

A cartoon illustration of a forest. In the center, a large, circular cross-section of a tree trunk is shown, with the words "MAKE THAT PAPER!" written in bold, brown, sans-serif capital letters across its surface. The tree trunk has a dark brown outer ring and a lighter, textured inner ring. The background consists of several vertical tree trunks of varying shades of brown and tan, set against a light blue sky with white clouds. The ground is a mix of brown and tan, with some small, dark, scribbled shapes representing grass or dirt.

**MAKE  
THAT  
PAPER!**

**CAREERS IN FORESTRY  
TEACHER'S GUIDE**

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# OVERVIEW

Make That Paper: Careers in Forestry is a scenario-based game that teaches students about working forests and real-world forestry jobs by simulating workplace scenarios and testing forestry industry knowledge through a fun and quirky email inbox interface. In the game, students take on the role of a manager in three different forestry industry career tracks. A branching conversation system with humorous and content-rich dialogue simulates face-to-face interviews that teach players how to present your best foot (hoof? paw?) forward and begin an exciting career in the forestry industry.



# OBJECTIVES

The player has two goals:

1. The sustainable, efficient, and successful management of the forest and production of forest products
2. The use of best practices in hiring and staff management

# CTAE AND FORESTRY MANAGEMENT STANDARDS

Make That Paper addresses the following Georgia Standards of Excellence. To read these standards in their entirety, please visit [www.georgiastandards.org/](http://www.georgiastandards.org/).

## AGRICULTURE, FOOD, AND NATURAL RESOURCES CAREER STANDARDS

Standard 1: Demonstrate employability skills required by business and industry.

1.1 Communicate effectively through writing, speaking, listening, reading, and interpersonal abilities.

1.2 Demonstrate creativity by asking challenging questions and applying innovative procedures and methods.

1.3 Exhibit critical thinking and problem solving skills to locate, analyze, and apply information in career planning and employment situations.

1.4 Model work readiness traits required for success in the workplace including integrity, honesty, accountability, punctuality, time management, and respect for diversity.

1.5 Apply the appropriate skill sets to be productive in a changing, technological, diverse workplace to be able to work independently and apply teamwork skills.

1.6 Present a professional image through appearance, behavior, and language.

BASIC AGRICULTURAL SCIENCE	FOREST SCIENCE	FORESTRY SCIENCE II
ANFR-BAS-3 ANFR-BAS-5 ANFR-BAS-6(?) ANFR-BAS-10 ANFR-BAS-12	AFNR-FS-3 AFNR-FS-4 AFNR-FS-5 AFNR-FS-6 AFNR-FS-7 AFNR-FS-8 AFNR-BFS-10 AFNR-FS-11	AFNR-FSII-3 AFNR-FSII-5 AFNR-FSII-6 AFNR-FSII-10



# GAMEPLAY AND MECHANICS

1. The first screen introduces Desmond Deerborne, “your trusty assistant,” who serves as the main content vehicle for sharing industry-specific (and CTAE standard) information with the player, as well as gameplay instructions and guidance throughout the game.



2. The first choice students make is which career path to begin with. Completion of the game requires playing through three different pathways. The overall story shows the cyclical nature of the three forestry industry tracks presented in the game. While the player can play the characters’ individual story lines in any order, scenarios in one path will include interactions with the managers from the other paths, showing how the three industries are connected and giving players more insight into the product life of lumber.



**ZORA RENARD**  
**LANDOWNER**

The landowner plants and manages a tree farm.



**WEN SHERWOOD**  
**HARVEST MANAGER**

The harvest manager supervises the crew that cuts and sells trees.



