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#tiebreakerEDU

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This book study is a companion guide of the book *The Tiebreaker: A Scouting Report on Building a Culture of Gamification in Professional Learning*. For more information on scheduling consulting or speaking arrangements, please visit

[www.rebeccagibboney.com](http://www.rebeccagibboney.com) or direct message Rebecca Gibboney on Twitter

@GibboneyRebecca.

If you would like to order *The Tiebreaker* in bulk at a discounted cost, please email Sarah Thomas at [Sarah@edmatch.org](mailto:Sarah@edmatch.org) for details.

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## Why *The Tiebreaker* for a book study?

Before implementing any kind of gamification, the culture must be created. *The Tiebreaker* focuses on how to build a culture of gamification for adult learners. I have put together some guiding questions and additional links for each Key to Victory that could help facilitate book studies and self-reflection. The goal of this book study is to equip you with a game plan (created by you!) to implement gamification and to be one step closer to being *The Tiebreaker*!

"Gamification can unlock our potential as well as our passions. Reading Rebecca Gibboney's book *The Tiebreaker* helps us by giving us ideas to use in our schools to help educators level up their learning. It is clear, Rebecca is sharing her playbook with us. Additionally it is clear that she cares about her players. She gives us ideas, inspiration, and time to recommit to our own learning. Get ready to get off the bench and win the game with this book."

MICHAEL MATERA  
TEACHER AND AUTHOR OF  
*EXPLORE LIKE A PIRATE*  
#XPLAP

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## How to Facilitate the Book Study

1. Read each chapter. Some chapters include the following components.
  - Game Changer and The Drawing Board: Game changers are built-in for the reader to jot down notes while reading and ideas are fresh in their minds. Go ahead, physically write it in the book!
  - Timeouts: Timeouts are included, intentionally, for the reader to pause and reflect on his or her own practices.
  - Instant Replay: This component includes real-life examples from the author's experience
2. Complete and use these components as reflection tools and to begin sketching your game plan.
3. Use the additional links and book study questions for small group discussion and reflection. The deeper you reflect, the better your game plan you will be!

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# Developing the Mindset

*“I see passion. I see a game-changer. I see the tiebreaker, who won’t take defeat from nobody.”*

**“DEVELOPING THE MINDSET”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

## **Resources**

Book: *The Five Languages of Appreciation in the Workplace*, Gary Chapman

Book: *Rules of the Red Rubber Ball*, Kevin Carroll

## **Guiding Thoughts to Ponder**

1. In this chapter the “Timeout” has you write down five goals that you want for your future. Then, you should have narrowed that list down to your top goal, *your priority*. **Share** that priority with your captain (Key to Victory 3) and with your study group. **Post** your priority somewhere you look every day to remind yourself daily.
2. What is your game plan to get there? Discuss how you will get there, no matter how many plans you need. Intentionally plan for barriers. Envision yourself getting past them, with a plan.
3. Share what games you enjoyed in your childhood. How did you feel playing these games? With who did you play these games?
4. What is the difference between professional development and professional learning? What does your district or your business practice? How do you grow as a professional? What do you need in order to be successful?
5. Identify your comfort zone. Make a list of 5 activities within your comfort zone and make a list of 5 activities outside of your comfort zone. Share with your group what you need from both yourself and them in order to take that leap out of your comfort zone.

# Key to Victory #1

*“Invest in every single one of [your players], because your school, ultimately, will be united as one, no matter the role, no matter the purpose. Each person will stand united. No man or woman will be left standing alone.”*

**“KEY TO VICTORY 1”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

## **Resources**

The Pareto Principle

## **Guiding Thoughts to Ponder**

1. How do you get to know your players' stories? Do you share your story with them? Being vulnerable with one another is one step closer to investing in one another. It breaks down barriers, builds empathy, and strengthens relationships.
2. Which player (MVPs, Role Players, or Bench Players) do you find the hardest to \_\_\_\_\_ (relate, motivate, etc.)? Which do you find the easiest?
3. How do you or how can you invest in all of your players? Create a list and start investing! Deliver a surprise (big or small) each week to show your appreciation for your teammates.
4. How do you define success for yourself? For your colleagues? For your building?
5. Personally, I struggle with the *Pareto Principle*, but that does not mean you have to struggle with the idea. I am stubborn and believe my team is only as strong as the weakest link. However, there is a lot of truth behind this principle. Discuss how your leadership style fits (or does not fit) with this principle.

## Key to Victory #2

“Our visions are what make our daily grind more purposeful and what drive young athletes to our programs. Our visions are the buy-in.”

