

thriv·ol·o·gy

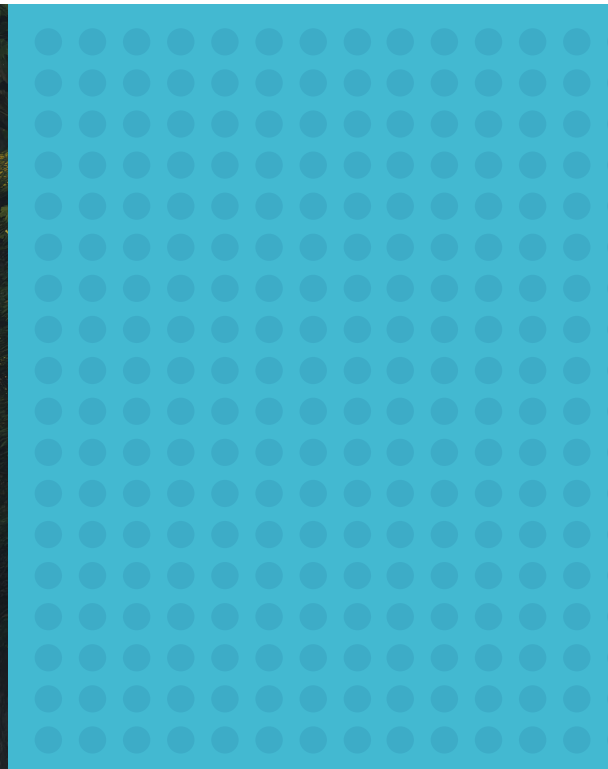
Thrivopolis

A game and discussion by Thrivology

Healthy Teen Network



Johns Hopkins
Center for Adolescent Health





Thrivopolis

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About Thrivology

Every young person has a right to bodily autonomy and sexual health and well-being. To realize these rights, young people need access to sexual and reproductive health programs and services that are safe, honest, inclusive, affirming, healing-centered, and trauma-informed.

We see you—the teachers and educators, the counselors and clinicians, the caring adults—working hard every day to make this happen. With easy access to the latest research, along with practical, helpful opportunities and resources, we know you are better supported and able to provide young people with the very best care and education they deserve.

That's why Healthy Teen Network and Johns Hopkins Center for Adolescent Health have partnered to create Thrivology.

Thrivology creates resources using the latest research on how to provide the very best sexual and reproductive health education and care, so young people may thrive.

Thrivology is a U.S. Health and Human Services Office of Population Affairs-funded research-to-practice center. In collaboration with our Research Alliance of experts in the field and Thrivology Youth Leaders, we work to expand the delivery of trauma-informed, healing-centered, and inclusive practices in adolescent sexual and reproductive health programming and care.

Learn more on our website, healthyteennetwork.org/thrivology/

About Healthy Teen Network

We are Healthy Teen Network.

We believe every young person has the right to be who they are and love who they love.

That means living in a world that affirms and celebrates them for who they are. That means having the agency, opportunity, and access to make decisions about their bodies, relationships, and futures. (And feel good doing it!) That includes decisions about if, when, and how to parent—or not.

And we see you—teachers and educators, counselors and clinicians, caring adults—helping them do this. Every day, providing honest, affirming care and education, and empowering the next generation to lead healthy, fulfilling lives.

At Healthy Teen Network, we know you do your best when you're connected to great opportunities, resources, and others working in sexual and reproductive health. That's the magic of the Network—and why we're here every day to help professionals learn, improve, create, and advocate.



Thrivopolis

Facilitator's Guide

thriv·ol·o·gy

Welcome to Thrivopolis

Thrivopolis is a game and discussion designed to spark connections and inspire collaboration among a broad array of youth-supporting professionals. More than just a game, it's an experience that invites educators, clinicians, and other professionals to reflect on the labyrinth of programs and services confronting young people and the professionals who support them. Recognizing that these hard-to-navigate systems often fall short in addressing the holistic needs of young people, *Thrivopolis* challenges players to reimagine a world that truly supports young people on their journeys to heal—and thrive.

The dynamic, fast-changing environment of *Thrivopolis* mirrors the ever-evolving social, political, and economic environment of the real world. Throughout the game and discussion, players are encouraged to think big—really big—about what is possible when we expand our focus from being mindful of the trauma young people may experience to imagine visionary spaces where young people can heal from trauma and thrive in all areas of life. This approach requires that players think holistically about opportunities for change—considering both the range of resources professionals can provide to young people and the shifts needed to heal systems and structures that may be causing harm.