**TROY TORTELLI**  
**MILL MANAGER**

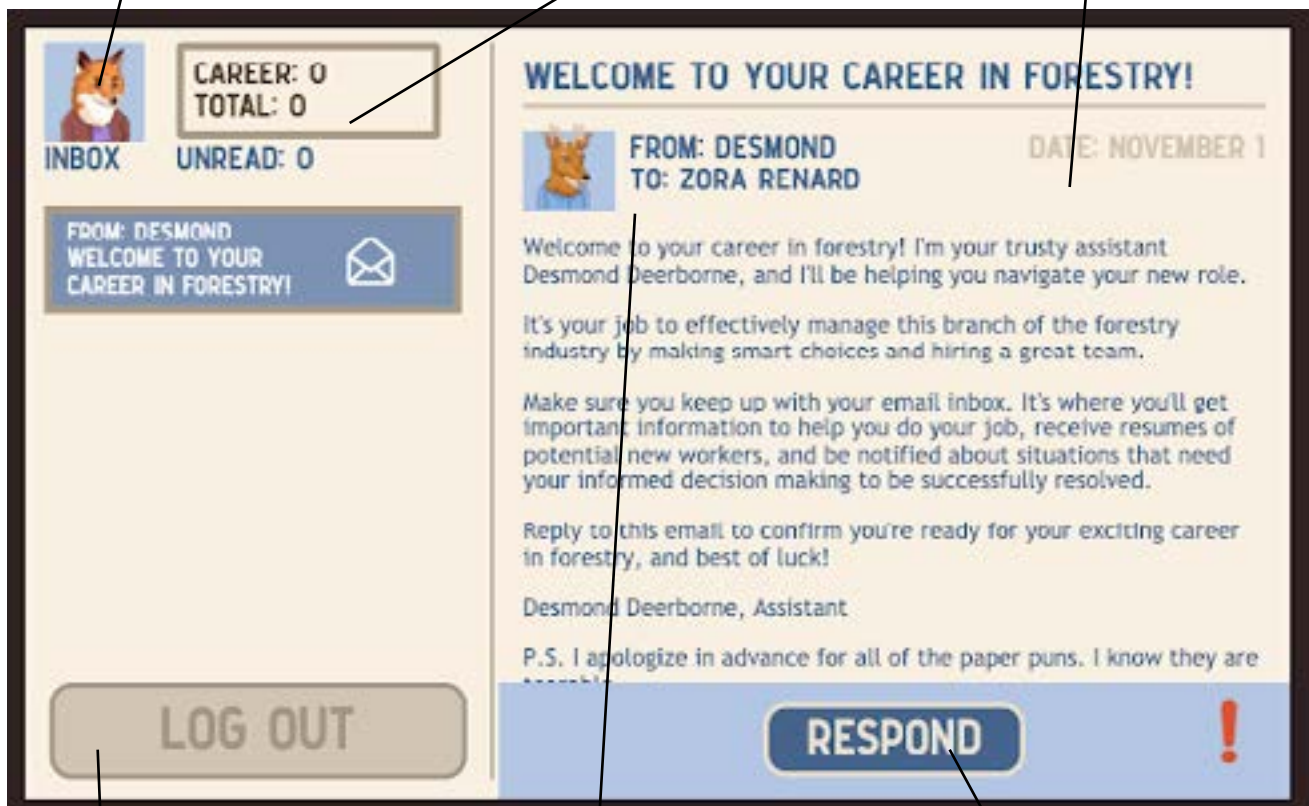
The mill manager runs the mill that turns trees into goods.

3. Gameplay takes place through a simulated email interface, shown below.

The career path avatar is displayed in the top corner.

This side of the screen displays incoming messages.

These numbers show the score for the current career path and cumulatively. Each scored question has multiple, weighted options worth 200, 100, or 0 points.



Email text is displayed, showing the name and picture of the sender.

The Log Out button becomes active once the player has completed all required actions for all emails.

Further actions or options are highlighted at the bottom of the email screen. A red exclamation mark indicates when a decision or response is required.

4. The first task the player is given is hiring a new employee for a position which varies depending on the career path being played. Players work through this process a total of three times, once for each career path. The player is provided with a description of the job responsibilities and requirements, as well as three emailed cover letters with attached resumes from three candidates. Some characters are more suited for the jobs they are applying for than others, and it is up to the player to compare the candidates and hire the best critter for the job. Some characters have more experience, while others are new to the industry but have training in important skills.

