

Interactive gamification for online training

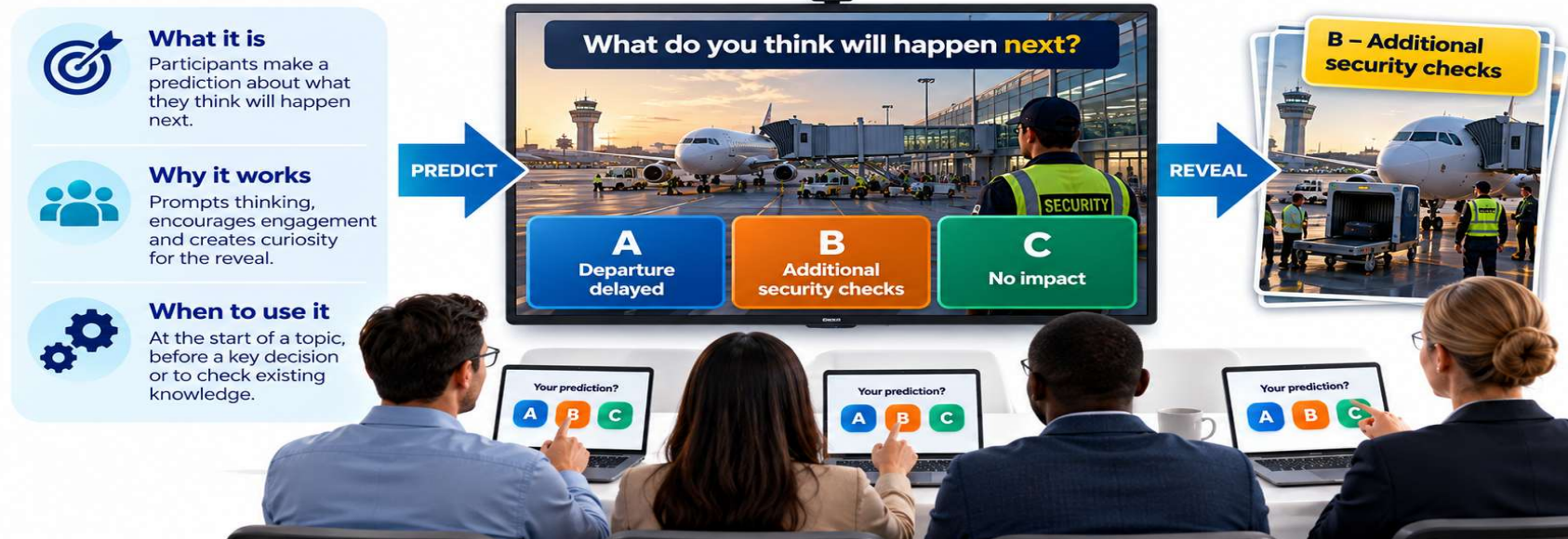
Practical ways to turn
passive online learning
into active participation





