

MISSION CARD

Career change adventure

After a decade in the same field, you decide to take a bold leap into a completely different career. You need to convince the recruiters that your experience is an advantage, not a weakness.

Your goal - Collect: 2 Quiz cards, 3 Skills cards, and 1 Challenge card to make your story convincing.



MISSION CARD

Startup hustler

A fast-growing startup is looking for someone flexible, creative, and ready to take risks. They need a team player who can think outside the box and move fast.

Your goal - Collect: 2 Skills cards, 2 Challenge cards, and 2 Quiz cards to win a spot in the startup team.



MISSION CARD

Remote interview expert

You receive an invitation for an exciting video interview, but challenging.

Can you show your personality and skills through a screen?

Will you be able to handle technical issues and remote communication like a pro?

Your goal - Collect: 2 Quiz cards, 1 Skills card, and 3 Challenge cards to ace the remote interview.



MISSION CARD

The dream job

You have dreamed of working abroad, traveling to new countries, and growing your career. Now you have the chance, but competition is fierce. You have to prepare very well for the interview. Only the best candidate will win the spot.

Your goal - Collect: 3 Quiz cards, 2 Skills cards, and 1 Challenge card to be ready for this important interview.





MISSION CARD

First interview excitement

The moment you've been waiting for has arrived! You check your inbox and – BOOM – there it is: "We'd like to invite you for an interview!" Your heart's racing, your palms are sweaty. This is YOUR chance to shine! But remember, first impressions are EVERYTHING. Time to show them you're sharp, skilled, and ready for whatever they throw at you.

Your goal - Collect: 2 Skill Cards to level up your abilities, 2 Challenge Cards to prepare for the unexpected, and 2 Quiz Cards to test your knowledge and boost your confidence.



MISSION CARD

Leadership role challenge

You are applying for a leadership position. They expect confidence, quick thinking, and the ability to inspire others. This is not just an interview – it is a test of your leadership potential.

Your goal - Collect: 3 skills cards, 2 challenge cards, and 1 quiz card to prove your leadership abilities.





QUIZ CARD

If you don't know the answer to a technical question during the interview, you should:

- a. Pretend you know.
- b. Admit it and show willingness to learn.
- c. Stay silent and move on.



QUIZ CARD

During an interview, when asked about your previous employer, you should:

- a. Be honest and criticize them if needed.
- b. Avoid answering the question.
- c. Speak only positively or neutrally.



QUIZ CARD

Which of these shows poor interview etiquette?

- a. Making eye contact.
- b. Bringing your phone and checking it often.
- c. Asking clarifying questions.



QUIZ CARD

Which phrase is most professional when asked something you don't know?

- a. "That's outside my area."
- b. "I'm not sure, but I'd love to explore it further."
- c. "No clue."





QUIZ CARD

How would your last supervisor describe you – and what would they say you should work on?



QUIZ CARD

How do you prioritize your tasks when you have multiple deadlines?



QUIZ CARD

A company emails you with a rejection. What should you do?

- a. Ignore it.
- b. Ask for feedback.
- c. Get angry and write back.



QUIZ CARD

You're late for an interview because of traffic. What's the most professional action?

- a. Arrive late and apologize during the interview.
- b. Call to inform them ahead of time and apologize sincerely.
- c. Arrive late and pretend nothing happened.





QUIZ CARD

What should you bring to a job interview?

- a. Nothing – just yourself.
- b. A copy of your CV, a notebook, and a pen.
- c. Snacks and a playlist.



QUIZ CARD

What annoys you most about colleagues?



QUIZ CARD

Why are you interested in this position?



QUIZ CARD

If you were an animal, what would you be and why?





QUIZ CARD

What is a “soft skill”?

- a. Personal qualities that enable effective and positive interaction with others.
- b. Skills related to technology.
- c. A skill you can learn only at university.



QUIZ CARD

When should you send a “thank you” email after an interview?

- a. Within 24 hours.
- b. Immediately after leaving the interview.
- c. After a few days, if you haven't heard back.



QUIZ CARD

What is the best way to prepare for the question “What are your weaknesses?”

- a. Say you have no weaknesses.
- b. Mention a weakness and how you are working to improve.
- c. Make up a fake weakness that is actually a strength.



QUIZ CARD

Do you have any questions for us?





QUIZ CARD

What are your strengths?



QUIZ CARD

What are your weaknesses?