The screenshot shows an in-game email interface. On the left is an inbox with a fox icon, displaying statistics: CAREER: 0, TOTAL: 0, and UNREAD: 3. Below the statistics are four email entries:

- FROM: DESMOND CONSULTING FORESTER POSITION
- FROM: DESMOND CANDIDATES FOR THE CONSULTING FORESTER (with an envelope icon)
- FROM: TALLULAH TURKEY TALLULAH TURKEY RESUME (with a red 'NEW' badge)
- FROM: DEIRDRA DEERING DEIRDRA DEERING RESUME (with a red 'NEW' badge)

At the bottom of the inbox is a 'LOG OUT' button. On the right, the open email is titled 'CANDIDATES FOR THE CONSULTING FORESTER POSITION'. It is from Desmond to Zora Renard, dated November 1. The email content includes:

I would start by reading these three cover letters and resumes for people applying to be the Consulting Forester.

Below is everything you need to know about the job.

Job Title:  
Consulting Forester, Peachy Keen Tree Farm

Responsible for:

- Provide landowner with technical assistance for care and use of the forest
- Use forest measurement instruments and electronics to collect forest data, measure volume, and inspect trees for hazards



Step 1: The player reviews three cover letters and resumes. Elements that players evaluate are the tone of the cover letter, relevant experience and training, and quality of references provided. Out of the three candidates, the player selects two to interview.

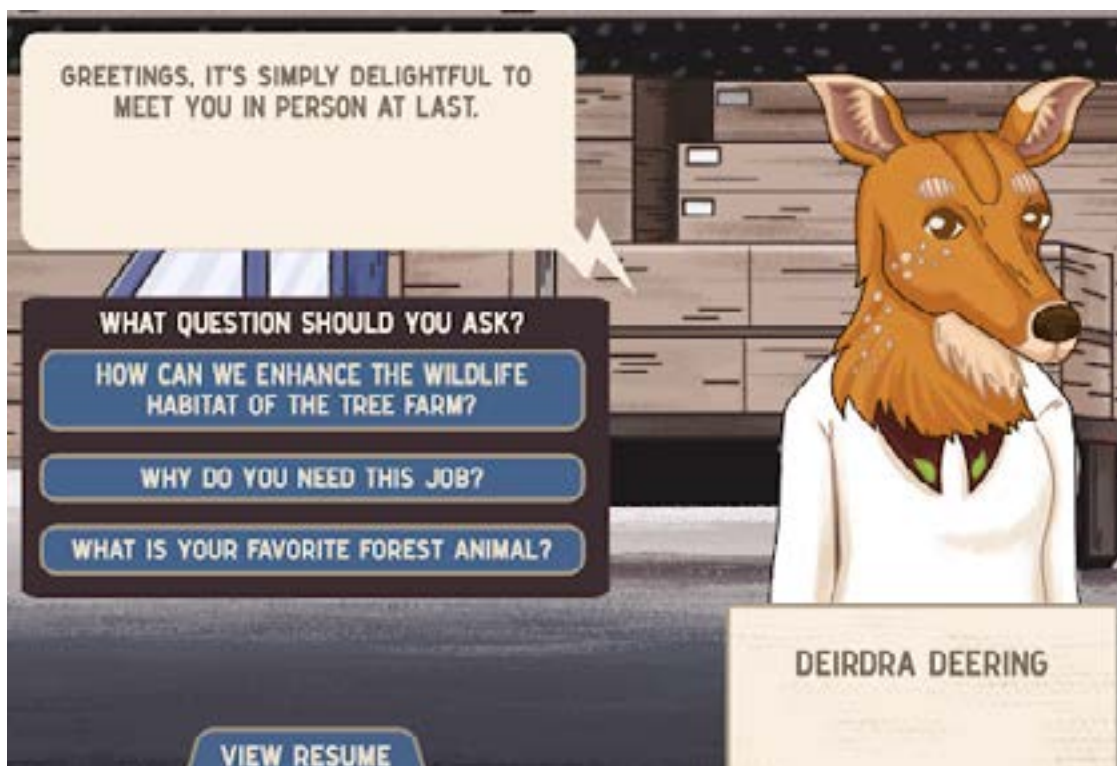


Step 2: During the interview process, the player selects relevant questions to ask each candidate. A list of three options is provided for each question. These weighted options are worth 200, 100, or 0 points depending on their relevance, effectiveness, and appropriateness.