Prediction challenges

Ask participants to predict before revealing what happens

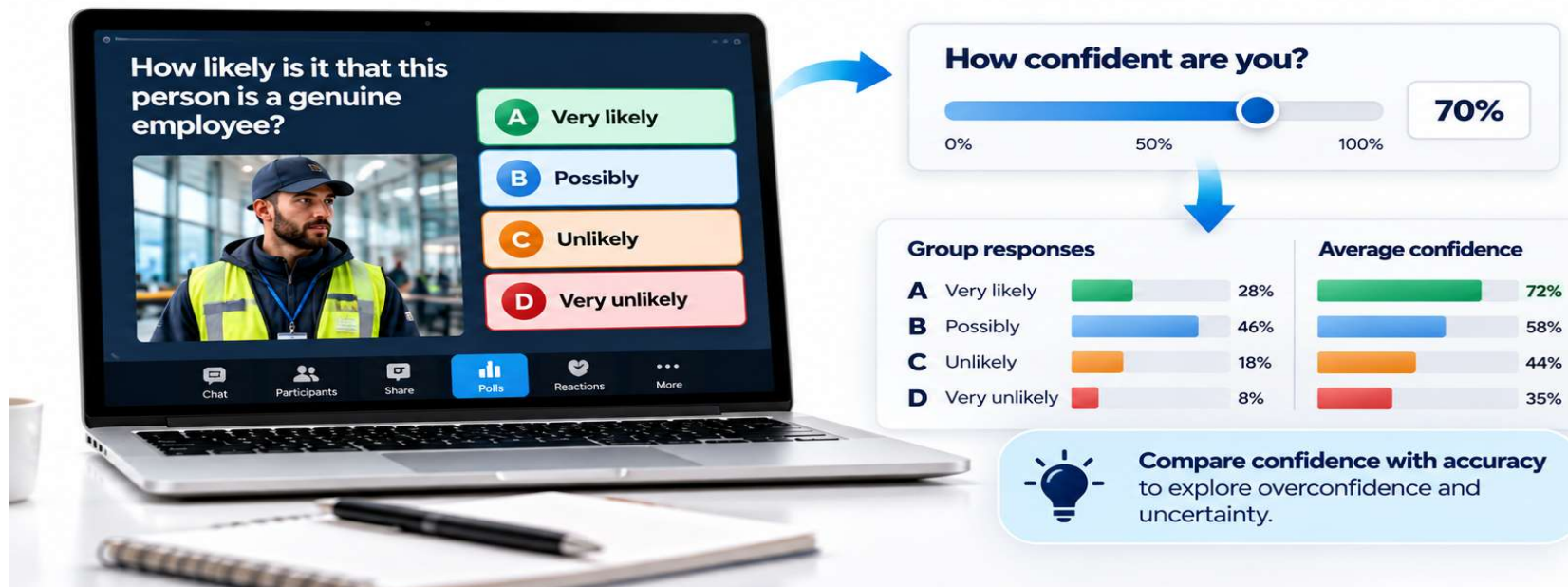


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Gamification activities should be adapted to the audience, learning
objectives, platform and organisational context.*



