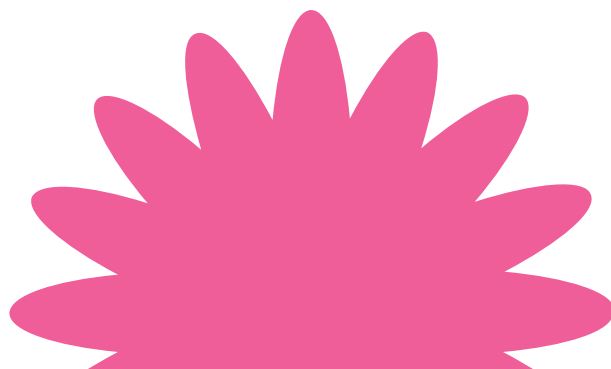
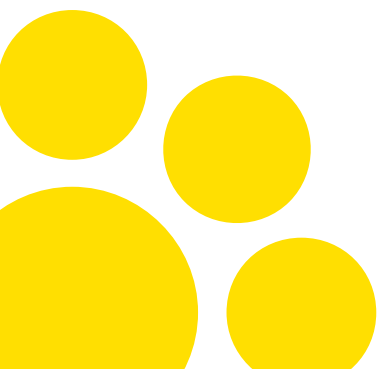
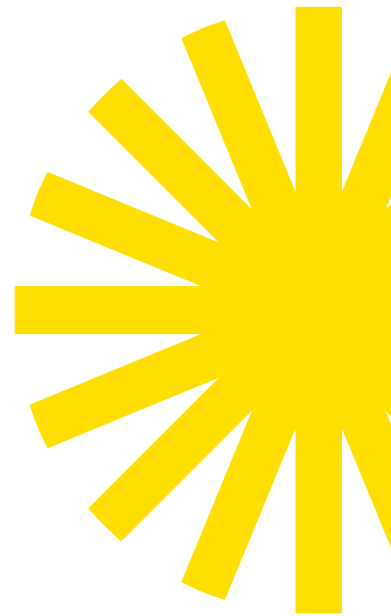
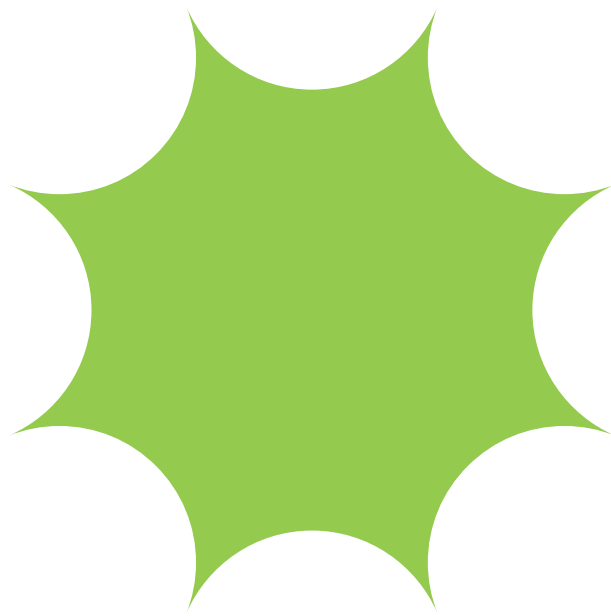


# hoomph™

## vs HR

The card game for how not to do human resources.



# How to make your own **hoomph**<sup>™</sup> vs HR cards

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Download this PDF and take it to your local print shop.



Have the shop print out the game on heavy white cardstock (usually 300gsm or higher).



Cut the cards to size using a large paper cutter. The more precise you are, the easier they'll be to handle later.



When you're done, we recommend purchasing a clear box to store your extra cards, so they don't get damaged or lost.

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## Basic rules

To start the game, shuffle both decks. Each player draws four green answer cards to form their hand.

Choose someone to begin as the prompt reader – pick whoever last said a corporate bingo buzzphrase like 'squeaky bum time' (yikes!). They draw a pink prompt card and read it out loud.

Everyone else selects their funniest green answer card and passes it face down to the prompt reader. The prompt reader shuffles the responses and reads each one aloud to the group.

The prompt reader then chooses the funniest answer, and whoever played that card wins the pink prompt card and keeps it as a point.

Everyone draws a new green card, so they always have four in their hand. The role of the prompt reader moves clockwise, and play continues until all pink prompt cards have been used.

The player with the most pink cards wins.

# Optional policies

Like most activities in people management, hoomph vs HR was made to be adaptable. If your team likes to bend the rules, try introducing one (or more) of these optional policies. These must be specified at the start of each game.

## **Per my last email**

If someone plays a card so perfect the table groans, the prompt reader may fast-track the decision and award the round immediately.

## **Probation period**

At the start of the game, deal one extra green card face up to the table. This belongs to an imaginary player called the intern, and remains in play until its use has been triggered. If the intern wins the round, everyone else should reflect on their performance.

## **Escalate to management**

If the prompt reader can't decide between two answers, they may escalate the decision to the group for a show-of-hands vote. This can only be used once per game.

## **Policy rewrite**

Once per game, and only ever before a pink prompt card is drawn, a player may replace one of the green cards in their hand with another in the deck. Consider it a strategic refresh.

