

Misconduct Mystery

Someone's taken a bribe! It's time for you to take a stand...

There's rumors circulating around the office that someone's taken a bribe. It's up to the trusty Compliance Officer to sniffout the wrongdoers and bring them to justice!

This simple roleplaying game will let your office experience the stress of a real-time investigation! Get everyone involved with a fun, engaging activity that shows how difficult it can be to determine the truth.

Getting Started:

- **Gather Players**
 - You need at least 6 Players and 1 Moderator
 - Sit in a circle in somewhere with enough room for everyone to stand and move around in.
- **Deal Out Character Cards**
 - Each player should get a character card
 - There should be: 1 Compliance Officer, 1 Crook, 1 Auditor, 1 Witness, 1 Quiet Quitter, and 1+ Reporter.
 - The Compliance Officer Identifies Themselves
 - Additional players (>7) should be Reporters.
 - If you have more than 15 players, add 1 Crook for every 4 players
- Place the Bribe somewhere where everyone can easily reach it.
- Play a Practice Round (Optional)
 - For first timers, play a practice round where everyone says what their roles are at the beginning of the game, and everyone's eyes stay open during the gameplay rounds
 - This way, everyone understands the goals of the game and what will be occurring while they're eyes are closed.

Necessary Equipment:

- Misconduct Mystery Character Cards (printed)
- Bribe Prop/Prize
 - Some form of sharable prize: gift card, pizza party, office supplies, etc.
- Character Guide(s) (printed)
- Speaker/Music (optional)
- Costumes/Props (optional)

How To Play

Working nine to five, what a way to make a living...

The game alternates between “Working Hours” and “Closing Time” rounds.

At the start of “Closing Time” everyone should stand up, close their eyes, and make noise to cover up any sounds of wrongdoing (this can also be done with music). Then, the moderator will prompt each role to open their eyes one by one. At the start of “Working Hours” everyone should sit down and discuss who might be hiding something. The moderator will prompt the players when it’s time to stop discussing and start taking action.

Gameplay:

• **Turn 1 - The Crook & Accomplices Get To Work Early**

- The Moderator says, “Crook, open your eyes and take the bribe.”
 - The Crook should quietly take the bribe from the table
 - (After the 1st round, The Moderator will just say “Guilty Players, open your eyes.”)
- The Moderator says, “Crook, hide the Bribe. If any other players are tapped on the shoulder, they are allowed to open their eyes.”
 - During this turn, play music or have players march in place to cover the sounds of movement
- The Crook can do one of three things:
 - Hold onto the Bribe OR Hide the Bribe on an Accomplice
 - Tap someone on the shoulder and give them a thumbs up - that player will become an Accomplice and is now a member of the Guilty Party (The Crook may only have 2 Accomplices)
 - Accomplices can hold onto the Bribe for The Crook
 - This cannot be done to the Compliance Officer
 - Tap someone on the shoulder and give them a thumbs down - that player will become a Retaliated and will be unable to speak/identify the Crooked
- The Crook & Accomplices should return to their spots and close their eyes

• **Turn 2 - The Witness Gets To Work**

- The Moderator says, “Witness, open your eyes. Point to someone and I will tell you whether they are guilty or innocent.”
- The Witness can point to one player. The Moderator will say, out loud, “Guilty” if the player is guilty, and say “Innocent” if they are innocent
- The Witness closes their eyes

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- **Turn 3 - The Auditor Gets To Work**

- The Moderator says, "Auditor, open your eyes."
 - The Auditor can point to any person - the moderator will say, out loud, "Warm" or "Cold" if the Bribe is nearby (within 1 seat of the person being pointed to).
 - The Auditor closes their eyes

- **Turn 4 - The Work Day Starts**

- The Moderator says, "Everyone, open your eyes."
 - Everyone should introduce themselves
 - Say your name and position in the company

- **Turn 5 - Office Gossip (2 minutes)**

- The Moderator sets a timer for 2 minutes and says, "You have 2 minutes to discuss who you think is guilty."
- Everyone should discuss who they think is Guilty/Innocent, can share information they have discovered over the course of the previous turns, etc
- Be careful! Sharing too much info may make you a target for either the Innocent or Guilty parties

- **Turn 6 - Reports Are In (1 minute)**

- The Moderator should prompt the Compliance Officer for a decision
- The Compliance Officer must choose a player to "search" a player for the bribe - which will eliminate them from the game
- Once eliminated the player reveals their role and if they are holding the Bribe

- **Turn 7 - Closing Time**

- Closing Time - End of the Round
- Work hours are over! Everyone should return to their spread out positions in the room and close their eyes.
- Start over! Start at round 1 again and continue until someone is victorious

Win Conditions & Tips

Do you have what it takes?

