

Types of Learning and Possible Game Styles

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“Content”	Examples	Learning activities	Possible Game Styles
Facts	Laws, policies, product specifications	questions memorization association drill	game show competitions flashcard type games mnemonics action, sports games
Skills	Interviewing, teaching, selling, running a machine, project management	Imitation Feedback coaching continuous practice increasing challenge	Persistent state games Role-play games Adventure games Detective games
Judgment	Management decisions, timing, ethics, hiring	Reviewing cases asking questions making choices (practice) feedback coaching	Role play games Detective games Multiplayer interaction Adventure games Strategy games
Behaviors	Supervision, self-control, setting examples	Imitation Feedback coaching practice	Role playing games
Theories	Marketing rationales, how people learn	Logic Experimentation questioning	Open ended simulation games Building games Constructing games Reality testing games
Reasoning	Strategic and tactical thinking, quality analysis	problems examples	Puzzles
Process	Auditing, strategy creation	System analysis and deconstruction Practice	Strategy games Adventure games
Procedures	Assembly, bank teller, legal	imitation practice	Timed games Reflex games
Creativity	Invention, Product design	play	Puzzles Invention games
Language	Acronyms, foreign languages, business or professional jargon	Imitation Continuous practice immersion	Role playing games Reflex games Flashcard games
Systems	Health care, markets, refineries	Understanding principles Graduated tasks Playing in microworlds	Simulation games
Observation	Moods, morale, inefficiencies, problems	Observing Feedback	Concentration games Adventure games
Communication	Appropriate language, timing, involvement	Imitation Practice	Role playing games Reflex games