

Paycor's Escape Room Game

# Using Escape Rooms for New Hire Programs



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# Executive Summary

Paycor wanted an exciting experience to enhance their new hire program on Day one. Tracey created a wildly popular escape room game to review their day's content and promote teamwork. Her first version was an in-person pop-up escape room but when COVID hit, she had to pivot to rethink and redesign it to be a virtual escape room but preserve the most fun parts.



Paycor is an HR technology company that provides business leaders with the HCM software tools, expert advice, and responsive service so they can make a difference in their organizations.

# The Need

Originally, the company wanted a different type of activity to review key words from their Day One new hire training.

When the company went “Virtual First” in 2020 due to the pandemic, they needed to pivot to figure out a way to rethink and redesign their in-person pop-up escape room to make it work virtually and yet preserve the fun.

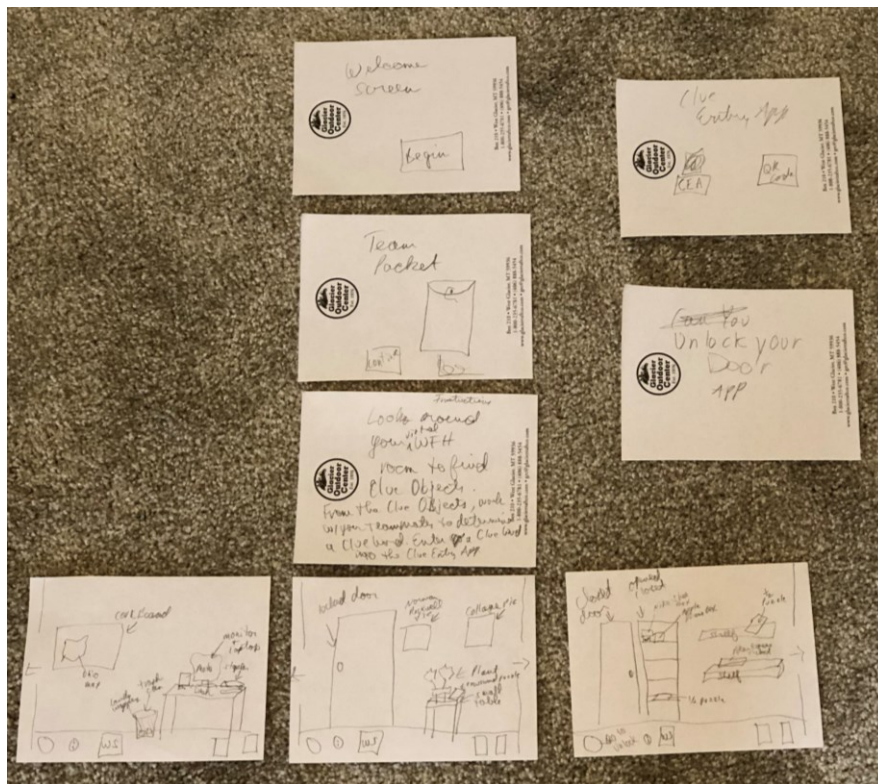
The decision was made to create a virtual escape room using Articulate Storyline.