In sum, *Thrivopolis* aims to:

- Spark dialogue among youth-supporting professionals about innovative approaches to fostering healing and thriving in a challenging landscape of programs and services
- Inspire players to explore practical solutions and real-world examples that extend beyond trauma-informed care to healing-centered opportunities.
- Encourage a systems-thinking perspective, empowering players to challenge structural inequities and identify resources that foster holistic healing.

Through play and discussion, professionals will:

- Gain deeper insights into the systemic challenges impacting young people.
- Develop a shared vision for creating environments that promote healing and thriving.
- Identify actionable strategies to apply within their organizations and communities.

The instructions that follow provide facilitators with guidance on how to play and discuss *Thrivopolis* with one or more groups of youth-supporting professionals.

Are you ready to enter the visionary world of *Thrivopolis*?

Game Preparation

Step 1. Determine the number of games you'll need.

Thrivopolis is designed to be played by group(s) of 3 to 6 players. One or more facilitators may run concurrent games with small groups of players. A group of 12 participants may be split into two groups of six, three groups of four, or four groups of three. You'll need to print and assemble one game for each small group.

Step 2. Test printer settings.

We've designed the gameboard squares to be printed in full color on letter-sized paper (8.5 by 11") with front and back content. We recommend that you test print a page, in case you need to make any adjustments to your individual printer settings.

Tip: Ensure the water drop icons are printed on the front and back of the same gameboard square. If these icons appear on different squares, adjust your printer settings accordingly.

Step 3. Print and cut gameboard squares.

Print the 49 gameboard squares. Up to 6 squares will be included on each printed piece of paper. Each gameboard square is two-sided, with content on the front and back. Cut each individual gameboard square from the larger piece of paper. Each small group of players should have a set of 49 gameboard squares (i.e. 3 small groups, 3 sets of gameboard squares).

Tip: Cut squares at their edges.

Step 4. Print and cut the event cards and resource cards.

Print the two-sided event and resource cards for each small group.

Tip: Cut the cards along the dotted lines.

Step 5. Find or create game tokens.

Find or create color-coded character pieces—one for each person playing. Each small group should have their own set and each character piece within a set should be a different color. Character piece colors should align with Thrivopolis character colors (red, orange, yellow, green, blue, purple, black, white).

Tip: As an affordable option, borrow pieces from already purchased board games or fold colored paper into origami triangle units.

Tip: Having all eight Thrivopolis character pieces available, even if a group has fewer than eight players, lets everyone choose their favorite character.

Step 6. Assemble Game Kits.

Each small group should have their own game kit. This kit includes: 49 two-sided gameboard squares, one deck of event cards, one deck of resource cards, one deck of character cards, and character pieces (one character piece per player).

Step 7. Print and assemble Group Handout Packets.

Each small group should have their own printed copy of the following handouts: Round 1 Instructions and Round 2 Instructions.

Recommend printing a minimum of 2 handout packets per group, more for larger group sizes.

Workshop Facilitation

Workshop Length – 90+ minutes

Longer workshops are encouraged to provide more time for game play and debrief discussions. Facilitators should adjust times for each section below if facilitating a longer session.

10 minutes	Welcome, Introductions, Icebreaker Activity, and Team Assembly
5 minutes	Review Game Materials (kit and handout packet)
35 minutes	Round 1 <ul style="list-style-type: none">• Review Round 1 instructions and set-up game board • 5 minutes• Play • minimum of 15 minutes• Discussion • minimum of 15 minutes
35 minutes	Round 2 <ul style="list-style-type: none">• Review Rounds 2 instructions and prioritize resources cards • 5 minutes• Play • minimum of 15 minutes• Discussion • minimum of 15 minutes
5 minutes	Wrap Up

Set Up

Each small group needs access to a flat surface big enough to hold a 7x7 assembled gameboard and printed card decks.

Materials

- **Assembled Game Kits (one kit per small group).** Includes 49 two-sided gameboard squares, one deck of event cards, one deck of resource cards, one deck of character cards, and one character piece per player.
- **Assembled Group Handout Packets (minimum of two packets per small group).** Each packet includes: Round 1 Directions, Round 2 Directions, and Supplemental Resource List.
- **Player Writing Supplies.** Pens and/or pencils and blank sheets of paper (size optional) for players to take notes during discussion, share contact information, etc.
- **Facilitator Writing Supplies.** Markers (sharpie or dry erase depending on room set-up), easel and easel pad paper (if not using a whiteboard), tape (if planning to place note paper on walls).

Procedure to Facilitate 90-Minute Workshop

1. Set the stage • *before meeting start time*

Create a welcoming and inclusive environment where participants feel comfortable playing and sharing.

Tip: Looking for more information on how to create a welcoming and inclusive environment? Check out [this resource](#).

