



## For more control and interaction

1. Shuffle the stack.
2. Everyone get's five cards and holds them like you would expect (images at the back).
3. Take your time to read them.
4. One player is the active player.
5. All players
  - a. select one card from their hand they would like to talk about
  - b. place it on the table (e.g., with four players, a row of four cards), image up.
  - c. and draw a new card from the stack for their hand.
6. Next, the active player selects one card from the images they see, leaving the other cards on the table, and the game proceeds like normal.
7. When the conversation winds down, the non-chosen cards remain on the table and the next player becomes the active player.
8. Next player and go back to step 5 with a small change:
  - a. Each player may decide to:
    - i. Leave the previous card on the table if they would like to ask the card to the next player.
    - ii. Play a new card, *discarding* the previous card and drawing a new one
    - iii. Play a new card, *replacing* the previous card (i.e., back to their hand, to be used for a next player).



# Do you want to discuss Recognition & Rewards topics?

And help to improve how we recognize and rewards each other and each other's work?

Make use of the card game **mmmAcademia!**

Share your opinion on the **mmmAcademia canvas** on your departments coffee table.

**MMM...ACADEMIA?**  
What is your opinion on Recognition & Rewards challenges?

1 Read the card and think about your answers to the questions.  
2 How hard do you think it would be to realize your

Question card  
Tokens

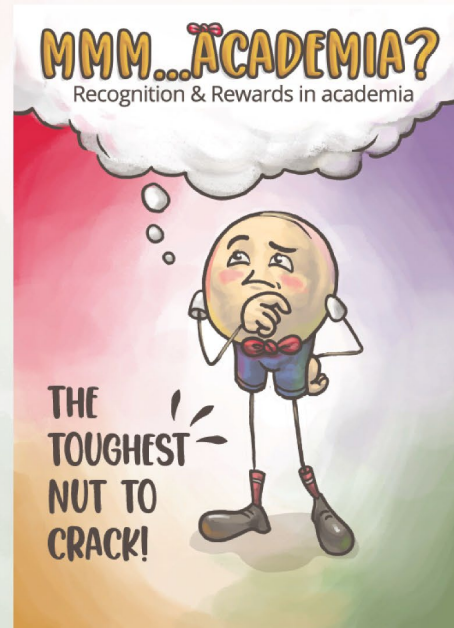
3 Take a token and place it on one of the options below to indicate your opinion.

No change needed Easy to change Hard to change

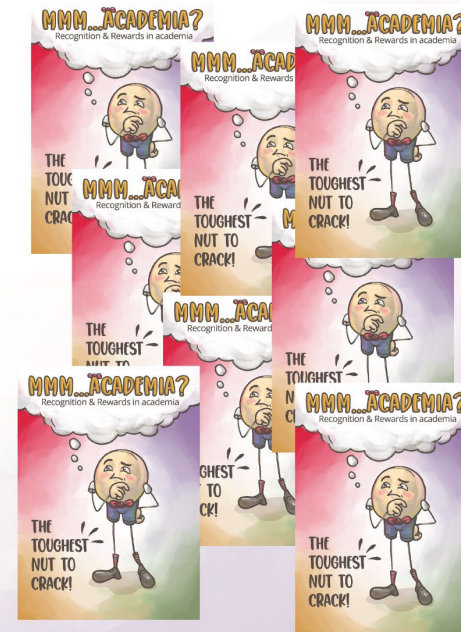
Want to share more on the topic? Write your thoughts below with the fineliner.

Scan to request your own set!

Look for the box and play the **card game** at the coffee table with colleagues.