The Innocent Party Wins When:

- The Compliance Officer finds The Bribe & The Crook

The Innocent Party Loses When:

- The Compliance Officer has eliminated the amount of Innocent players equal to half of the total players
 - i.e. If you start a game with 8 players, the Compliance Officer will lose if they eliminate 4 Innocent players (Guilty players do not count)

The Crook Wins When:

- The Innocent party loses without eliminating the Crook

The Accomplices Win When:

- The Crook is eliminated but the Innocent party loses without finding the Bribe

Both Parties Tie When:

- The Compliance Officer finds the Bribe, but eliminates too many players without eliminating the Crook

Everyone, except the Compliance Officer and Reporters, should be lying!

- The Guilty Party members should lie to avoid being identified.
- Members of the Innocent Party with special abilities (The Witness, The Auditor) should lie to avoid being discovered/taken advantage of.
- The Quiet Quitter should lie to make trouble

Make it fun!

- Come up with funny names, use accents, impressions, anything! The group can agree on a theme beforehand (Old West, Roaring 20s, etc), or come up with characters in the moment.
- Just remember to keep it appropriate for a work environment. If you all agree, you can even do impressions of each other.
- If you have the time/resources, costumes and props can add an extra layer of engagement.

Keep the game moving

- Set a loud, clear timer so everyone knows when it's time to move from one round to the next. Don't be afraid to cut off a debate before any serious conclusions can be drawn, that's half the fun!

Character Guide

Meet your co-workers... but don't trust them...

The Guilty Party

The Crook

- When it is your turn to open your eyes, you may choose to:
 - Hold onto the Bribe
 - Recruit an Accomplice and hide the Bribe on them (you can only have 2 Accomplices)
 - Retaliate against a player who you believe is trying to report you and turn them into a Retaliated, and hide the Bribe on them
- To “recruit” a fellow player, you can tap them on the shoulder and give them a thumbs up to turn them into an Accomplice
- To “bully” give them a thumbs down to turn them into a Retaliated.
- If you escape the Compliance Officer, successfully hide the Bribe, or keep the Bribe until the Compliance Officer loses, you win!
- The Crook can only have 2 Accomplices

The Accomplice

- When it is your turn, you may choose to:
 - Hold onto or move the Bribe for The Crook
- If you and The Crook are able to hide the Bribe and keep the Crook from being eliminated, you both win!
- If you are able to eliminate the Crook and keep The Bribe from being discovered, the Accomplices win!

The Innocent Party

The Compliance Officer

- Your goal is to eliminate The Crook from the game, and find the Bribe.
- At the start of the game, you will identify yourself to all the Players as the Compliance Officer.
- Each round, you will listen to the evidence presented to you by the other players, and choose to eliminate someone at the end of the round.
 - If you eliminate The Crook and find the Bribe, your team wins.
- You lose if you eliminate the amount of Innocent players equal to half of the total players
 - i.e. If you start a game with 8 players, the Compliance Officer will lose if they eliminate 4 Innocent players (Guilty players do not count)

Character Guide

Meet your co-workers... but don't trust them...

The Witness

- When it is your turn to open your eyes, you may point to any player, and the Moderator will verbally identify whether or not they are part of the Guilty Party.
- Your goal is to help the Compliance Officer find the Guilty Party. If The Crook is identified and the Bribe is found, your team wins.
- Be careful! If the Guilty Party recognizes you, they will probably try to silence or recruit you. Then your abilities can be put to nefarious uses...

The Auditor

- When it is your turn to open your eyes, you may point to a player. The Moderator will tell you whether you are warm or cold to the Bribes location.
 - Warm if you are pointing to a player within 1 seat of the Bribe
 - Cold if you are pointing further than 1 seat away
- Your goal is to help the Compliance Officer find the Guilty Party. If The Crook is identified and the Bribe is found, your team wins.
- Be careful! If the Guilty Party recognizes you, they will probably try to silence or recruit you. Then your abilities can be put to nefarious uses...

The Reporter

- Your goal is to help the Compliance Officer find the Guilty Party. If The Crook is identified and the Bribe is found, your team wins.
- Ask questions! Leave no stone unturned! Trust no one!

The Retaliated

- You have been silenced by The Crook! You are now deathly afraid of speaking. You cannot draw any attention to yourself.
- Remain mute for the remainder of the game. You cannot give any verbal or non-verbal clues about who The Crook or The Accomplices are.

The Neutral Party

The Quiet Quitter

- Your goal is to get yourself eliminated so you can focus on your true passion; making TikTok videos about Quiet Quitting
- Sow chaos! Pretend you are playing a different role, imply that you are guilty, or otherwise confuse the group!

Ending The Game

Back to reality! Here are some serious talking points you can integrate after playing the game.

Here are some questions that the Compliance Officer can ask:

- How did this fake scenario negatively affect the culture of the workplace?
- What did you feel about the choices you had to make when it came to doing the right thing or joining in on the criminal activity? Did you rely on your values, what you felt would be the most positive outcome for you, or another reason? Do you think the choices you made in the game are choices you would make in a real-life scenario?
- For those of you who could have reported or been retaliated against, what was going through your head?
- Do you feel that this organization would protect you if you reported wrongdoing? If not, why is that and what can we do to improve?
- In this game, we knew there was someone breaking the rules. What do you think the larger effect on the organization and the community might be if that happened in real life?
- In what ways could something like this actually happen in our organization? What do we need to be vigilant about and how would you report it?
- During this game, some people had the choice to make decisions as leaders. What connections do you see between leadership and making ethical decisions?