QUIZ CARD

Where do you see yourself in 5 years?



QUIZ CARD

What are your salary expectations?





QUIZ CARD

What characteristics would your ideal manager have?



QUIZ CARD

If asked about salary expectations early in the interview, what is a smart move and why?

- a. Refuse to answer directly, but show openness.
- b. Demand a high salary immediately.
- c. Say you'll accept whatever they offer.



QUIZ CARD

Do you prefer to work independently or in a team? And why?



QUIZ CARD

How do your friends/colleagues describe you?





QUIZ CARD

How do you handle pressure?



QUIZ CARD

How would you describe yourself as a worker?



QUIZ CARD

What motivates you the most?



QUIZ CARD

What do you know about our company?





QUIZ CARD

What does integrity mean to you?



QUIZ CARD

Why should we hire you?





CHALLENGE CARD

**You are given a task you've never done before and aren't sure how to complete it.
What steps do you take to handle the situation?**



CHALLENGE CARD

**A colleague asks you for help when you are busy finishing your own task and risk missing the deadline.
How do you respond?**



CHALLENGE CARD

**You have to convince a customer that a simple mug is the best product on the market.
How would you do it?**



CHALLENGE CARD

**You feel your responsibilities have increased and want to ask for a higher salary.
How do you approach the conversation?**





CHALLENGE CARD

You walk into your workplace and find a wallet full of cash on the floor. You're already running late. What would you do and why?



CHALLENGE CARD

You're offered two tasks: one is safe and easy with little reward, the other is risky but could bring big recognition. Which would you choose and why?



CHALLENGE CARD

A colleague takes credit for something you did well. Everyone seems to believe them. How do you react and why?



CHALLENGE CARD

You're leading a project and your team disagrees with your decision, but you believe you're right. What would you do and why?





CHALLENGE CARD

You're asked to describe yourself using only three unrelated objects. No explanations allowed.



CHALLENGE CARD

Tell about a period when you were under a lot of pressure at work or at school. How did you cope?



CHALLENGE CARD

Describe a situation where you had to think "outside the box".



CHALLENGE CARD

How do you measure success?





CHALLENGE CARD

Describe a situation where you worked in a team and what your role was.



CHALLENGE CARD

Describe a situation where you had to make a difficult decision.



CHALLENGE CARD

How do you make an important decision under pressure?



CHALLENGE CARD

What does “working smart” mean to you?





CHALLENGE CARD

Describe a situation where you went above and beyond to exceed expectations – what did you do?



CHALLENGE CARD

How do you define 'career success' in your journey, and what does reaching the top look like for you?



CHALLENGE CARD

Tell about a time you received negative feedback. How did you receive it, and what did you do afterwards?



CHALLENGE CARD

Describe a situation where you had a conflict with a colleague. How did you resolve it?





CHALLENGE CARD

Can you think of a time when things suddenly changed? How did you adjust and keep things moving?



CHALLENGE CARD

If you had all the resources you could ever need, what project would you start and why?



CHALLENGE CARD

You're asked a personal or inappropriate question (e.g., "Do you plan to have kids soon?"). How do you respond professionally?



CHALLENGE CARD

Describe a time you had to persuade someone of your idea.





CHALLENGE CARD

Describe a situation where you identified a problem that others didn't notice.



CHALLENGE CARD

Give an example of a situation when you demonstrated initiative.



CHALLENGE CARD

What steps do you take to avoid making mistakes in your work?



CHALLENGE CARD

**Give an example of a situation where you had to solve a complex problem.
How did you proceed?**





CHALLENGE CARD

What work-life balance are you seeking?



CHALLENGE CARD

**Tell me about a time you failed.
What did you learn from that experience?**





SKILLS CARD

Imagine you have to explain the concept of 'internet' to someone who's lived in a cave their whole life.

How would you do it?



SKILLS CARD

You're the leader of a team of superheroes with very strange powers: one can only speak in rhyme, another can teleport 1 meter and another turns everything he touches into jelly. How do you organize the team to save a kitten stuck in a tree?



SKILLS CARD

Sell this item! Pick a random object around you (pen, cup, notebook, etc.) and sell it like it's a life-changing innovation.



SKILLS CARD

Change one letter: Invent a totally new job by changing ONE letter in an existing job title. (Example: Banker -> Barker, someone who manages dogs at banks).