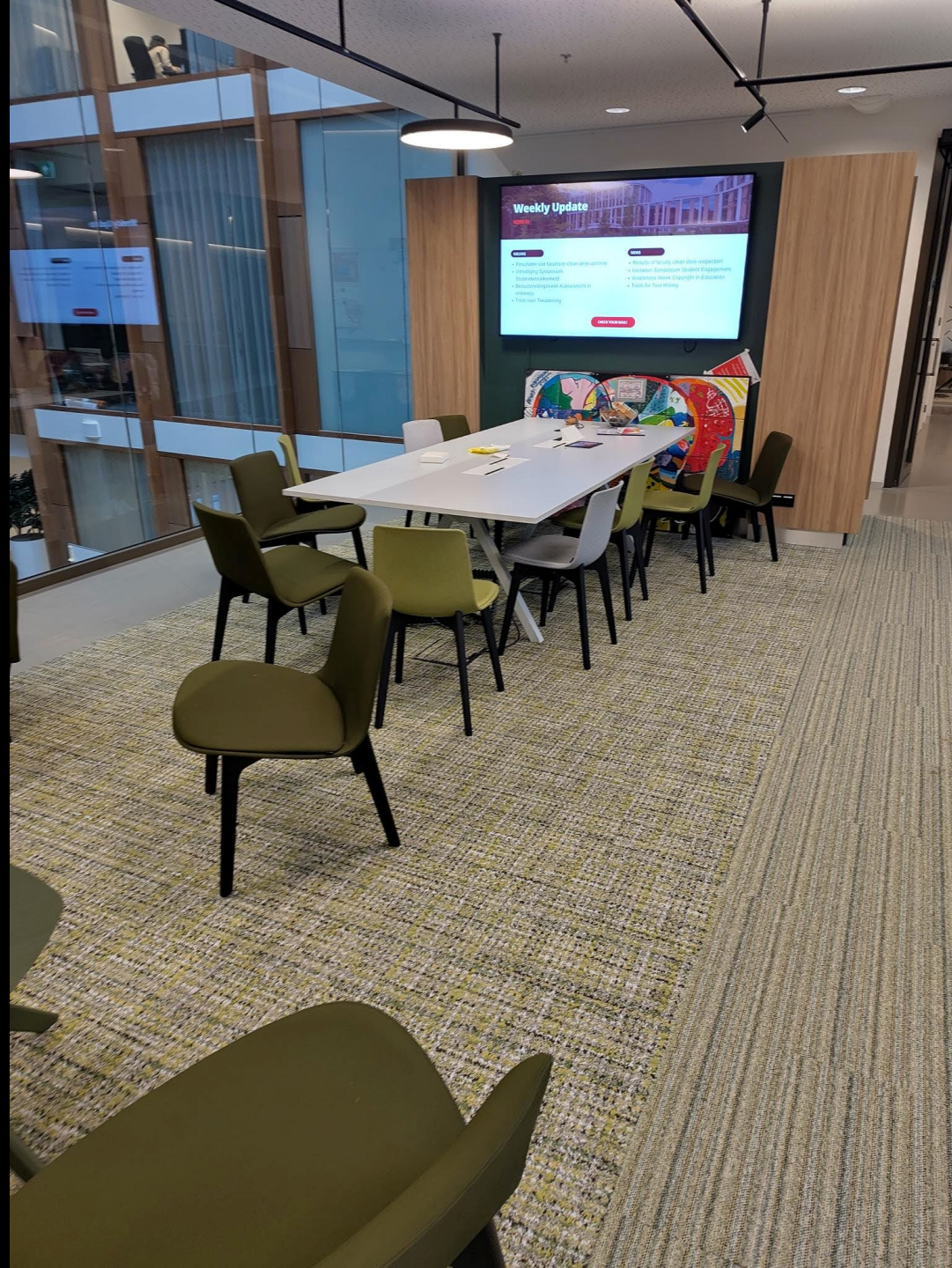


Go to [www.mmmacademia.nl](http://www.mmmacademia.nl) and request **free additional copies** for workshops and retreats.









# MMM...ACADEMIA?

What is your opinion on Recognition & Rewards challenges?

- 1 Read the card and think about your answers to the questions.
- 2 How hard do you think it would be to re-realize your ideal?



- 3 Take a token and place it on one of the options below to indicate your opinion.

Have more time? Use this card, other cards or the full game as conversation prompts and reflection tool during a coffee break, meeting or retreat.

No change needed



Easy to change



Hard to change



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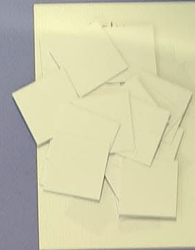




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For grants, separate judging  
the applicant from the content.  
On top, make it easier for  
juniors to be main applicant, e.g.  
by having a senior support/  
mentor for the junior applicant.



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your own set(s)!

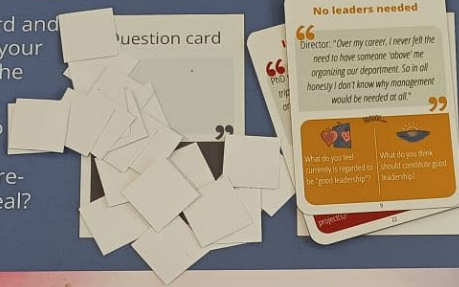




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I don't know who as a supervisor even says this stuff. I think they are unhappy if they say this.

As a phd supervisor I do tend to think about the project of the student in a similar fashion. The phd student plans where we go, and as a supervisor I ask why, how, and why not elsewhere. The 'rowing' is mostly done by the phd student. Supervisors help when we're stuck or specific skills are needed.

Thank that PhDs in similar situations can indeed support each other, which is one of the aspects that makes it possible to have a good experience. But there is only one aspect that is not possible: the supervisor. The supervisor is the one who is not supposed to be there. If the supervisor is not there, the student can do it all by themselves. But then the supervisor is still there, and the student is still depending on the supervisor.