Bribery can cause significant harm to an organization, including:

- **Erosion of Trust and Reputation:** Bribery undermines the trust that stakeholders, including employees, customers, investors, and the public, have in the organization. This can lead to a damaged reputation, making it difficult for the organization to attract customers, partners, and investors.

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- **Unfair Competition:** When bribery is used to gain an unfair advantage in business dealings, it distorts the principles of fair competition. Competitors who refuse to engage in bribery may find it hard to compete on a level playing field, leading to market inefficiencies and reduced innovation.
- **Inefficient Allocation of Resources:** Resources may be misallocated based on bribery rather than merit, leading to suboptimal decisions in hiring, promotions, procurement, and investment. This can result in poor performance, reduced productivity, and financial losses.
- **Lowered Employee Morale:** If bribery is tolerated or even encouraged within an organization, it can create a toxic work environment. Employees who observe corruption and bribery practices can become demotivated, disillusioned, and less committed to their work.
- **Legal and Regulatory Consequences:** Engaging in bribery can lead to legal consequences, including fines, penalties, and even criminal charges. Organizations may face regulatory investigations and legal actions that can result in significant financial losses and damage to the company's reputation.
- **Reduced Innovation and Creativity:** A culture of bribery can stifle creativity and innovation within an organization. Employees may be more focused on finding ways to gain personal benefits through unethical means rather than contributing to the organization's growth and development.
- **Loss of Key Relationships:** Engaging in bribery can strain relationships with business partners, suppliers, and customers. Trust is eroded, and long-term business relationships can be severed, leading to disruptions in the supply chain and potential loss of business.
- **Negative Impact on Society:** Beyond the organization itself, bribery can have a negative impact on the larger society by perpetuating corruption, undermining rule of law, and impeding economic development.

Ending The Game

Back to reality! Here are some serious talking points you can integrate after playing the game.

- **Financial Losses:** While bribery might seem like a shortcut to success, it can actually lead to financial losses in the long run. The costs associated with paying bribes, dealing with legal consequences, and repairing reputational damage can far outweigh any short-term gains.
- **Lack of Ethical Leadership:** Organizations that tolerate or encourage bribery often lack strong ethical leadership. This can result in a downward spiral of unethical behavior throughout the organization, leading to a culture of corruption.

Retaliation within an organization refers to negative actions taken against employees who have raised concerns, reported misconduct, or participated in whistleblowing activities. Retaliation can have serious detrimental effects on both individuals and the organization as a whole. Here are some of the harms that retaliation can cause:

- **Chilling Effect on Reporting:** When employees witness or experience retaliation for reporting misconduct or ethical violations, they may become hesitant to report issues in the future. This silence can prevent the organization from identifying and addressing problems, allowing them to persist and potentially escalate.
- **Loss of Trust and Morale:** Retaliation erodes trust between employees and management. Employees who perceive that their concerns are met with punishment instead of support are likely to become disillusioned, leading to lower morale, decreased job satisfaction, and reduced productivity.
- **Suppression of Innovation:** When employees fear retaliation, they may be less likely to voice their ideas or suggest improvements, fearing negative consequences. This stifles innovation and creativity within the organization, hindering its ability to adapt and evolve.

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- **Diminished Employee Engagement:** A culture of retaliation can lead to disengagement among employees. They might disassociate themselves from their work and the organization, resulting in lower commitment levels and decreased loyalty.
- **Loss of Talent:** Employees who experience retaliation may seek employment elsewhere, leading to a loss of valuable talent. High-performing individuals are less likely to tolerate an environment where their contributions are not valued and they face negative consequences for speaking up.
- **Legal and Reputational Risks:** Retaliation can lead to legal consequences if it violates anti-retaliation laws and regulations, which protect employees who report wrongdoing. Legal action can result in financial penalties and damage to the organization's reputation. This can include liability under employment laws, anti-discrimination laws, or whistleblower protection laws. Organizations found guilty of retaliation can face costly legal battles and financial consequences.
- **Negative Public Perception:** News of retaliation can spread quickly, damaging the organization's reputation in the eyes of potential employees, customers, investors, and the general public. This can lead to negative publicity and reduced trust in the organization's ethics and values.
- **Ineffective Communication:** Retaliation can disrupt open lines of communication within the organization. Employees may become hesitant to express their concerns or opinions, hindering effective collaboration and decision-making.
- **Weakened Ethical Culture:** Retaliation sends a clear message that ethical behavior is not valued or protected within the organization. This can lead to a decline in the overall ethical culture, where employees might question the importance of acting with integrity.