Confidence challenges

Capture both the answer and how certain participants are



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Prioritisation games

Ask participants to rank competing risks, actions or information

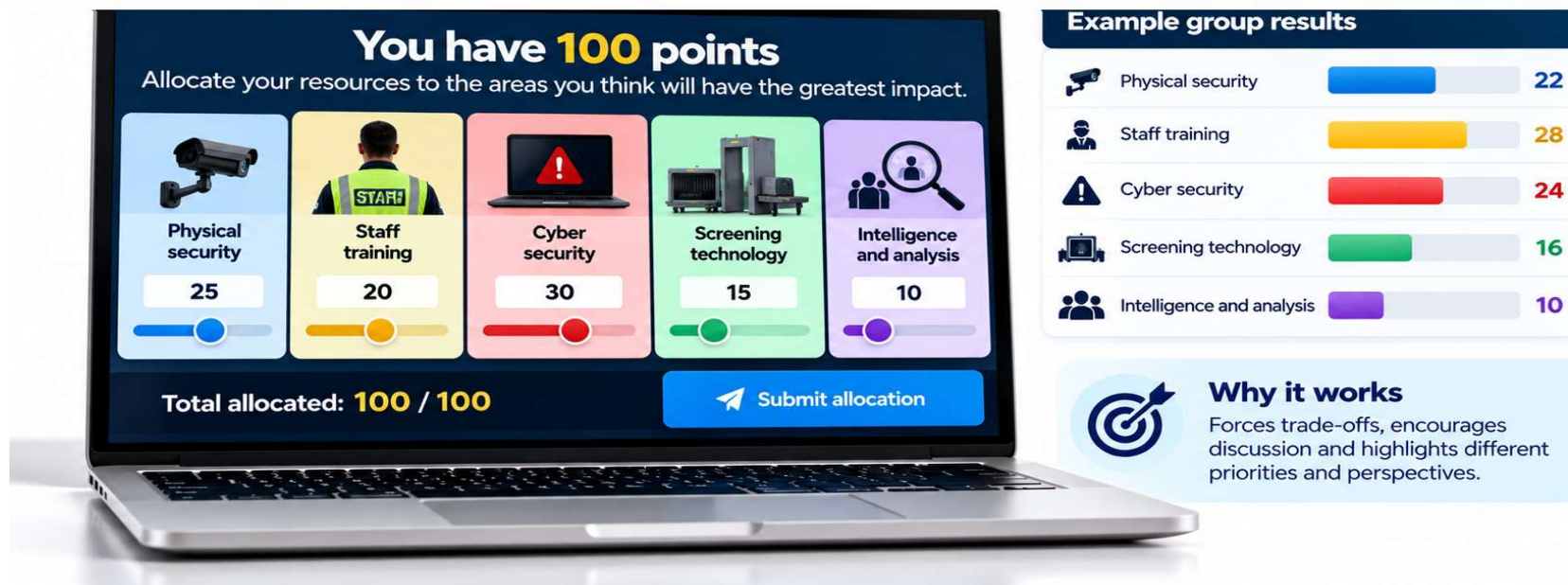


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Resource allocation games

Ask participants to decide how to allocate limited resources

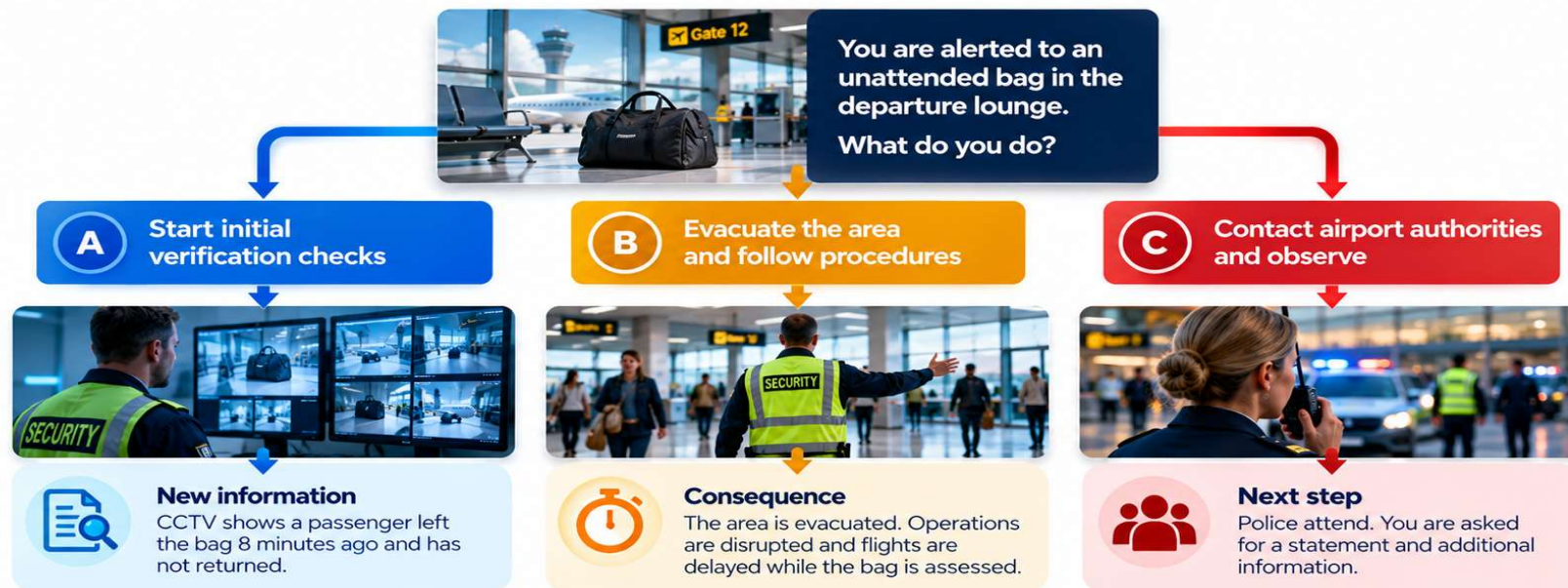


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Branching decisions

Let choices change what participants encounter next



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Investigation games

Reveal evidence gradually and challenge participants to build an assessment

Incident scenario
A drone is reported near the airport perimeter.
Review the information and decide what is happening.