The candidate provides an answer to each question, which clues the player in on how suitable the candidate is for the position.

The player receives better answers if they ask questions that closely align with employability standards and the current track of the forestry industry.

- Interview questions have weighted scores to calculate how well the player is interviewing the candidate.
- Some questions are distractors or inappropriate, and the player will receive poor or unhelpful responses.
- Some answers to poor questions may make the candidate appear more suitable than they are (for example, they may misrepresent their skill or experience).



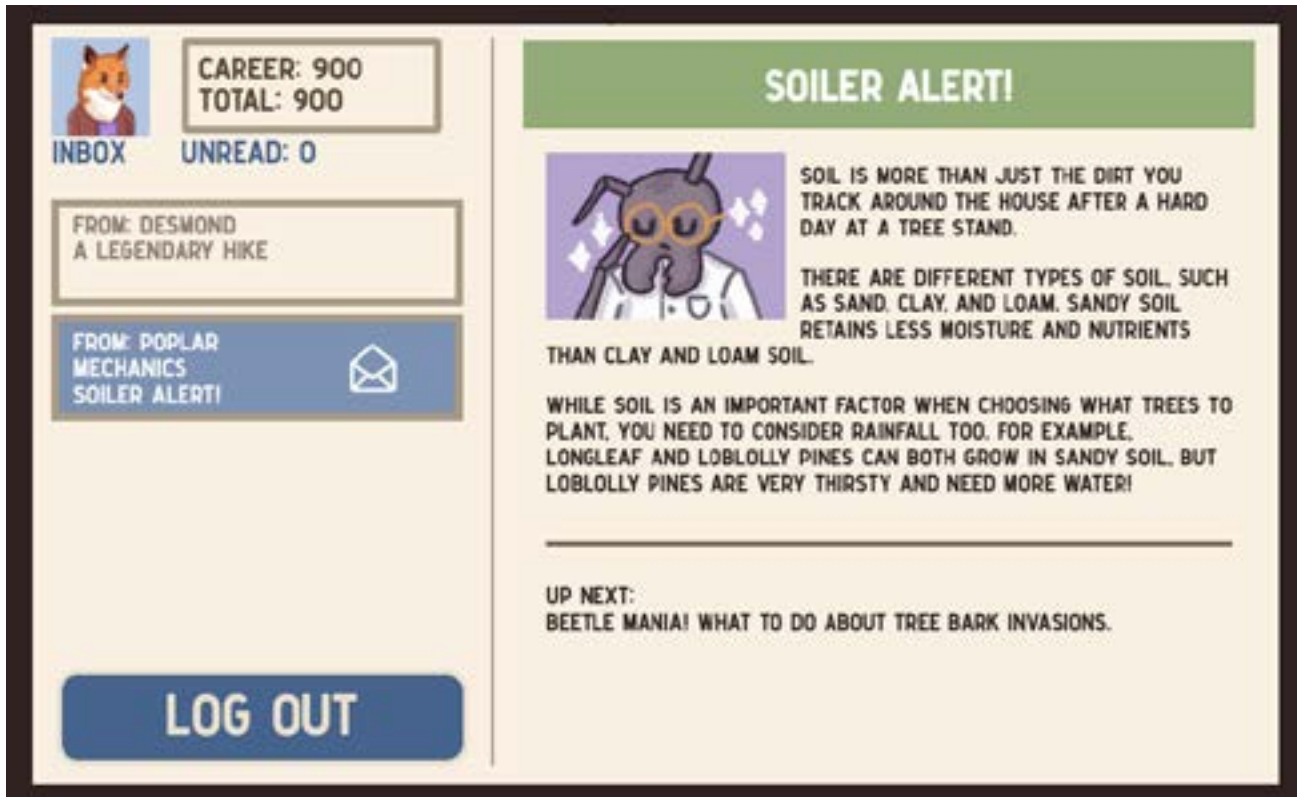
Step 3: Player reviews follow-up notes from the candidates and selects their choice. Note that the player is not scored based on the candidate they choose to interview or hire, only on the quality of the questions they ask during the interview process.



