


7 TYPES OF GAMEPLAY

AND HOW THEY ENHANCE
LEARNING AND SKILL DEVELOPMENT



Gameplay is a powerful tool for developing both hard and soft skills in learners.

This eBook explores seven common types of gameplay that can effectively support learning objectives and skill development. This isn't a comprehensive list, but it's a strong starting point for building game-based learning experiences that feel fun, relevant, and impactful.



Sequencing

Definition: Sequencing games challenge learners to arrange steps, events, or elements in a logical order.

Purpose: Test players' ability to sequence items such as steps in a process or events on a timeline.

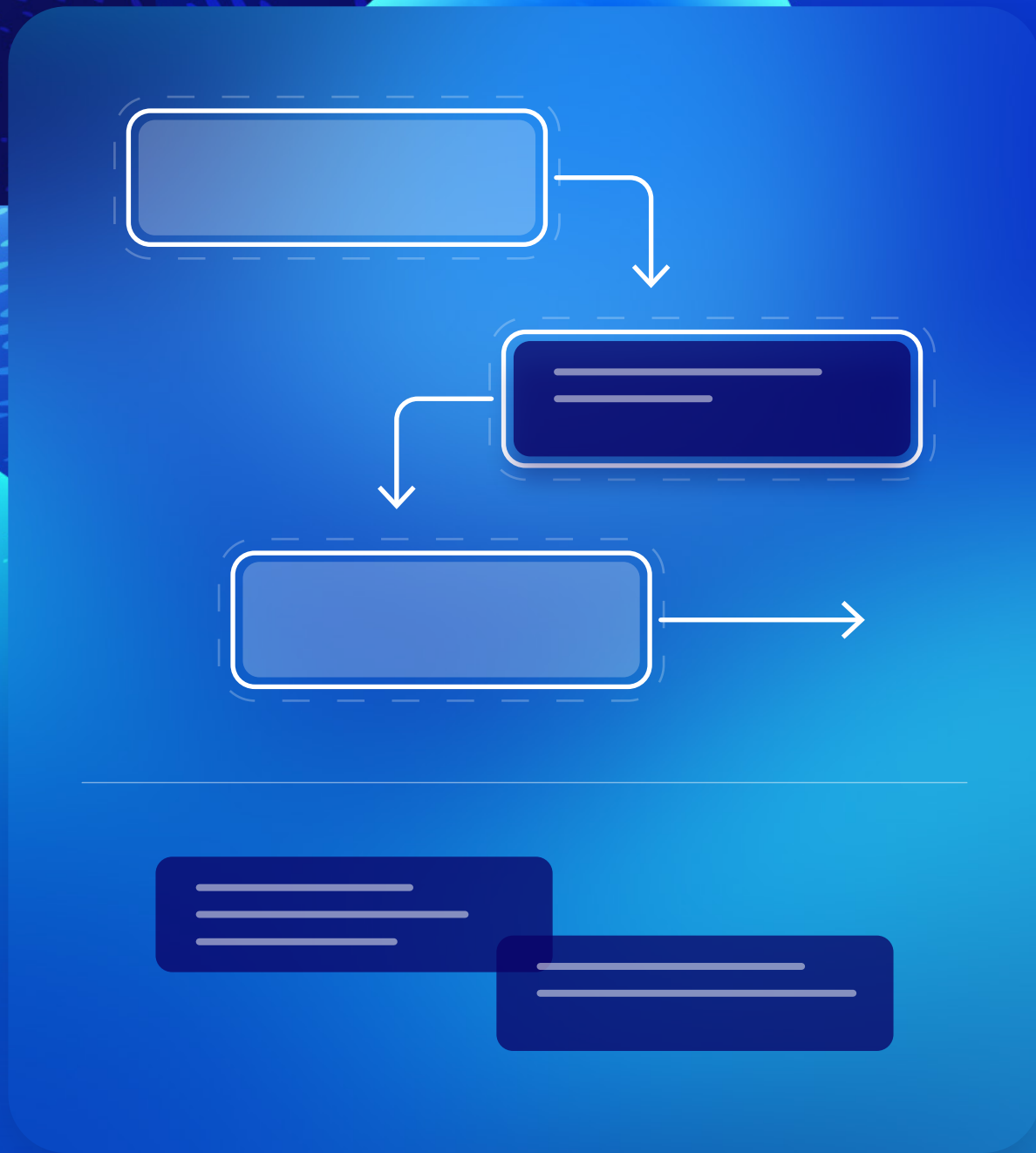
Skills Developed: Procedural knowledge, analysis, critical thinking, problem-solving.