SKILLS CARD

You were fired from your last job for a specific, seemingly negative reason (Example: "You accidentally deleted the company's entire database"). Explain how this experience actually made you a better, more careful person, turning the negative into a positive learning experience.



SKILLS CARD

A client calls you being extremely upset due to a mistake your company made. You have 90 seconds to calm them down, understand the problem, and propose a solution, all while remaining calm and professional.



SKILLS CARD

Prioritize these tasks and explain why: Answer emails / Finish a project / Attend a meeting. (2 minutes)



SKILLS CARD

You lead a crew of unusual pirates in search of a hidden treasure. How do you motivate them to work together?





SKILLS CARD

Describe a strategy to work with a difficult colleague who always complains about something. (2 minutes).



SKILLS CARD

Role play: You're late to the interview because a parade blocked the street. Explain this professionally to your interviewer.



SKILLS CARD

Invent a job title for a futuristic career.



SKILLS CARD

**You have to organize a perfect surprise party for someone who hates surprises, crowds, and cakes.
How do you do it?**





SKILLS CARD

**You're responsible for moving an extremely large and fragile jelly statue from one place to another using only limited and unusual resources (ropes, balloons, rollers).
How do you proceed?**



SKILLS CARD

**You have to sell a completely useless object to a very skeptical customer.
How do you convince them they need it?**



SKILLS CARD

**Imagine you're applying for a position at a fast-paced tech startup. Your only skill is making coffee really fast.
How would you convince the interviewer that you're the perfect fit for the role?
You have 2 minutes!**



SKILLS CARD

**You're about to present in a job interview, but just 5 minutes before your scheduled presentation, you're told the topic has changed from your prepared speech to an entirely new subject.
How do you adapt quickly and still deliver a confident, memorable presentation?**





SKILLS CARD

Your team missed an important project deadline, and the client is unhappy. You have 1 minute to propose a solution to both regain their trust and get the project back on track.

What do you do next?



SKILLS CARD

Ask your colleague to share a 3-sentence story about a challenging work situation.

You have 40 seconds to summarize the key points in one sentence.



SKILLS CARD

You're leading a team on a tight deadline, and each team member's work is dependent on the others' progress.

How do you coordinate your tasks to ensure everyone stays on track without delays or confusion?



SKILLS CARD

You're elected mayor of a city populated exclusively by talking animals.

What policies do you implement to meet the different needs of your citizens?





SKILLS CARD

What are two important cybersecurity rules everyone should know? (1 minute)



SKILLS CARD

Serious face game: Someone tries to distract you (making jokes or faces).

You must talk about your strengths without laughing for 30 seconds.



SKILLS CARD

You're a secret agent who needs to obtain classified information from a mysterious character at a masquerade party.

How do you charm and convince them to reveal the secret without revealing your identity?



SKILLS CARD

Give a 30-second 'serious' speech about why socks and sandals should be allowed at the office.





SKILLS CARD

**Speed round:
Say 5 workplace skills in 20
seconds.**



SKILLS CARD

**Describe the concept of 'emotional
intelligence' in one minute.**



SKILLS CARD

**You're a negotiator sent to mediate
a bizarre dispute between two
completely opposing groups:
vampires and vampire hunters.
How do you find a peaceful and
mutually beneficial solution?**





MAGIC CARD

The swap trick

Not sure about the answer? Play this card to trade your current card for a random one from the deck. Whatever you draw, you must answer. Feeling lucky?

The first card goes to the discard pile.



MAGIC CARD

Team assist

Too tough to handle solo? Call in a teammate! Pick one player to help. If you both succeed, you split the glory – and the points.

The card is yours to keep.



MAGIC CARD

Double down

Draw two cards in a row. Complete both tasks. If you succeed, double your points! But miss one... and you keep only one.

Ready to take the gamble?



MAGIC CARD

Mission swipe

Already got 2 Skills and 2 Challenges? Nice work. Now, you can steal any card you need to complete your mission from another player.

It's all part of the career climb!





MAGIC CARD

Risk and reward

Toss one card from your hand into the discard pile. Draw two new ones – but here's the twist: answer both successfully or lose the one you answered wrong.
Take a risk only if you're feeling bold.



MAGIC CARD

Recycle win

Play this and dig into the discard pile. Choose one card – any type – and bring it back to life in your hand. One player's trash is your interview treasure.



