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# CONNECTION CARDS

Let these cards guide conversations around  
creativity, community, collaboration,  
work~self-actualization and wellbeing.



## **INTRODUCTION**

Enlightened ways of working require new ways of understanding how we connect. Inspired by the principles of Tarot—these cards are designed to build connection through the power of stories and play. Stories are the most powerful way we humans connect—they bring us to a place of better understanding. The cards represent a collection of symbols and words—the bones of stories, which can be told in an infinite number of ways, depending on the person telling the story.

In work, in life, and in stories, perspective is key. Getting outside of our routine can radically change the way we see things and the stories we tell. These cards prompt us to share and understand parts of our deeper selves to create a more humane, purposeful, equitable and inclusive work culture.

## **CONTRIBUTERS**

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## INSTRUCTIONS

We recommend playing this game with your colleagues or project team, in a group of 2 to 4 people. Use the exercise for reflection, connection, play or ritual. You can share as much as you feel comfortable with.

Each card may inspire something different: feelings, energies or stories that are unique to you and your working experience. It's okay if you don't understand a card right away. They are meant as prompts for storytelling and interpretation.

## BEFORE YOU START

When playing this game, you are entering a safe space. Be honest and open—what enters the room, stays in the room.

During the game, dare to ask questions or follow up on things that make you curious. Start learning how to read people; the desires, challenges, fears or hopes in their faces.

## WILDCARDS

If a card makes you feel uncomfortable or you can't resonate with the card, pull a Wildcard! Every person has the option to pull one Wildcard per reading.

## GAME SET-UP

- 1** Lay out the four Situation Cards in front of you, starting from left to right with Situation 1 → 4.
- 2** Based on a classic Tarot reading, the game starts by one player pulling four cards. These four cards are laid out consecutively corresponding to the Situation Cards: The first card you pulled describes your Current Situation, the second represents potential Challenges, the third describes your work-related Chances for Development.
- 3** Then the readings start: The person who's been on the team the longest goes through their four cards first—the first three by themselves, the fourth as a team (this card needs group effort and will be interpreted together as a team).
- 4** The goal is to read each card according to the Situation Cards by explaining how you interpret the cards you pulled with the help of the questions on the Situation Card e.g. The first card you pulled says "New Beginnings"—how does it relate to your Current Situation?
- 5** Once the first team member is done with their reading, the next one follows, until every team member has gone through their four cards.

**ENERGY CARD** (Energy, Inspiration, Purpose)



## **NEW BEGINNINGS**

Something new is sprouting. This card can signify new ideas, creation, invention and new enterprise. It could be a good time to start something new, that you never took the time for.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **DEALING WITH CONFLICT**

Clashing personalities or egos. This card can signify competition, lack of cooperation, or disagreement. Look out for patterns of pairings you are struggling with.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **MAKING CHOICES**

Deciding between two paths. This card indicates a time for planning, making decisions, analyzing or wanderlust.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **A SPIRIT OF PLAY**

Embrace your inner child, free spirit, spontaneous. Think about childhood memories, playfulness, and adding a young spirit into your work life.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **MOMENT OF SUCCESS**

Hard work is paying off. This card can mean achieving a great level of victory, a job promotion, reward and recognition.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **ACT OF DEFENCE**

Standing up for your beliefs or staying true to what's at stake. It might be time to take a stand, set boundaries, resist injustice, and fight to protect what you have.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **TIME FOR CELEBRATION**

Feeling proud of achievements. Team appreciation, a productive team atmosphere, success. Don't forget to make time to celebrate!



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **GAINING MOMENTUM**

Taking off at great speed. Ability to recognize the right moment to act, a sense of energy or hard work paying off. Listen closely!



**EMOTION CARD** (Feelings, Inner Conflict)



## **HARMONY**

Opportunity for collaboration.  
A union of talents, mutual respect  
and appreciation of friendships  
and colleagues. Think about  
someone you've been wanting to  
collaborate with—now might be a  
good time to start.