## **Open-door policy**

If someone makes the entire table laugh before the prompt reader has finished reading all the answers, that player immediately earns the round.

## **Learning and development**

Once per game, if a player doesn't understand a card they've drawn, they can swap it for a new one – but must admit it to the group and endure the gentle judgement of their peers.

## **Performance bonus**

The winner of a round becomes the prompt reader for the next round instead of moving clockwise.

I'm sorry, but we had to rescind the job offer because we found \_\_\_\_\_ on your Instagram.

**hoomph™** HR done differently

The most awkward thing to happen in the glass-walled meeting room was \_\_\_\_\_.

**hoomph™** HR done differently

Leadership recommends \_\_\_\_\_ as part of our wellness initiative.

**hoomph™** HR done differently

The board decided that \_\_\_\_\_ is 'good for morale'.

**hoomph™** HR done differently

In an effort to increase productivity, employees must \_\_\_\_\_.

**hoomph™** HR done differently

Since when did \_\_\_\_\_ mean you're "crossing professional boundaries"?

**hoomph™** HR done differently

After a full and thorough investigation, we discovered \_\_\_\_\_.

**hoomph™** HR done differently

When we introduced flexible working, we didn't expect to \_\_\_\_\_.

**hoomph™** HR done differently

Our company culture could best be described as \_\_\_\_\_.

**hoomph™** HR done differently

The performance review was mostly feedback about \_\_\_\_\_.

**hoomph™**

HR done differently

The real reason the company restricted remote work was because of \_\_\_\_\_.

**hoomph™**

HR done differently

The team-building retreat ended abruptly after \_\_\_\_\_.

**hoomph™**

HR done differently

Views from a different generation

**hoomph**<sup>™</sup> HR done differently

An aggressive use of emojis

**hoomph**<sup>™</sup> HR done differently

A public Slack meltdown

**hoomph**<sup>™</sup> HR done differently

A striptease for Secret Santa

**hoomph**<sup>™</sup> HR done differently

A performance review written in all caps

**hoomph**<sup>™</sup> HR done differently

A WhatsApp message meant for 'the other group'

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Resigning publicly via LinkedIn

**hoomph**<sup>™</sup> HR done differently

Triggering a fire drill to avoid a disciplinary

**hoomph**<sup>™</sup> HR done differently

Being allergic to team-building exercises

**hoomph**<sup>™</sup> HR done differently

'Accidentally' CCing the whole company on a resignation rant

**hoomph**<sup>™</sup> HR done differently

A grievance investigation conducted entirely in the pub

**hoomph**<sup>™</sup> HR done differently

Managers realising they don't know what anyone actually does

**hoomph**<sup>™</sup> HR done differently

Pretending to work while watching Love Island in my pyjamas

**hoomph**<sup>™</sup> HR done differently

The CEO's dog getting more screen time than him

**hoomph**<sup>™</sup> HR done differently

HR discovering people work better without them

**hoomph**<sup>™</sup> HR done differently

A CEO selfie and a thumbs up

**hoomph**<sup>™</sup> HR done differently

A performance review written by ChatGPT

**hoomph**<sup>™</sup> HR done differently

A digital badge that says 'Culture champion'

**hoomph**<sup>™</sup> HR done differently

A mandatory  
team-building  
escape room

**hoomph**<sup>™</sup> HR done differently

A thank-you GIF

**hoomph**<sup>™</sup> HR done differently

My lack of unpaid  
enthusiasm

**hoomph**<sup>™</sup> HR done differently

My lack of unpaid  
enthusiasm

**hoomph**<sup>™</sup> HR done differently

Not attending  
meetings that could've  
been emails

**hoomph**<sup>™</sup> HR done differently

HR's 10-minute  
karaoke solo

**hoomph**<sup>™</sup> HR done differently

The open bar

**hoomph**<sup>™</sup> HR done differently

The CEO trying to  
crowd surf

**hoomph**<sup>™</sup> HR done differently

The 'fun committee'  
getting drunk and  
signing new policies

**hoomph**<sup>™</sup> HR done differently

A live social  
experiment with  
free coffee

**hoomph**<sup>™</sup> HR done differently

A high-functioning  
circus

**hoomph**<sup>™</sup> HR done differently

Asking what the  
meeting was  
actually about

**hoomph**<sup>™</sup> HR done differently

Saying 'low-hanging  
fruit' too many times

**hoomph**<sup>™</sup> HR done differently

Using exclamation  
marks in every  
sentence

**hoomph**<sup>™</sup> HR done differently

Replying 'per my last  
email' with visible rage

**hoomph**<sup>™</sup> HR done differently

Someone bringing  
their mum to the  
office party

**hoomph**<sup>™</sup> HR done differently

Talking with 'mute'  
on for the entire  
hour-long meeting

**hoomph**<sup>™</sup> HR done differently

Dropping down to do  
'the worm' in a serious  
client meeting

**hoomph**<sup>™</sup> HR done differently

Calling coffee  
'vibe juice'

**hoomph**<sup>™</sup>

HR done differently

Clapping every  
time someone  
enters the office

**hoomph**<sup>™</sup>

HR done differently

An awkwardly long hug  
at the Christmas party

**hoomph**<sup>™</sup>

HR done differently



**hoomph**<sup>TM</sup>

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