When to Use: Introduce or reinforce new procedures and workflows, especially in fields like healthcare, manufacturing, and project management.

Example in Practice: A healthcare training module where learners drag and drop the steps of patient triage into the correct order, demonstrating their understanding of emergency response.

Similar Game: *Flow Free*—a puzzle game where players connect colored dots in sequence, requiring logical planning and step-by-step reasoning.

The Training Arcade® Templates: Scenarios, Trivia, Detective, Sort-It.





Matching & Sorting



Definition: These games involve grouping related items into sets or categories, promoting pattern recognition and recall.

Purpose: Require players to pair or organize related items based on specific criteria.

Skills Developed: Pattern recognition, categorization, memory recall.

When to Use: Ideal for teaching product knowledge, compliance training, or classifying information.

Example in Practice: A retail training exercise where learners match product features to customer needs or sort items by department to understand inventory layout.

Similar Game: *Candy Crush Saga*—match candies by color to create combinations, developing pattern recognition and strategic sorting.

The Training Arcade Templates: Sort-It, Wheel of Fortune®, Noodle™.



Visualizing & Spatial Reasoning

Definition: These games require learners to interpret and manipulate visual information or spatial relationships.

Purpose: Build spatial awareness and the ability to visualize or design layouts.

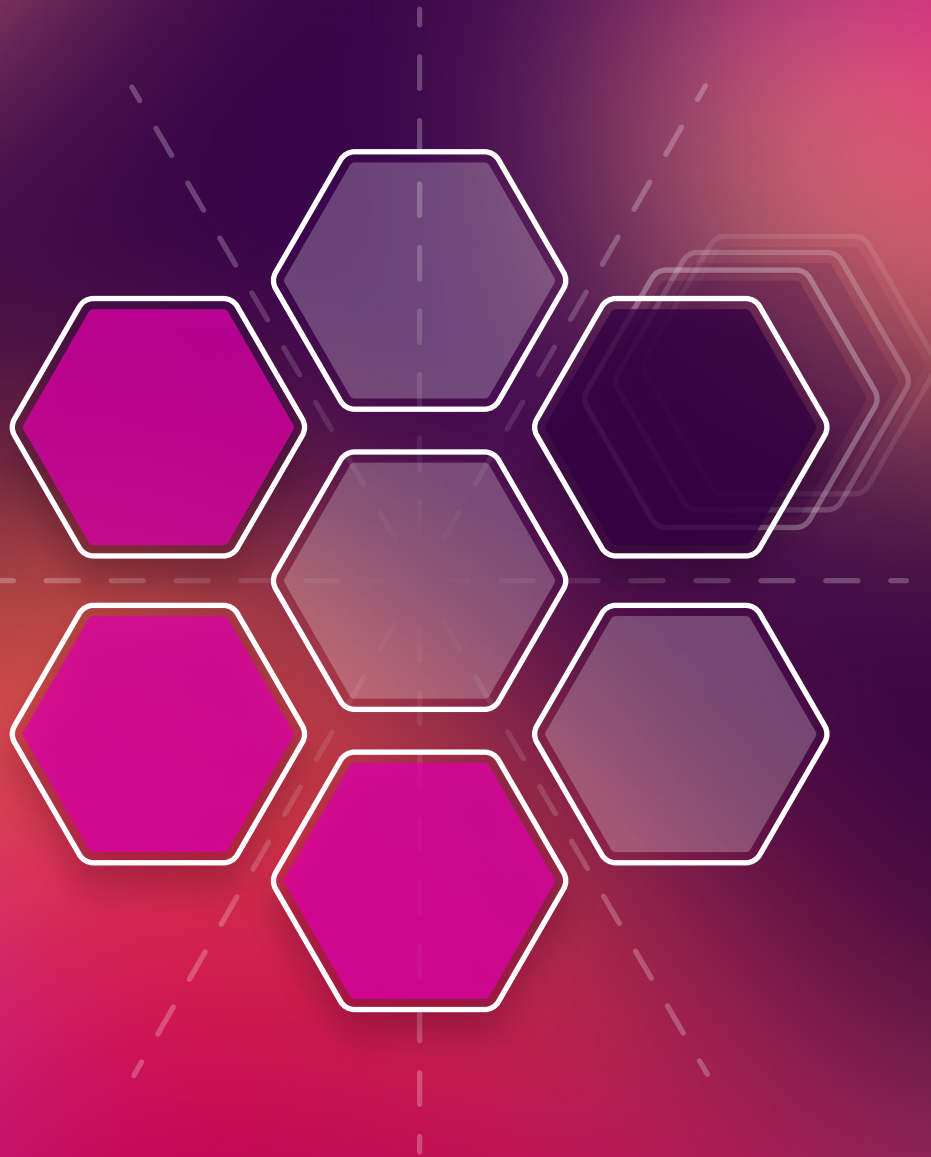
Skills Developed: Spatial reasoning, design thinking, creative problem-solving.