MAGIC CARD

Turn stop!

When a player draws a card, jump in and yell "Stop!" Show this card and steal their moment – you get to complete that card instead. If you succeed, you keep it.
Their turn? Over.
Your moment? Sparked.



MAGIC CARD

Future vision

Play this card on your turn and secretly peek at the next 3 cards from the deck. Choose the one that fits you best and shuffle the rest back into the deck.. Magic?
No, just strategy.





MAGIC CARD

Memory thief

Your left-side rival shuffles their Quiz, Skill, and Challenge cards. You blindly pick two cards. Add one of your choice to your deck and give the other card back.



MAGIC CARD

Quick boost

You're stuck? Play this card and gain +1 minute to search online for help. Only works for Skill or Quiz cards – no sneaky moves on Challenges! Use your time wisely, and maybe you will succeed.



MAGIC CARD

Second shot

You failed the card? No worries! You get one instant retry. If you nail it this time, the card is yours. Because everyone deserves a second chance – even in interviews.



MAGIC CARD

Card snatcher

Someone just earned a shiny new card? Play this sneaky card right after and snatch it from them. They lose it. You keep it. No hard feelings (well... maybe a little).





INSTRUCTION PAPER

Job Interview Card Game

Job Interviews may be a real challenge and sometimes can leave you puzzle-headed... Victory is never certain. But it doesn't have to be like this! If you complete your Mission, you'll know exactly what you have to do in a job interview and could return victorious. It's worth the try, so let's start!

The Job Interview Card Game is a product of the project Path to Success and uses gamification in order to help prepare young people for job interviews. It is an innovative approach with an ambivalent nature: the game could be played independently by young people or can be included by youth workers as part of their workshops centred on career counselling.

Players: minimum 2- maximum 6

Age group: +14

Materials: card game, A4 paper sheets, pencils, timer or a phone

Timing: 30-60 minutes (depending on the number of players)

HOW TO PLAY THIS GAME:

1. Pick a Mission Card. Each one has a particular mission outlined, related to specific situations you may encounter during your professional quest. In many ways, it shows you how to think. But it has a practical purpose, too: it sets a score that you have to reach along the game. The score consists in different numbers of particular cards that you must accumulate during the game. For example: collect 2 Quiz cards, 3 Skills cards and 1 Challenge card. That will be your Mission. Also, each collected card worth 1 point.

2. Pick a Magic Card. You can use this card in various ways but only after round three. You can get a second Magic Card by trading 5 points. Now that you're all set, the journey begins.

3. Shuffle all other cards (Quiz, Skills, Challenges, Magic) and then each player draws one at a time. The cards are turned face down so it would be a surprise: you don't know what you'll draw and you can't choose.

What about these cards...?

Quiz Cards: ask questions about jobs and careers, professions, things you usually need to know in a job interview.

Skills Cards: ask you to demonstrate a particular skill in front of your peers.

Challenge Cards: solve a realistic job interview scenario or react to a situation.

Magic Cards: can be used only after Round 3 for multiple purposes: you can take extra time to think, you can retry with another card if you don't know the answer etc.

4. Answer the task on the card. You can provide an answer in case of a Quiz Card or demonstrate a particular skill in case of a Skill Card. Either the peers or the facilitators (in case there is one) determine whether or not the task was completed successfully.

✓ If successful: Keep the card (it counts toward your mission and worth 1 point).

✗ If you fail: Place the card in the discard pile.

5. Round again until finish. After each player had played a card, the game continues with another round and then another round, until one of the two situations occurs:

✓ all cards were finished

✓ all players completed their missions

Usually, when all cards are finished, only a part of the players would have completed their missions. But the second situation may occur as well.

HOW TO WIN THIS GAME

There are two winning paths that must be combined:

Step 1: Complete your mission

As soon as a player/team completes their Mission Card (collects the right combo of card types), they must declare it. Their success is noted — but they are not the winner yet.

Step 2: Have the most cards

At the end of the game, only those who have completed the Mission enter the final competition. Of these, the player/team with the highest total number of cards (of any type) wins. In case of a tie, the player who completed their Mission first wins.

This system rewards early strategic play AND continuous learning effort.



But the trophy... The Trophy goes to all the players who had learnt something useful during the game, who became accommodated with the rules of job interviews and, subsequently, get the job they wanted!

For more information about the game visit: pathtosuccess.beyoueurope.eu