**EMOTION CARD** (Feelings, Inner Conflict)



## **IMAGINATION**

Letting your mind wander.  
Daydreaming, fantasy or  
procrastination. Are you giving  
yourself enough time to let your  
mind wander?



**EMOTION CARD** (Feelings, Inner Conflict)



## **EMPATHY**

Ability to connect with others.  
A great time to begin new  
friendships, relationships  
and socializing.



**EMOTION CARD** (Feelings, Inner Conflict)



## **NEGATIVITY/ PESSIMISM**

A focus on the negative.  
Being pessimistic, moments of  
disappointment, mourning,  
loneliness, emotional baggage.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **CREATIVE FLOW**

Joy, focus, being in the zone.  
Reflect on moments or activities  
that make you completely lose  
yourself in time and space, giving  
you a feeling of energized focus,  
involvement, and enjoyment.



**EMOTION CARD** (Feelings, Inner Conflict)



## **FEELING OF BEING STUCK**

Re-evaluating a situation.  
Nostalgia, reflection, feelings  
of boredom or disillusion,  
feelings of being stagnant.



**ENERGY CARD** (Energy, Inspiration, Purpose)



## **RESILIENCE**

Being halfway through a battle.  
Drained of energy, gathering  
your strength and pushing  
through setbacks.



**EMOTION CARD** (Feelings, Inner Conflict)



## **SENSE OF BELONGING**

Coming together, friendship,  
solidarity. A feeling of connected-  
ness, union, purpose, and  
social acceptance.



**EMOTION CARD** (Feelings, Inner Conflict)



## **OBSESSION WITH CONTROL**

Holding on to people, things and situations. Are you maybe trying too hard to cling on to the job, people or possessions that give you a sense of security?



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## **NEED FOR SOLITUDE**

This card indicates that you need some rest, relaxation and time for introspection, so you can regroup and get yourself back on track.



**EMOTION CARD** (Feelings, Inner Conflict)



## **EXHAUSTION**

Being under intense pressure, a feeling of being burned out. Check in with yourself—are you taking on too much or in a situation with too much responsibility?



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## **HONEST REFLECTION**

Being honest with yourself, your colleagues, your team. An opportunity to build life skills, rise above challenges, gain self-acceptance, and improve authenticity.



**EMOTION CARD** (Feelings, Inner Conflict)



## **CREATIVE FULFILLMENT**

A feeling of self-confidence, inner happiness and satisfaction with the work you're doing, dreams coming true.



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## **CAUGHT IN THE MIDDLE**

Being torn between two relationships, divided loyalty. This card indicates that you may be caught in the middle of a conflict at work or are torn between two loyalties, relationships or situations.



**EMOTION CARD** (Feelings, Inner Conflict)



## **SETTING BOUNDARIES**

Walking away from people or situations, or abandoning plans. Time for introspection, self-analysis, career change.



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## **FLOURISHING COMMUNICATION**

This card indicates a stimulating environment or mentally stimulating people to bounce your ideas off, a high level of resonance and understanding.





**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## SELF-SABOTAGE

Putting yourself down; behaviors or thoughts that hold you back and prevent you from doing what you want to do. Reflect on patterns that create problems, disrupt workflows or keep you from achieving your goals.



**JOURNEY CARD** (Self-Development, Career Paths)



## BLURRED BOUNDARIES

Are your work life and your personal life not as separated as you would want them to be? This card indicates an unclear work-life balance. Try to think about what your personal life and your work life mean to you, where they overlap, and where they shouldn't.



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## LACK OF HONESTY

Practicing honesty has become a challenge. Honesty is defined as truthfulness in our spoken words and actions. Ask yourself where a lack of honesty may stem from.



**JOURNEY CARD** (Self-Development, Career Paths)



## SENSE OF SECURITY

Feelings of preservation and stability are providing a grounding influence in your life.



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## CALMER WATERS

After a big storm... things on the work front are calming down. You may be moving into an easier phase in your work life where things are under control, you're accomplishing your goals and completing tasks with ease.