When to Use: Perfect for roles in architecture, engineering, event planning, and facilities management.

Example in Practice: A construction management simulation where learners design a jobsite layout, optimizing for efficiency, safety, and accessibility.

Similar Game: *Tetris*—players rotate and place falling blocks to complete rows, exercising spatial logic and planning.

The Training Arcade Templates: Recall, Sort-It, Wheel of Fortune®, Noodle™.



04 Role-Play

Definition: Role-playing games immerse learners in realistic interpersonal situations.

Purpose: Practice behaviors, conversations, and decision-making in safe, simulated scenarios.

Skills Developed: Communication, leadership, empathy, adaptability.

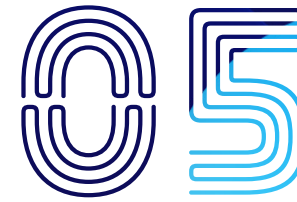
When to Use: Ideal for customer service, sales, healthcare, and leadership development.

Example in Practice: A hospitality training module where learners role-play as hotel staff managing a difficult guest interaction, practicing de-escalation techniques.

Similar Game: *Baldur's Gate III*—players engage in dialogue, relationships, and decision-making that mirror real-life dynamics.

The Training Arcade Templates: Scenarios, Detective, Trivia.





Memorization

Definition: Memorization games focus on reinforcing memory, quick thinking, and recall of information.

Purpose: Test and strengthen learners' ability to recall facts, concepts, and terminology.