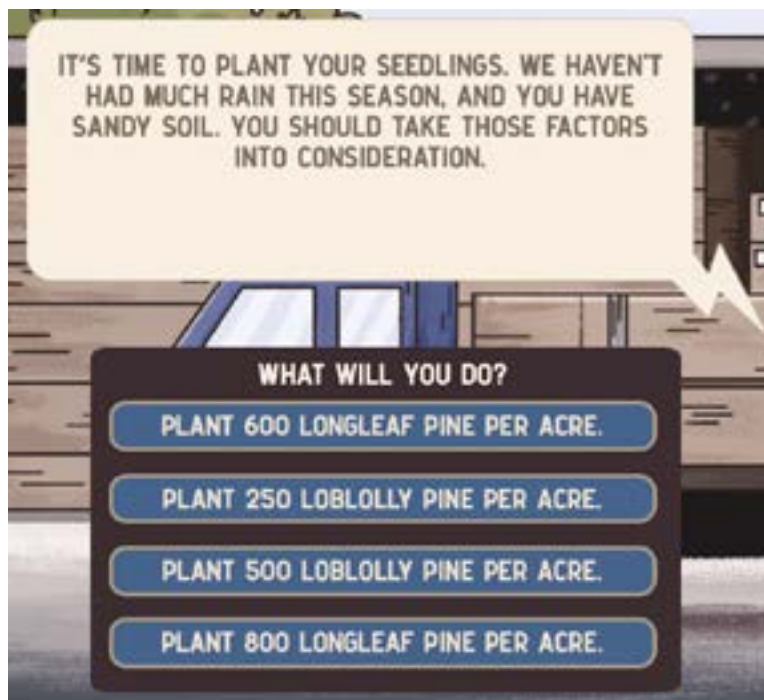
5. The player proceeds to receive, read, and respond to emails dealing with a variety of industry-related scenarios and business interactions. See the Gameplay Progression Map (below) for details about the industry roles, scenarios, and features that players encounter through each career pathway. Weighted scores are received for each scenario-based question, and the player receives detailed feedback about the effectiveness of their decision as well as any further repercussions.

## Example 1:

Player receives email providing background information about upcoming scenario.



Player chooses a response.



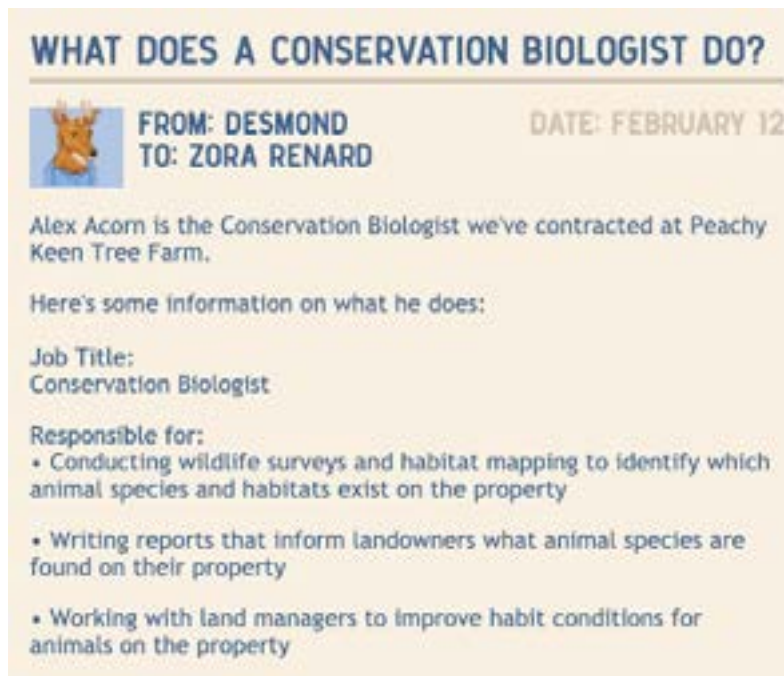


Player receives feedback about their decision and its repercussions.



Example 2:

Player receives a description of job responsibilities and requirements.



Player chooses a response to the scenario.



Player receives feedback about their decision and its repercussions.





### Example 3:

Player is notified of a problem that needs follow up.