Evidence unlocked
4 of 6

1. Witness report
Airport staff report seeing a small drone flying near the perimeter at 21:15.

2. CCTV image

3. Social media post
Video posted online claims a drone over the runway. Location and time unverified.

4. Radar data

5. Weather report
Strong winds reported in the area from 20:00 to 23:00.

6. Operator statement
Complete the analysis to unlock this report.

Step 1 – Review evidence
Examine the information as it becomes available.

Step 2 – Analyse and discuss
Identify what is reliable, what is uncertain and what information is missing.

Step 3 – Make an assessment
Decide what is most likely happening and what further information you need.

Possible assessment

A	Authorised operation
B	Hobby drone activity
C	Deliberate hostile act
D	Insufficient information

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Red herring challenges

Ask participants to separate relevant evidence from plausible distractions

Which items are relevant, uncertain or a red herring?
Review the evidence and place each item in the correct category.

1. CCTV image 	2. Social media post 2h ago	3. Staff report AIRPORT INCIDENT REPORT Member of staff reports hearing a loud buzzing noise at 21:10 near the cargo area.	4. Weather data
5. News article Drone deliveries set to expand next year 	6. Flight tracking 	7. Old incident INCIDENT SUMMARY Similar report at this airport 18 months ago. Nothing substantiated.	8. Anonymous email There will be a drone attack tonight. This is definitely happening.

Your task
Decide which items are relevant, which are uncertain and which are red herrings.

Relevant	Uncertain	Red herring
	 2h ago	
	 There will be a drone attack tonight.	

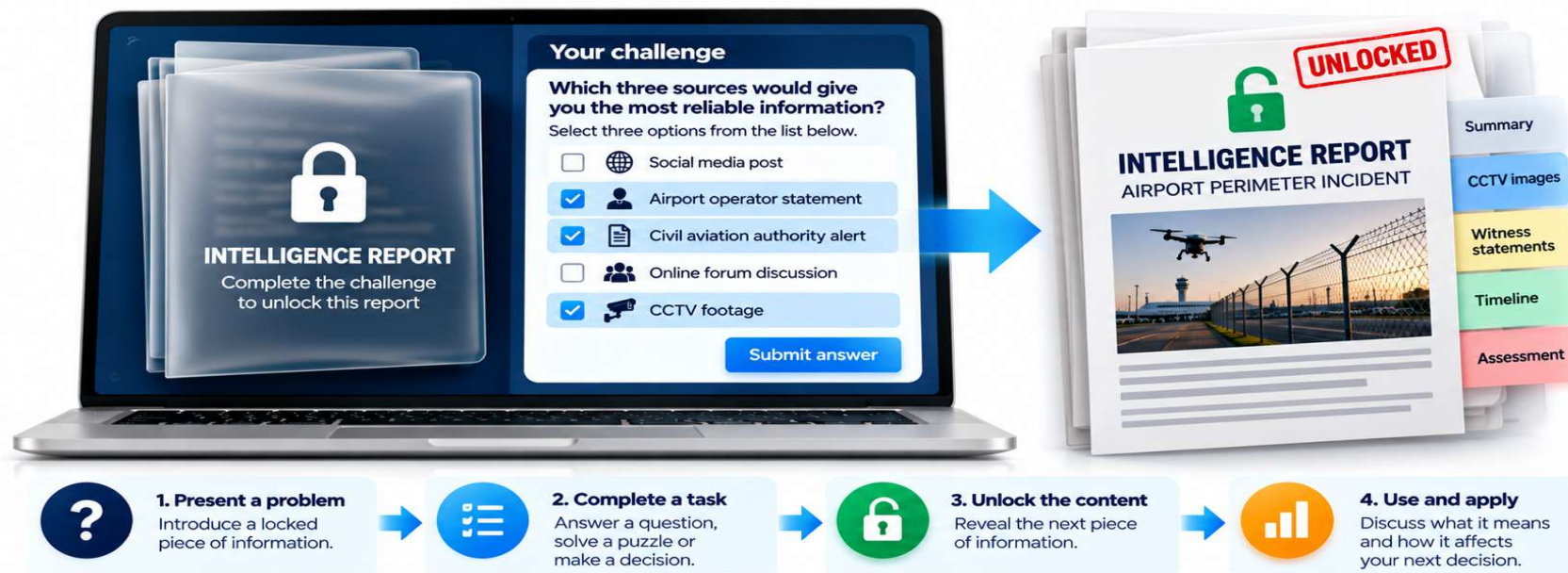
Why it works
Develops critical thinking, reduces confirmation bias and highlights the need to verify information.