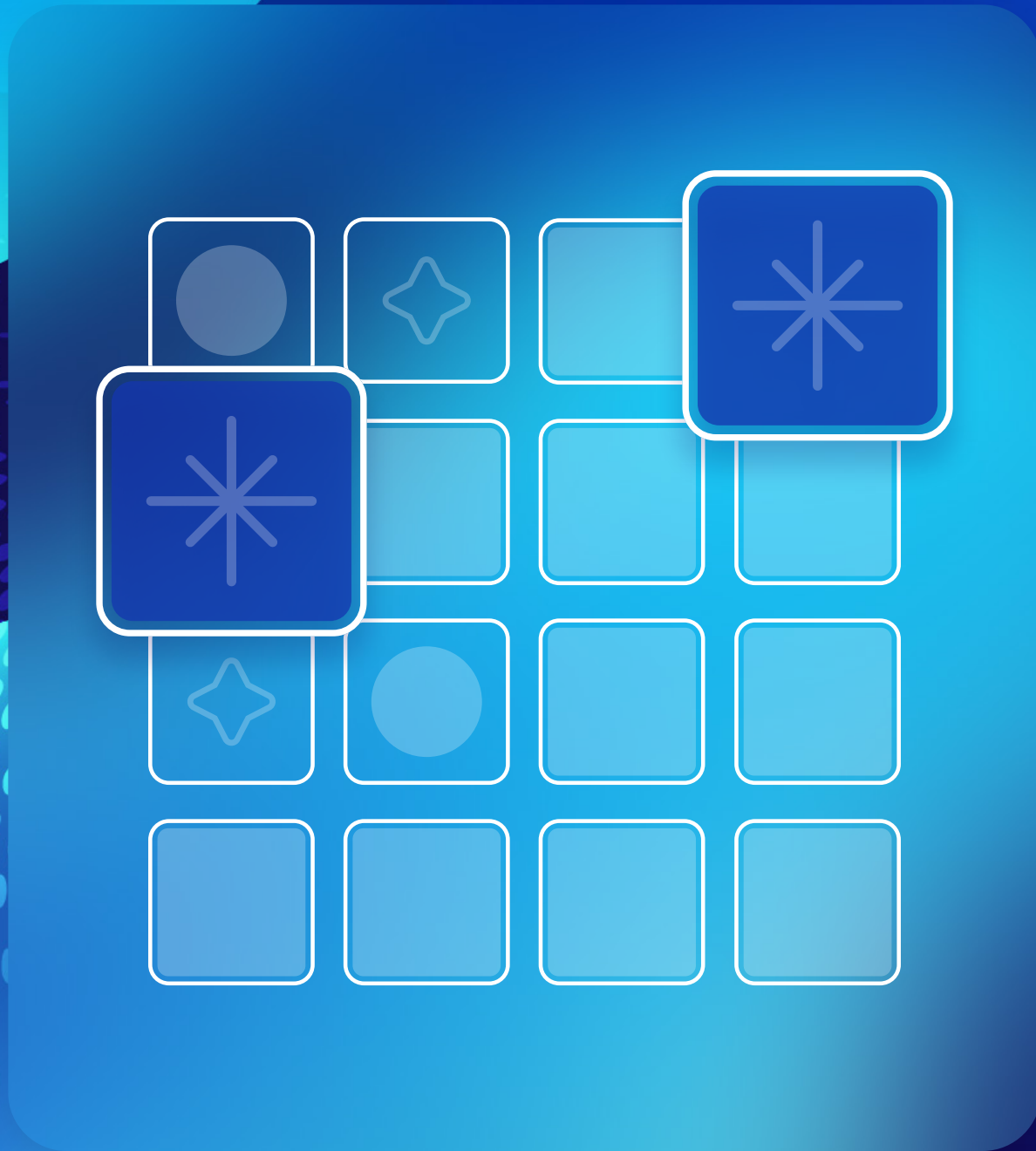
Skills Developed: Memory, applied knowledge, and fast thinking.

When to Use: Best used for onboarding, compliance, product knowledge, and team-building.

Example in Practice: A trivia-style game for pharmaceutical reps to recall key details about products, such as indications, dosages, and contraindications.

Similar Game: *Trivial Pursuit*—players answer questions in multiple categories, reinforcing memory under pressure.

The Training Arcade Templates: Recall, Sort-It, JEOPARDY!®, Trivia, Category Quest.





Communication

Definition: Communication games involve articulating, explaining, or interpreting concepts clearly and accurately.

Purpose: Improve verbal skills, comprehension, and the ability to explain information.

Skills Developed: Communication, teamwork, listening, and clarity.

When to Use: Great for roles requiring customer service, presenting technical information, or collaborative problem-solving.

Example in Practice: A team-building game where one person describes a product and the other must guess what it is—mirroring a client pitch or product explanation.

Similar Game: *Heads Up!*—players describe a word while others try to guess, encouraging active listening and clarity.