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Fineliner

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Question card

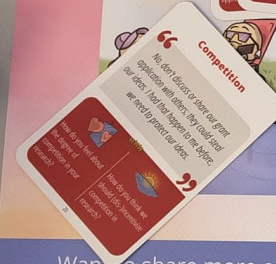
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Fineliner



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Fineliner

of exp... en verder

Woensdag 16 Oktober 14.00-17.00 in Nijmegen

Gratis, hier aanmelden

15.20 – 15.50 Pauze

15.50 – 16.35 Discussie met panel en publiek over de toekomst van natuurerfaringen

- Ryan van den Born (Onderzoeker RU)
- Rob Sweere (Kunstenaar)
- Sebastiaan Grosscurt (Natuurjournalist)

16.35 – 16.45 Afsluiting

16.45 – 17.30 Borrel

Radboud University Nijmegen

Stichting Natuur

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Timeline



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Easy to change



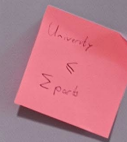
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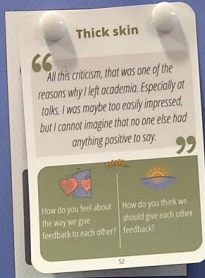
Fineliner



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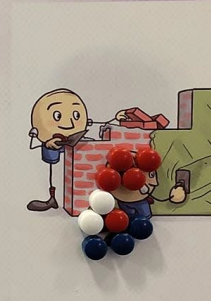
No change needed



Easy to change



Hard to change



Want to share more on the topic? Write your thoughts below with the fineliner.

we are often unaware  
of the impact of our  
words or tone +1  
Changing hierarchies changes power imbalance  
changes willingness to give feedback

Can you elaborate/explain?  
(include options & with the tree)  
who requires feedback  
not me from my colleagues  
about my work  
and the environment  
events



Scan to request  
your own set(s)!



Fineliner

# MMM...ACADEMIE

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Hard to change



Want to share more on the topic? Write your thoughts below with the fineliner.



Scan to request your own set(s)!

De rust meer like  
a separation plan  
an educational institution

The common  
is what keeps  
the unit running  
as an organization

Fineliner

RADBOL  
UNIVERSITY  
PRESS

Pul  
Rad

We pro

- Profess
- An add
- Print-on
- Online
- Easy pa

DOE MEE  
MET ONZE  
STUDIE

WE ZOEP  
DEELNEMER

• SPREEKANGST

• 19-45 JAAR OUD

• NEDERLANDS AL

• MOEDERTAAL HE

• NIET EN TACS GE

• 23/04

• 8 UUR

• TOTAL

• € 120



VOOR VERBODEN KUNST CONTACT  
DIT ONE GEDRAGEN VAN  
DE KUNSTEN EN CULTUUR





# MMM...ACADEMIA?

What is your opinion on **Recognition & Rewards** challenges?

1 Read the card.

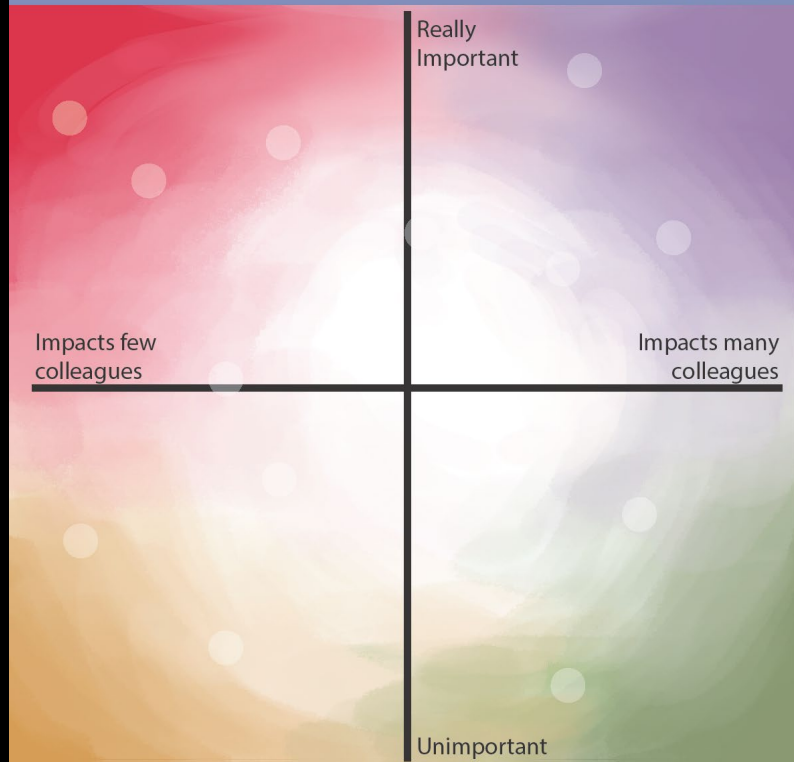
2 How **important** do you think change in this topic is and how **many colleagues** do you think are impacted?



3 Place a token anywhere on the axes below to indicate your opinion.

... Have more time? Use this card, other cards or the full game as conversation prompts and reflection tool during a coffee break, meeting or retreat.

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# MMM...ACADEMIA?

What is your opinion on **Recognition & Rewards** challenges?

1 Read the card and think about your answers to the questions.



2 Write on one or two post-its and place them below to share your opinion.

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