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Unlock challenges

Complete a task to reveal the next piece of information



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Role and stakeholder games

Give different perspectives, interests and information to bring the scenario to life

- 
Assign roles
 Give participants specific roles, interests and objectives.
- 
Provide information
 Share different, and sometimes conflicting, information with each role.
- 
Facilitate discussion
 Let participants negotiate, challenge and build a shared view.
- 
Achieve an outcome
 Make decisions or agree recommendations based on role perspectives.










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Time-pressure challenges

Add urgency and realism to encourage quick thinking and focused decisions



Set the scenario

Give a clear task with a limited amount of time.



Create urgency

Use a visible countdown timer to maintain momentum.



Make the decision

Individuals or teams share answers within the time limit.



Review and reflect

Reveal the outcome and discuss the reasoning and lessons learned.



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Perception and attention games

Use observation and attention to find key details and spot what matters

-  **Build awareness**
Encourage participants to look closely and notice detail.
-  **Spot the important**
Identify key information and distinguish useful from distracting.
-  **Challenge assumptions**
Reveal how easily detail can be missed or misinterpreted.
-  **Discuss and apply**
Share what was seen, what was missed and why it matters.



Game examples

-  **Spot the difference**
Find changes in images or scenes.
-  **Missing information**
Identify what is missing from a scenario.
-  **Fact or distraction?**
Decide what information is relevant.
-  **Visual scanning challenge**
Find specific items under time pressure.

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Team-versus-scenario games

Work together to analyse a shared scenario and develop an appropriate response

- 
Form teams
Place participants in small groups with a common goal.
- 
Provide a scenario
Give a realistic situation with constraints and competing demands.
- 
Facilitate collaboration
Use breakout rooms, shared documents or digital boards.
- 
Compare outcomes
Bring teams back to share, discuss and highlight different approaches.



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Choosing the right approach

Match the gamification method to your objectives, audience and resources



Understand your objectives
What do you want participants to learn or achieve?



Consider your audience
Experience, roles, numbers and preferences.



Check your resources
Time, technology, facilitation skills and preparation.



Select and adapt
Choose the most suitable gamification method and tailor it to your online environment.

Match method to your needs

Gamification method	Learning objective	Audience suitability	Resources required	Engagement potential
Prediction challenges	★★★★	★★★★	★★	★★★★★
Confidence challenges	★★	★★★★	★★	★★★★
Prioritisation games	★★★★	★★★★	★★	★★★★★
Resource allocation	★★★★	★★	★★★★	★★★★
Branching decisions	★★★★	★★	★★★★	★★★★
Investigation games	★★★★	★★★★	★★★★	★★★★★
Red herring challenges	★★	★★★★	★★	★★★★
Unlock challenges	★★	★★	★★	★★★★
Role and stakeholder games	★★★★	★★★★	★★★★	★★★★★
Time-pressure challenges	★★	★★★★	★★	★★★★
Perception and attention	★★	★★	★★	★★★★
Team-versus-scenario games	★★★★	★★★★	★★★★	★★★★★

Key questions

- ☒ What is the learning outcome?
- ☒ Who are the participants?
- ☒ How much time do you have?
- ☒ What tools are available?
- ☒ Will it work online?
- ☒ How will you measure success?

OBJECTIVES

AUDIENCE

RESOURCES

CONTEXT

CHOICE

**PLAN
MATCH
ADAPT
ENGAGE**

OBJECTIVES

AUDIENCE

RESOURCES

ONLINE ENVIRONMENT

Right method

→

- ☒ Engagement
- ☒ Learning
- ☒ Practical
- ☒ Achievable

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