The Training Arcade Templates: JEOPARDY!®, Trivia (best for integrating with instructor-led sessions).



Decision-Making

Definition: These games present scenarios where learners must evaluate options and make choices under constraints.

Purpose: Build decision-making confidence and critical thinking.

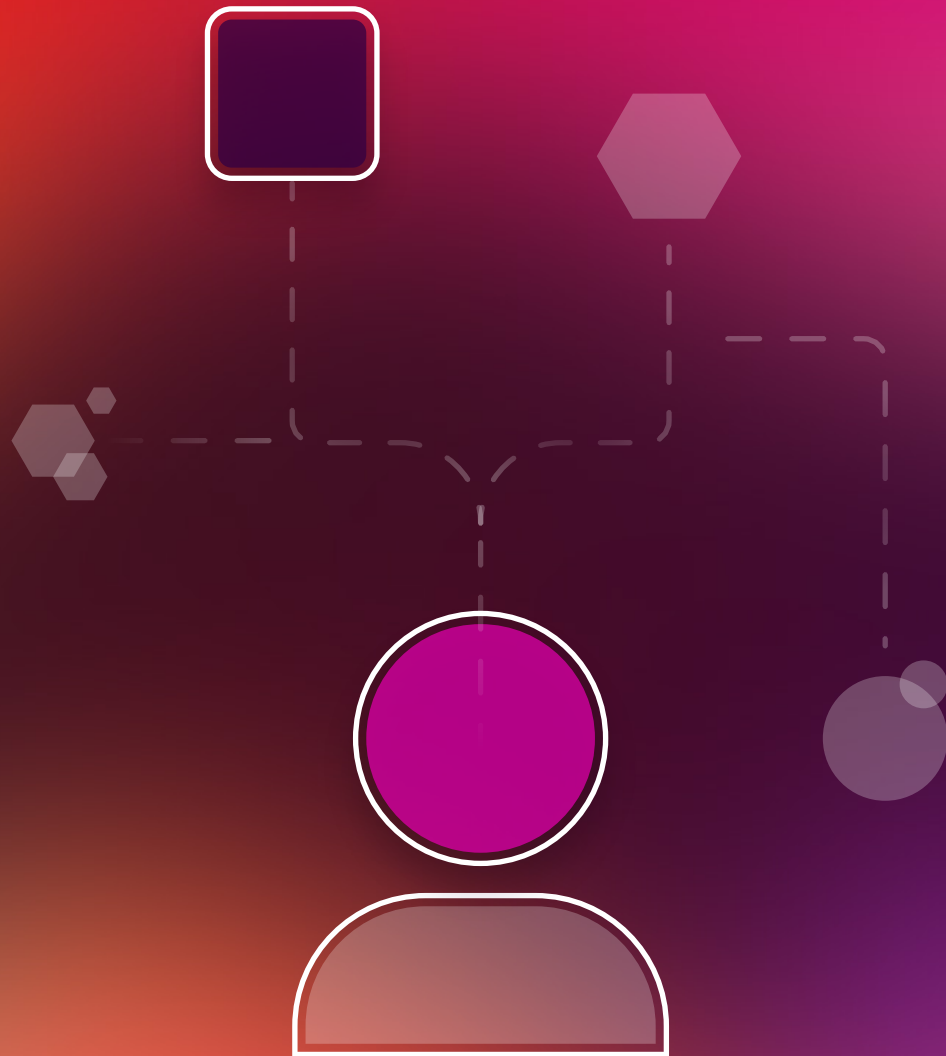
Skills Developed: Risk assessment, adaptability, leadership, prioritization.

When to Use: Teach strategic planning, resource allocation, or applying new frameworks.

Example in Practice: A project management simulation where learners must prioritize tasks, balance resources, and manage stakeholder expectations during a crisis.

Similar Game: *The Oregon Trail*—Players manage limited resources and make critical decisions to survive, highlighting risk and consequence.

The Training Arcade Templates: Scenarios, Detective, Trivia, Sort-It.





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