# The Design Process

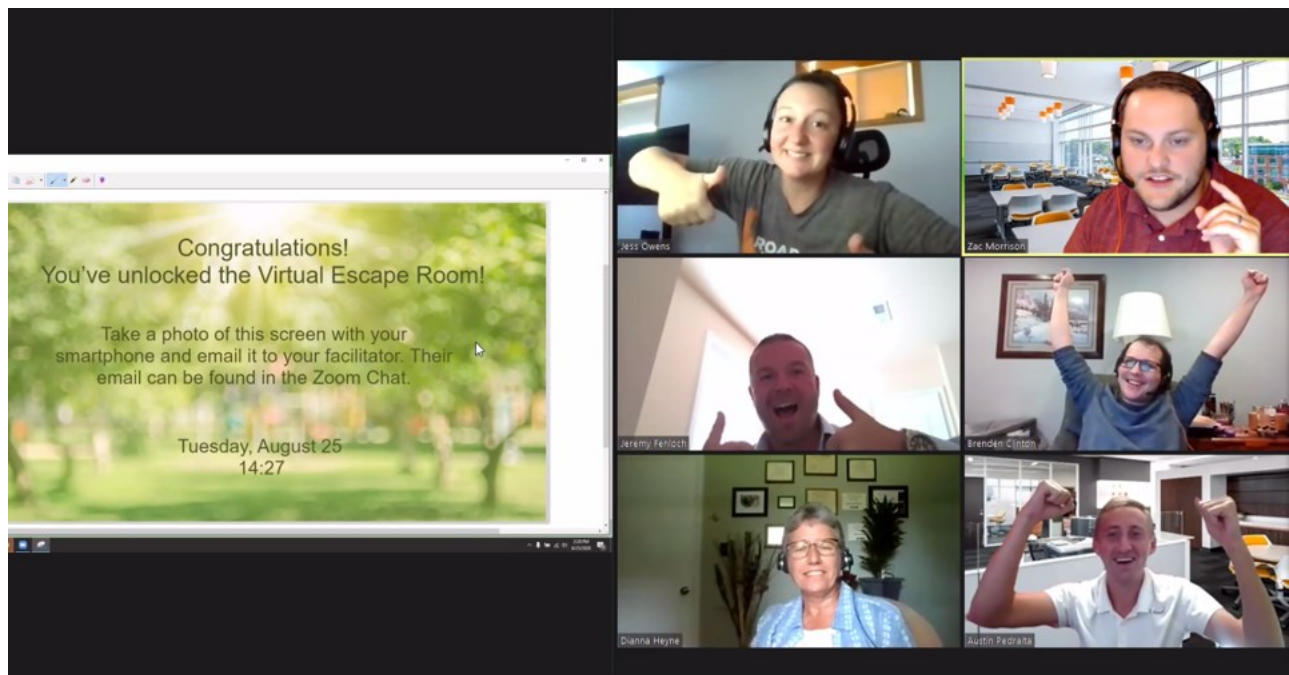
The program designer, Tracey Stokely created a low-tech storyboard.

Changing some of the content for their virtual Day 1 Ignite program, required here to come up with new clue words and clue objects to use in the escape room that matched the new content.



 I LOVED the escape room challenge. – Paycor new hire





Using Zoom breakout rooms, one for each team so they can compete against each other, someone in each breakout room shares their screen of the game and they work together to “escape” the room.

First, Tracey piloted this game with two teams of employees who hadn’t played the escape room game before. Then made tweaks based on the pilot.

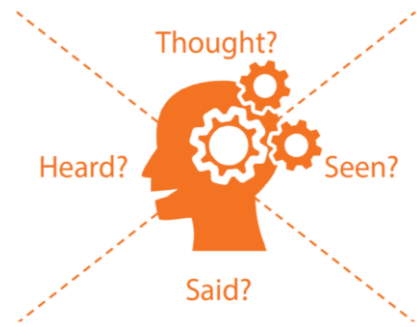
Next, she had to figure out what the teams should do once they escape. *How do they prove it to the facilitator back in the main Zoom room?*

Solution: Once they “escape” the room, they take a screenshot of the Congratulations screen, which has the time and date on it, and send it to the facilitator.

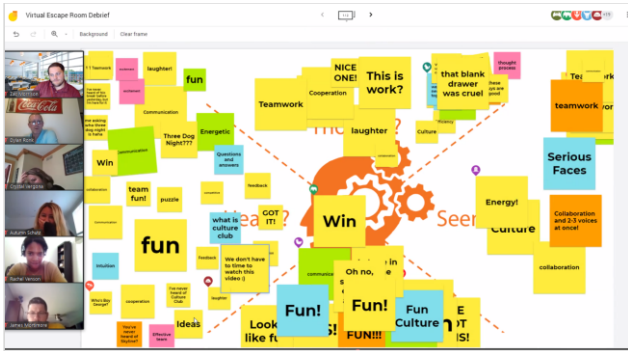
Then the facilitator brings all teams back. Game over.

Once all the teams are back, the facilitator does a debriefing session using a Google Jamboard and asking, “If someone was observing you and your team, what would they have Thought? Seen? Said? And Heard?”

Players add post-it-like notes to the Jamboard.



*I really enjoyed the escape game portion. I would love to see more similar interactive pop-up experiences throughout the learning course. – Paycor new hire*



**What's Jamboard?**

Jamboard is a digital whiteboard that lets you collaborate in real time. Create, collaborate, and bring your team's ideas to life. Jamboard unlocks your team's creative potential with real-time co-authoring.

Visualize your ideas in a new and collaborative way. Sketch your ideas whiteboard-style while benefiting from the access and connectivity of an interactive canvas, on mobile, or right from your web browser. Drop images, add notes, and pull assets directly from the web while collaborating with team members from anywhere.