**“KEY TO VICTORY 2”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

### ***Guiding Thoughts to Ponder***

1. Explain your vision? Is your team aware of the vision? How do you live out the vision daily in your leadership practices? What opportunities do you give your teammates to live out the vision?
2. Work with a colleague and define your ‘why’. Continue questioning one another by posing the question ‘why’ until you get to the root of the ‘why’.
3. Think about the initiatives that you have put into place or that you are working on, can you identify the why for each of them? Does it tie to your vision? How? Could you strengthen that relationship even more?
4. Repeat thoughts 1-3 for your individual goals. Do your individual goals align with the team vision?
5. How do you have your teammates identify their goals? How do you build a supportive community committed to lifting each other up one goal at a time, one rung at a time? How do you celebrate success?

## Key to Victory #3

*“Without your dream team, you are a one-man team—alone and defenseless. It is your job, coach, to rally your supporters, create the buy-in, and give your supporters a reason to come into work every single day.”*

**“KEY TO VICTORY 3”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

### **Resources**

The First Follower, Sivers  
“Find Your Marigold”, Cult of Pedagogy

### **Guiding Thoughts to Ponder**

1. In the book, I have identified qualities for a captain, shooting guard, and power forward. What qualities might you add to this list when you think of your own captains, shooting guards and power forwards?
2. Think about the different initiatives or programs you have running in your building. Do you have the right team leading the way? Do you need to make any lineup changes? How do you support your dream teams?
3. How can you continue to build dream teams and teacher capacity to avoid burnout and fatigue? (Remember, they cannot just be all MVPs. You must invest in all!)
4. Identify the ingredients you need to build a culture of teacher leadership. What can you do, as the coach, to build leaders? Everything starts with culture.
5. Who is your “person”? Right now, take out a paper or pencil. Your phone. Something...Construct a thank you email, phone call, or text. Take the time, right now, to thank them for all of their support.

## Key to Victory #4

“Don’t be afraid to erase the game plan and start over. Starting over could be your biggest breakthrough yet.”

“KEY TO VICTORY 4”, *THE TIEBREAKER*  
-REBECCA GIBBONEY

### ***Guiding Thoughts to Ponder***

1. Share it out. Right here. Share it out. Express one failure you have experienced in your role; but, don’t just share the negative. Explain how you have grown from this experience.
2. How do you take care of yourself? List 5 activities you enjoy doing for self-care. What are your limits? What have you discovered about yourself as a leader?
3. What do you need to be honest with yourself about? It’s okay. Write it down and post it beside your priority. Read it daily. You are allowed to be honest with yourself.
4. I have identified a toolbox for building relationships with my Os. Which strategies do you agree with? Have you found other strategies to work for you? Which strategy is the hardest for you?
5. Commit to starting over. One thing. Something you have been putting off. A lesson plan, a relationship, a recommendation letter. Right now, commit to starting over.

## Key to Victory #5

*“They wanted someone real. That is exactly what I gave them—me.”*

**“KEY TO VICTORY 5”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

### ***Guiding Thoughts to Ponder***

1. How do you reward yourself for your success? How do you reward others? How could you reward your players?
2. On a scale of 1-10 (10 being the most), how comfortable are you with self-reflection? How beneficial do you find self-reflection? How often do you practice self-reflection?
3. How could reflection become part of a common practice for your team? How could you grow, as a team, to value and grow from self-reflection?
4. Describe a time when you refined your practice. How did you do it? It could be a lesson, a program, a skill, etc.
5. When you think about *change*, how do you feel? Are you anxious? Excited? How can you learn to embrace change? How are you real with your players?

## Postgame Huddle

“Whatever game plan you choose, carry this book as a reminder. The whistle is around your neck, the blank playbook turned over to you. New Xs, new Os. Coach, your dream team awaits.”

**“POSTGAME HUDDLE”, *THE TIEBREAKER*  
-REBECCA GIBBONEY**

### ***Guiding Thoughts to Ponder***

1. What are your big coaching breakthroughs from *The Tiebreaker*? What thoughts resonated with you?
2. What is your game plan from here? Where do you want to get? Where do you start?
3. What are your passions in life? How can you blend work and your passions to make work a place worth coming to every day?
4. Who do you need on your team? Why? Make sure they know how important they are to you!
5. I (Rebecca Gibboney) never truly come out and define the tiebreaker. I get hints to it, but I never define it. Why? Because you all are the tiebreaker in your own way. How can you use the big ideas from this book and be the tiebreaker in your own way?

# Overtime

Are you ready for more? Join the #tiebreakerEDU team! The game does not have to end just yet. You can be the tiebreaker!

The ultimate victory? It is my hope to build a FREE global hub comprised of adult gamification resources for all educators.

Just follow this simple game plan after you have read *The Tiebreaker* and attempted your first gamification with your staff:

1. Visit [www.rebeccagibboney.com](http://www.rebeccagibboney.com)
2. Click on “Overtime” and share your gamification challenge by completing the online form.
3. Rebecca Gibboney will be in touch with you to schedule a chance to share your experiences and share your gamification resources (if interested).

It’s time for us to all be on the same team and be the tiebreaker!