The screenshot shows a notification interface with a fox avatar on the left. At the top left, it says 'CAREER: 1200' and 'TOTAL: 1200'. Below that, 'INBOX' and 'UNREAD: 2'. The main area lists three emails: 'FROM: FLETCHER TREEFROG A NOTE ON FIRE SAFETY' (highlighted in blue), 'FROM: WALDEN WOODWARD MAGAZINE INTERVIEW' (with a red 'NEW' badge), and 'FROM: DESMOND WHAT DOES A PRESCRIBED FIRE' (with a red 'NEW' badge'). At the bottom left is a 'LOG OUT' button. On the right, a large blue box contains the email content: 'A NOTE ON FIRE SAFETY' from Fletcher Treefrog to Zora Renard, dated March 12. The text reads: 'Good morning. It's come to my attention that we do not have a permit for today's scheduled burn. Acquiring the burn permit was the responsibility of Bobbi Bear, the Prescribed Fire Technician I hired for the job. Can you ask Bobbi if this was just a miscommunication? This is serious problem, and it's fundamental for anyone in her role to know they need a permit.' At the bottom right of this box is a 'RESPOND' button with a red exclamation mark icon.

Player receives a description of job responsibilities and requirements.

The screenshot shows a notification interface with a fox avatar on the left. At the top left, it says 'CAREER: 1200' and 'TOTAL: 1200'. Below that, 'INBOX' and 'UNREAD: 0'. The main area lists four emails: 'FROM: WALDEN WOODWARD THANKS FOR THE QUOTE', 'FROM: FLETCHER TREEFROG A NOTE ON FIRE SAFETY', 'FROM: WALDEN WOODWARD MAGAZINE INTERVIEW', and 'FROM: DESMOND WHAT DOES A PRESCRIBED FIRE' (highlighted in blue). At the bottom left is a 'LOG OUT' button. On the right, a large blue box contains the email content: 'FROM: DESMOND TO: ZORA RENARD' dated March 12. The text reads: 'Bobbi Bear is the Prescribed Fire Technician we've contracted at Peachy Keen Tree Farm. Here's some information on what she does: Job Title: Prescribed Fire Technician. Responsible for: • Preparing for prescribed fires by constructing firelines and marking habitats • Carry out prescribed burns with fire crew to safely set and control prescribed fires according to the burn prescription and landowner objectives • Assist with burn evaluations including weather and vegetation monitoring to verify that the burn met objectives. Requirements: • Accredited Degree in fire management natural resource'.

Player chooses a response to the scenario.




6. At the end of each career path, player receives confirmation that the career track is complete and returns to the initial screen to select another track to play through. The game is complete and player receives a final score when all three career paths have been played.



# GAMEPLAY PROGRESSION MAP

This chart shows the specific careers and scenarios encountered in each playthrough. The game provides a description of the responsibilities and requirements for each job. Throughout the game, players are provided with background information that helps their decision making, whether they are hiring personnel or choosing how to deal with potential problems. Following each scenario, the industry expert provides feedback on the player's choice, explaining the impact their decision has on the business.

		
<p><b>ZORA RENARD</b> <b>LANDOWNER</b></p>	<p><b>WEN SHERWOOD</b> <b>HARVEST MANAGER</b></p>	<p><b>TROY TORTELLI</b> <b>MILL MANAGER</b></p>
<p>Hire a <b>Consulting Forester</b>.</p>	<p>Hire a <b>Timber Buyer</b>.</p>	<p>Hire a <b>Production Manager</b>.</p>
<p>Review three cover letters and resumes. Player selects two candidates to interview.</p>	<p>Review three cover letters and resumes. Player selects two candidates to interview.</p>	<p>Review three cover letters and resumes. Player selects two candidates to interview.</p>
<p>Player selects questions to ask each candidate. The candidate provides an answer to each question.</p>	<p>Player selects questions to ask each candidate. The candidate provides an answer to each question.</p>	<p>Player selects questions to ask each candidate. The candidate provides an answer to each question.</p>
<p>Review follow-up emails from candidates and decide who to hire.</p>	<p>Review follow-up emails from candidates and decide who to hire.</p>	<p>Review follow-up emails from candidates and decide who to hire.</p>