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## FOMO

This card indicates you're experiencing fear of missing out on something—more fun? A better job opportunity? A cool project? More money?



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## LACK OF COMMUNICATION

Are you communicating enough? Are you sharing team knowledge regularly? Are there better ways to share information?



**RELATIONSHIP CARD** (Communication, Relationship with Self & Others)



## THE END

This card may indicate that it's time to let go of something—maybe you've hit a dead end with a certain project or person. But remember—when one door closes, another one opens...



**JOURNEY CARD** (Self-Development, Career Paths)



## **LOSS IN DRIVE**

Reflect on your motivation within the actual work you are doing. Has your passion decreased? Do you feel trapped?



**JOURNEY CARD** (Self-Development, Career Paths)



## **SELF-MASTERY**

This card signifies that you realize your full potential, and believe in your own self-discipline to achieve the goals you want to while staying true to yourself.



**JOURNEY CARD** (Self-Development, Career Paths)



## **STIMULATING COLLABORATION**

This card signifies an inspiring environment or mentally stimulating people to bounce ideas off and create a flourishing outcome.



**JOURNEY CARD** (Self-Development, Career Paths)



## **TIED HANDS**

Feelings of powerlessness, being silenced or censored. This card may signify a feeling of being trapped in your career or current position.



**JOURNEY CARD** (Self-Development, Career Paths)



## **PROCRASTINATION**

Deadlines or workflows are delayed or put off until the last minute. Are these procrastinations intentional?



**JOURNEY CARD** (Self-Development, Career Paths)



## **FREEDOM TO EXPERIMENT**

This card indicates that you still enjoy the freedom of trial and error. Innovation flourishes when failure is embraced, accepted, and seen as an opportunity for growth.



**JOURNEY CARD** (Self-Development, Career Paths)



## **GROWING MOTIVATION**

This card may represent the manifestation of ideas, ambitions or goals, and that now is a great time to plan and make things happen.



**JOURNEY CARD** (Self-Development, Career Paths)



## **COMMUNITY & MENTORSHIP**

Guidance, support, being valued. You may be feeling a strong sense of community spirit or be compelled to help those around you. It could also signify a need to get someone else's time, support or advice.







## WILDCARD

Let's all breathe in at the same time, hold our breath for 10 seconds, and breathe out at the same time.



## WILDCARD

Sharing senses — close your eyes and describe where you're sitting, what you hear, how you feel, what you smell.



## WILDCARD

Don't feel constant pressure to talk. Take one minute (you can time it on a phone) to be together in silence. It can feel awkward at first, then unexpectedly close and warm.



## WILDCARD

Take a digital snooze together. Take a pillow, or pillow your head on your desk, and take a one-minute rest together.



## WILDCARD

Build a castle with your cards.



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Build a castle with your cards.



## WILDCARD

Take a digital snooze together. Take a pillow, or pillow your head on your desk, and take a one-minute rest together.



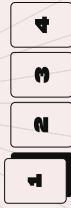
## WILDCARD

Grab a piece of paper and draw yourself without taking the pen off the paper. Once you're done, show it to your colleagues.



**SITUATION CARD:**  
**CURRENT SITUATION**

How does this card offer insight into your current situation?  
What role do these qualities play in your work life right now?



(Place the first card you pulled below this card and interpret it with the help of the questions.)

**SITUATION CARD:**  
**CHALLENGES**

How does this card reflect a challenge you are currently facing?



(Place the second card you pulled below this card and interpret it with the help of the questions.)

**SITUATION CARD:**  
**CHANGES**

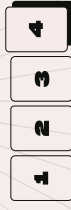
How are the themes on the card appearing in the form of new opportunities and desires?



