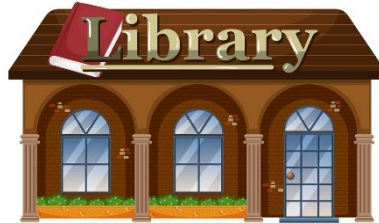
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### Confusing new standards



-1 Skill point to each player.

### Quiet Year



### Quiet Year



### Keynote Speaker



Give one action to another player.  
Need +5 Advocacy to use this card.

### Public Figure



Can spend 2 Credibility points as an action.  
Immune to anonymity.  
Need +5 Credibility to use this card.

### Social Media Manager



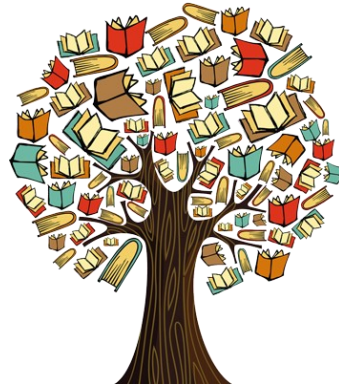
Can dedicate one point from every ARC category to a problem as an action.  
Needs +5 Reach to use this card.



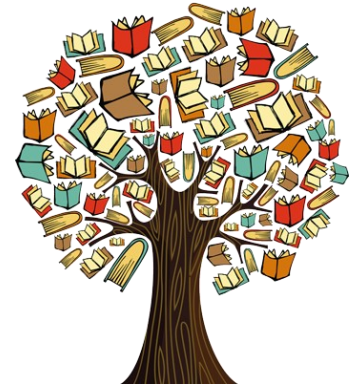
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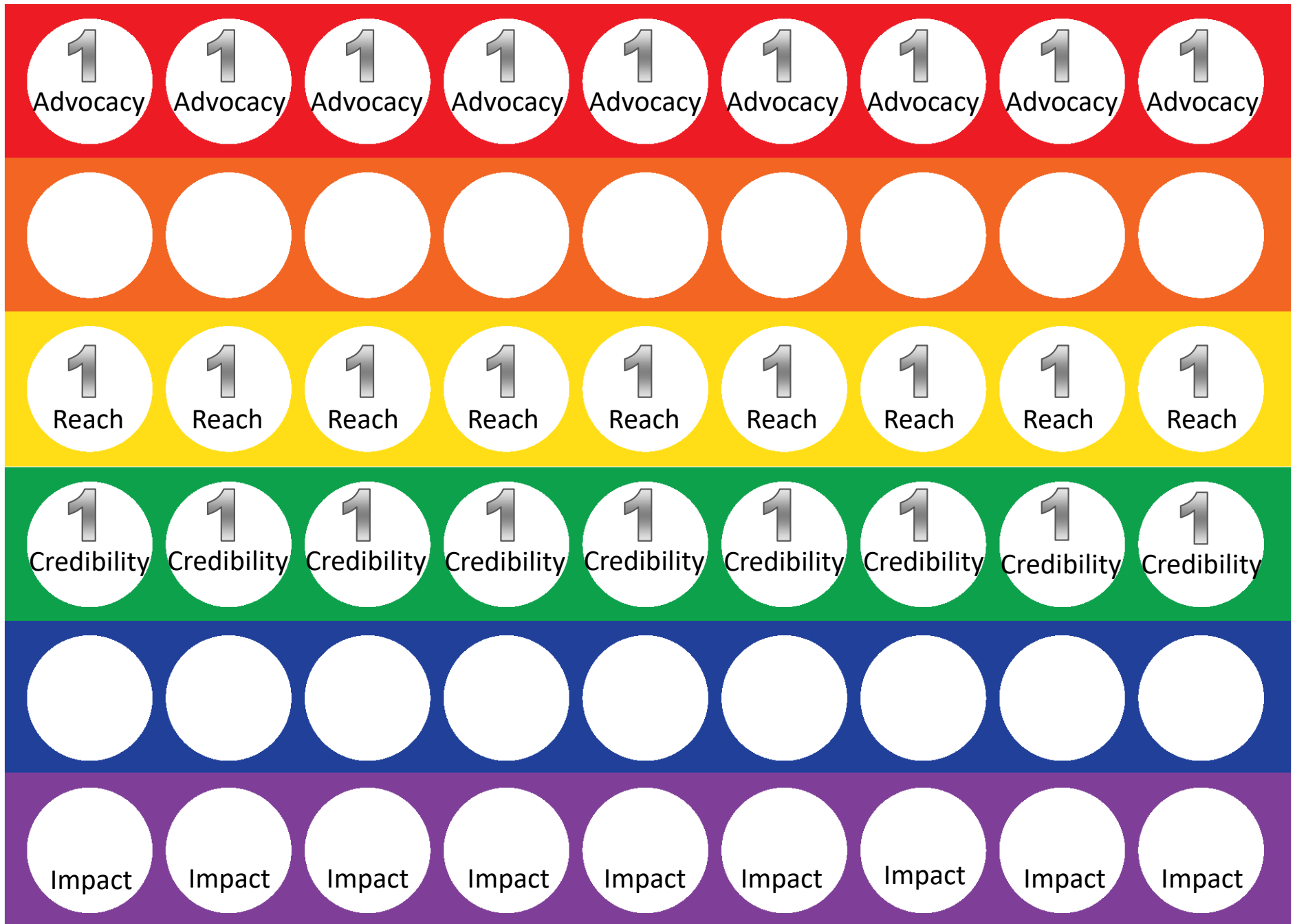
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## Advocacy

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