Player receives a newsletter with information about soil characteristics and how they impact the kinds of trees that can be planted.	Email from <b>Mill Manager</b> looking forward to working with <b>Timber Buyer</b> .	Question from a reporter: Most exciting innovations in paper products.
Scenario-based Question: Choose the species and density for planting seedlings given soil characteristics and rainfall levels. Player receives feedback, whether they chose the right species and the optimal density, with an explanation why.	Player receives a newsletter email about gopher tortoises and the important role they play in the forest ecosystem, as well as how to protect during a harvest.	Player receives a memorandum from the <b>Production Manager</b> sharing analysis of the profit and loss report that shows the company's profits are better from selling products they make rather than selling raw materials to other manufacturers.
Consulting Forester communicates about contacting a <b>Conservation Biologist</b> regarding potential infestation of destructive insects. Proposes solution to keep infestation from spreading.	Scenario-based Question: Decide how to deal with gopher tortoise burrows on a harvest site. <b>Wildlife Biologist</b> provides feedback about the results.	Scenario-based Question: How should the company respond to a new congressional nationwide ban on plastic containers and impending market demand for renewable and sustainable alternatives. Player receives feedback.
Contact from <b>Harvest Manager</b> to meet with <b>Timber Buyer</b> and <b>Consulting Forester</b> .	Question from a reporter: Favorite equipment to use on the harvest site.	Email from <b>Safety Compliance Manager</b> about the cost of hiring and training new employees when others quit or get hurt. He recommends starting up workplace training around safer practices and complaint filing procedures.
<b>Conservation Biologist</b> job responsibilities and requirements.	Contact from a <b>Landowner</b> wanting to ensure that the team doesn't cut trees on neighboring property at the harvest site.	<b>Safety Compliance Manager</b> job responsibilities and requirements.

Scenario-based question: Choose measures proposed to stop the spread of southern pine beetle infestation. Player receives feedback about their response.	<b>Log Truck Driver</b> job responsibilities and requirements.	Email from <b>Log Truck Driver</b> to confirm delivery from tree farm.
Notice received: A prescribed burn permit hasn't been acquired by the <b>Prescribed Fire Technician</b> . Communicate with them to find out why.	Scenario-based question: Choose measures to ensure that boundary lines for harvesting are properly clarified. Player receives feedback.	Scenario-based question: Choose measures to deal with employees testing positive for illegal substances. Player receives feedback about their response.
Reporter asks for a quote about the player's favorite part of being a tree farmer.	Email from <b>Processor Operator</b> expressing concern about the effects of excessive rain on harvesting. Heavy equipment will get stuck in the mud.	Article about equipment maintenance and risk assessment. Repairs lose productivity in the short term, but broken machines are worse.
<b>Prescribed Fire Technician</b> job responsibilities and requirements.	Email about film crew filming on a tree farm so harvesting is halted.	<b>Maintenance Manager</b> job responsibilities and requirements.
Scenario: Player chooses how to deal with someone who has not performed a vital function of their position. Player receives feedback about their response.	<b>Processor Operator</b> job responsibilities and requirements.	Scenario: Player decides what to do when a drying machine is leaking oil, but a big delivery is due tomorrow.
<b>LANDOWNER CAREER TRACK COMPLETE</b>	Scenario: Player decides what to do when three weeks of rain have saturated the ground at the harvest site.	<b>MILL MANAGER CAREER TRACK COMPLETE.</b>
	<b>HARVEST MANAGER CAREER TRACK COMPLETE.</b>	

# INSTRUCTIONAL SUPPORT

Teachers may want to engage students to reflect on what they observed and learned from the game using the guiding questions below.

- What did you notice about the candidates for each job? Reflect on each of the following: the tone of the cover letter, experience in the resume, and references provided. What were good and bad examples of each of these?
- During the interview process, what did you learn about the kinds of questions that are most effective? What did you learn from the candidates' answers?
- What impact do you think the interview process of this game might have on what you do when seeking a job?
- Consider the problems faced by each of the characters you played. What helped you decide what to do in each scenario? What kind of similar resources exist in the real world for professionals faced with difficult decisions?