

WORK & WIZARDRY

DUNGEONS & DRAGONS FOR THE WORKPLACE



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In education settings, TTRPGs develop skills in...

- language & communication
- perspective-taking
- self-awareness
- empathy
- creativity
- critical thinking
- teamwork
- problem solving and moral development.

(Sources: Damiay, 2016; Spoto et al., 2020; Wright et al., 2020; contact researcher for detailed reference information)

In therapy settings, TTRPGs seem to...

- boost confidence in social settings
- reduce fear of making mistakes
- enhance decision making
- lower anxiety
- reduce depression
- reduce stress
- increase generalized self-efficacy and raise self-esteem.

(Sources: Abbott et al., 2022; Merrick et al., 2024; contact researcher for detailed reference information)

How do experiences with tabletop roleplaying games (TTRPGs) like D&D link to employment & career outcomes?



Methodology & Research Approach:

Interviews with working-age adults who have experience playing TTRPGs:

- Some are interviewed after playing D&D for the first time with the researcher as the game master (GM) / dungeon master (DM).
- Others are individuals with prior TTRPG experience.

Ask participants to:

- recall and reflect on experiences in specific TTRPG gaming sessions, and
- share their views and perspectives on TTRPG experiences as they may or may not relate to their employment, careers, and lives more generally.

Analysis:

- Grounded theory (Bryant & Charmaz, 2019; Glaser & Strauss, 1967) as an abductive method of analysing data.
- Analyse interviews for emerging themes informed by theory, moving back and forth between data and theories, and making comparisons and interpretations in searching for patterns and the best possible explanations" (Kennedy & Thornberg, 2018 p. 52).

(Contact researcher for detailed reference information.)



Findings Thus Far:

As expected, participants have noted...

- the importance of teamwork, creativity, empathy, and problem-solving to the game; and
- the relevance of those elements to other domains of life, including work.

Previously unexplored insights have also surfaced. For example, participants have noted...

- playing D&D allows them to see other players (sometimes work colleagues) in a new light, creating a deeper understanding of the individuals with whom they play; and
- they enjoyed the opportunity to step into a character's skin, allowing them to try out bold and heroic behaviours.

