HOW TO PLAY

TALENT STACK: DATA SCIENCE EDITION

2–3 teams per deck **20 minutes** **Grades 6–8** **12** career · **12** quest · **12** market · **8** company cards

CS OFFLINE

Your job: hire a 3-person data science team that completes the Project Quest without going over budget. During the draft you see only the **front** of each card. Real salaries and details are on the **back**.

SETUP	1 · DRAFT & AUDIT	2 · TRADE & RE-AUDIT	PITCHES	DEBRIEF
0:00–3:00	3:00–8:00	8:00–13:00	13:00–17:00	17:00–20:00

1 SETUP

- Form 2 or 3 teams. At a table of 2–3, each student is a team. At a table of 4–6, students pair up.
- Lay all 12 career cards face-up in the middle. This is **the pool**.
- Draw 1 Quest card. Every team at the table works on the same quest.
- Draw 1 **Market Event** card face-up. It changes the game for every team.
- Each team secretly draws 1 **Company** card. Keep it hidden until the end.
- Roll a die to see which team picks first.

2 BLIND DRAFT

Take turns picking until each team has 3 cards, in snake order:

A → B → C → C → B → A → A → B → C

No flipping. Choose from the front only: job title, salary tier and tech stack icons. Use the Quest card's salary guide to estimate:

$ ≈ $78–92k | **$$** ≈ $102–125k | **$$$** ≈ $140–190k

3 THE AUDIT

Flip your cards and score your team, applying the Market card's changes. Write it down as your **Round 1 score**.

ROLE MATCH	**+5 each**	Each card that matches a required role on the Quest.
STAND-IN	**+1 each**	A missing role is covered by one of your other cards that shares a tech icon with it. One role per card.
BUDGET	**+3**	Total salary at or under the cap. Over the cap: **–1 per $10,000 over** (round up).
SYNERGY	**+1 / +3**	Your most-shared tech icon is on 2 cards (+1) or all 3 (+3). Only one icon counts.

Example, Quest 1 (cap $370,000): Data Engineer + Machine Learning Engineer + Cybersecurity Data Analyst. Roles 3 × 5 = 15. Salary $125k + $140k + $102k = $367k, under the cap: +3. SQL is on 2 cards: +1.
Audit score = 19 (the most possible)

Two kinds of icons. Tech stack icons on the front (SQL, Python, Tableau, Cloud, Security) score synergy points. Retro icons on the back give trade abilities and never score points.

4 FAST TRADE

Lowest Round 1 score goes first. Each team makes **one** trade: swap one of your cards for any pool card, judged by its front only. The retro icon on the back of your cards can change your trade:



CALL OUT
Trade this card with any card on another team instead of the pool. They can't refuse.



SAVE
This card is locked in. No one can Call Out it.



REWIND
If your re-audit score drops, undo your pool trade.



PREVIEW
Before you trade, peek at the backs of 2 pool cards.

- Rewind can't undo a Call Out, whether you made it or it happened to you.
- A team that gets Called Out still makes its own trade on its turn.
- A card just taken by a Call Out can't be Called Out again this round.
- Abilities stay with the card. A card you receive can't power a second trade.

5 RE-AUDIT

Flip any new cards and score your team again with the same table. This is your **final audit score**.

6 TEAM PITCH

One speaker presents your lineup in **30 seconds**. **The teacher is the judge** and awards 1 point for each:

- Names a real job duty from the back of every card
- Explains why this team fits the quest
- Finishes within 30 seconds

7 WINNING

FINAL SCORE = AUDIT + COMPANY + PITCH

Reveal your Company card and add its bonus (never more than +2).

Tie? Add each team's degree points (Bachelor's 1, Master's 2, Ph.D. 3). The **lower** total wins, because that team built a strong lineup that needs less schooling.

DEBRIEF → Which job surprised you most when you flipped it? → Was the most expensive role worth it? → What schooling would your dream job need?