<https://jamboard.google.com/>

**SPOTLIGHT**

# Game Play

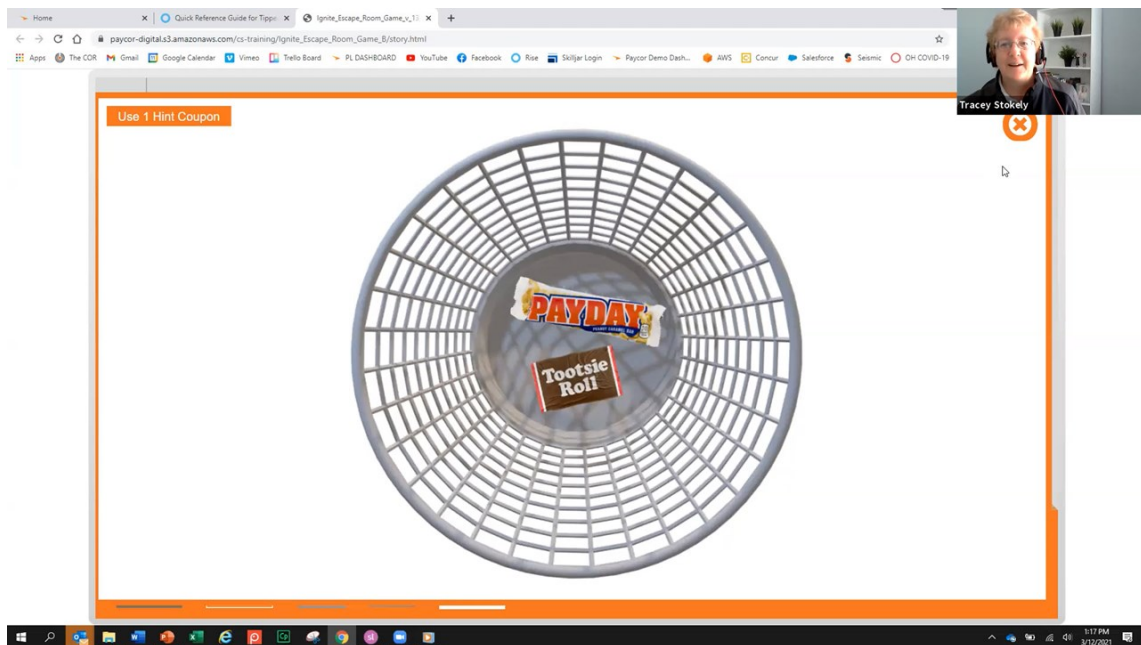
1. Players try to figure out a 10-digit unlock code to “escape” the virtual room. The first team to “escape” wins.
2. The facilitator shares the game link with all and places 5 to 6 people into Zoom breakout rooms to compete against each other.
3. One person on each team shares their screen with the game showing but each player on their team can use their smartphones for the “Clue Entry App” (website) that they access via a QR code in the game.
4. Players try to determine Clue Words from the Clue Objects in the room in any order. Once they think they know what a Clue Word might be, they enter it in the Clue Entry App on their phones. If it’s correct, it gives them a clue as to what one of the digits of the 10-digit unlock code is.
5. Once a team figures out the 10-digit unlock code, they go to the lock and try their combination. If it’s correct, the door opens, and a Congratulations screen appears with the Date and Time on it.
6. One player then takes a screenshot of the screen and emails it to the facilitator.
7. The first team to unlock and escape the room wins.



# Results

Escape room games are effective for review of materials, teambuilding exercises and learning collaboration skills.

We have had over 800 new hires play our Virtual Escape Room so far. It is extremely popular and gets new hires fired up.



*Everything was great, especially the escape room challenge. – Paycor new hire*



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## Tracey Stokely

*Learning Experience Designer, Amazon*

Tracey Stokely is currently a Learning Experience Designer at Amazon. Tracey developed this program as the principal instructional designer at [Paycor](#) in Cincinnati, Ohio. Paycor is an HR technology company that provides business leaders with the [HCM software tools](#), expert advice, and responsive service so they can make a difference in their organizations. She specializes in eLearning design and development. Tracey's learning and development experience includes the software, contact center, and electronics industries.

Tracey is a member of the Learning Guild, won Best Mobile Solution at [DemoFest](#) at the 2019 [DevLearn Conference](#), and has been a speaker at several conferences.



Level Up your corporate learning and development programs, employee onboarding, training, or adult classroom with gamification – a cutting-edge strategy to motivate and engage employees, customers, and students.



Hosted by Monica Cornetti, President of Sententia Gamification and Gamemaster of GamiCon.

Monica's guests include L&D Professionals, Adult Educators, and Platform Providers who give you tips, tools, and techniques to add immediately to your training, talent development, leadership, and employee engagement toolbox.

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