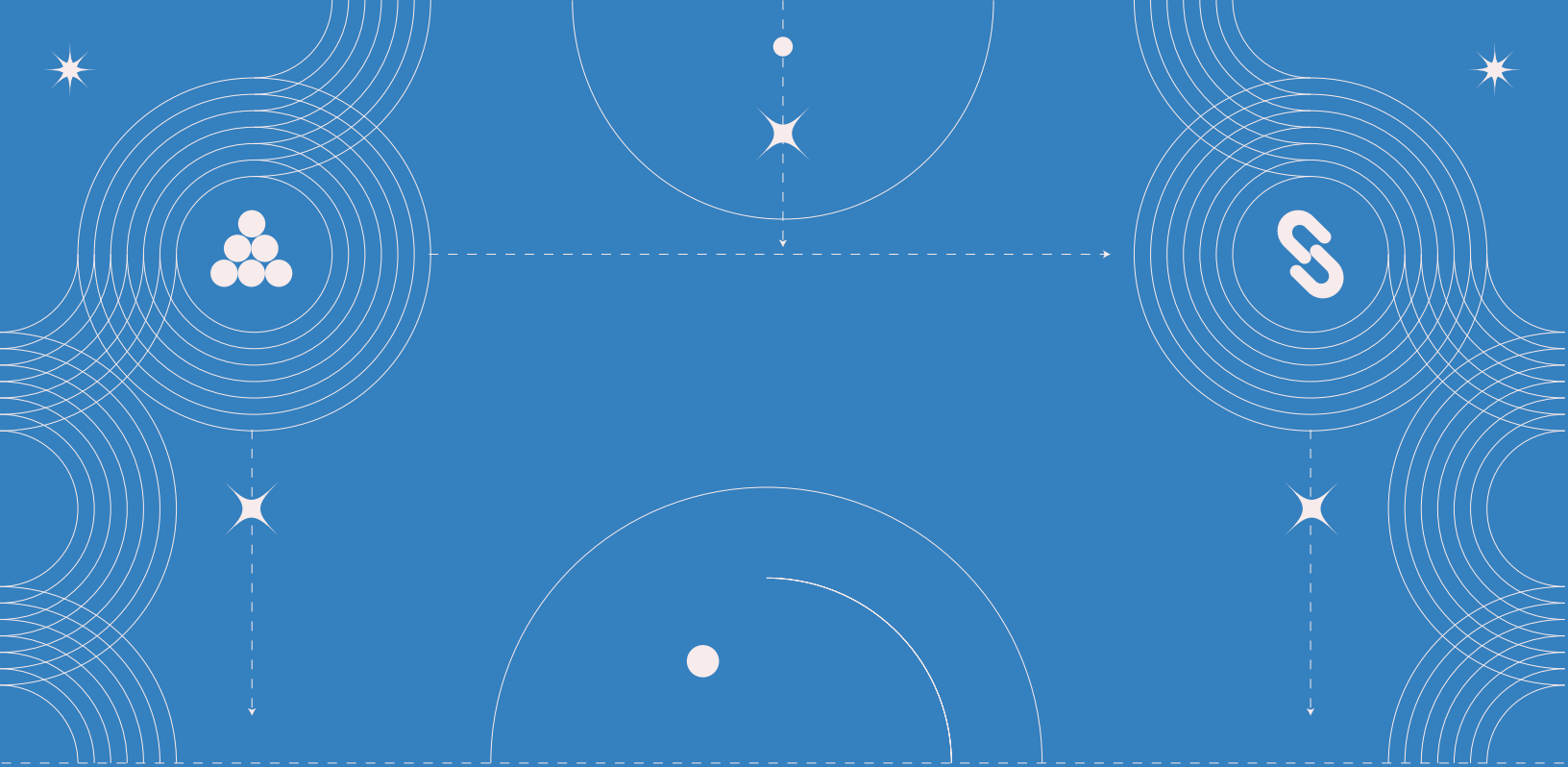
(Place the third card you pulled below this card and interpret it with the help of the questions.)

**SITUATION CARD:**  
**TEAM**  
(Answer as a team)

How do the qualities of this card play into the dynamic of you as a team?



(Place the fourth card you pulled below this card and interpret it with the help of the questions.)



✦ **Designed for Belonging** ✦