2. Welcome, Introductions, & Icebreaker • *approximately 10 minutes*

Welcome & Introductions. Facilitator should introduce themselves, briefly explain their role (to facilitate game play and discussion), and then ask players to quickly introduce themselves. Method for introductions is influenced by number of people and time available.

Icebreaker. Ask participants to share their favorite game as a child and why. Players can share with their small group or with the overall group depending on the total number of players and amount of time available. Facilitator can also use icebreaker for introductions – players introduce themselves and share their favorite game at the same time. Note: While facilitators can use a different icebreaker, the use of an icebreaker is highly recommended. The type of icebreaker is influenced by the number of people and time available.

Form small groups. Each small group should have three to six players. Facilitators are encouraged to consider multiple factors when determining how to form small groups (i.e. grouping players with similar vs. different professional roles; grouping players from the same organization vs. different organizations, etc.).

3. Introduce game materials • *approximately 5 minutes*

Distribute Game Kits (one kit per small group). Ask each group to open their kit and unpack materials. Introduce each component included with the game kit – two-sided gameboard squares, event cards, resource cards, character cards, and character pieces. *Note:* Gameboard set up will take place during Round 1.

Distribute Group Handout Packets (minimum of two packets per small group). Each packet includes: Round 1 Instructions and Round 2 Instructions.

Tip: Do your best to keep Round 2 instructions a secret so that players are surprised by the opportunity to collaborate. Suggest that players do not look at the Round 2 instructions until instructed.

4. Play Round 1 of Thrivopolis:

Review Round 1 Instructions and Set-Up Gameboard (5 minutes). Ask players to refer to their player handout packet. Review Round 1 instructions together. *Note:* Gameboard squares should be set up randomly – players should not try to align gameboard squares in any specific order. All gameboard squares should be placed daytime side up to start.

Participants can select a character piece and then refer to the character cards to see what character their piece matches with OR participants can refer to the character cards first to select who they want to play for the game.

Encourage questions and clarify any uncertainties.

Ask players to not make any changes to the gameboard when they finish playing. Gameboard squares and character pieces should remain in the same location. This set-up will be used to begin Round 2.

Time to play! Allow at least 15 minutes for competitive gameplay.

Tip: Encourage players to focus on broad, visionary thinking during gameplay and save real-world constraints for discussion.

Tip: As groups will finish at different times, consider ending gameplay when most (but not all) groups have finished.

De-brief. Use the discussion guide to facilitate a large group conversation on Round 1. Allow at least 15 minutes for discussion.

5. Play Round 2 of Thrivopolis.

Review Round 2 instructions and prioritize resource cards (5 minutes). Ask players to refer to their player handout packet. Review Round 2 instructions together. Players should discuss and determine the order of resource cards to prioritize before moving to the next step. Encourage questions and clarify any uncertainties.

Time to play! Allow at least 15 minutes for collaborative gameplay.

De-brief. Use the discussion guide to facilitate a large group conversation on Round 2. Allow at least 15 minutes for discussion.

6. Wrap-Up

Express gratitude. Thank the players for their participation.

Introduce Thrivology.com.

Access to resources. Encourage players to visit the Thrivology website for additional trauma-informed and healing centered resources for young people and professionals.

Access to game. Encourage players to consider facilitating this same workshop with others in the future. Explain that all materials needed to reproduce this workshop are available on the Thrivology website.

Discussion Guide

Instructions to Discuss Round 1

Facilitators should consider the questions below to help players reflect on what they learned from the game. Facilitators are also encouraged to ask questions about components of the game that seem to confuse or frustrate players. Asking players to reflect on challenging components of the game and consider how each game component represents the real world is a helpful exercise for clarity.

Time. Recommend a minimum of 15 minutes for discussion based on 90-minute session.

Format. Depending on the number of players, room setup, and time available, the facilitator could:

- Direct questions to the entire group and ask for volunteers to share their thoughts.
- Ask teams to work together to respond to each question then report their response to the entire group.
- Ask teams to work together to respond to each question and add their thoughts to posters placed around the room related to each question. As the facilitator, you can review responses and guide discussion.

1. What are your general impressions of Thrivopolis?

Facilitator Tip: This question is to encourage players to begin reflecting on what they experienced/learned from the game (not what feedback on the game design, instructions, etc.).

2. What might the pathways represent in the real world?

Example answers:

“The maze symbolizes the challenges and obstacles individuals face when navigating through ever-changing social systems or support networks.”

“The pathways could reflect the interconnectedness of different resources and services in our communities.”

Facilitator tip: Emphasize how difficult it can be to view the system, with all its twists, turns, and roadblocks from within it, without a birds-eye view.

3. How did the event cards reflect real-world challenges and opportunities in our social and political environments?

Example answers:

“The event cards showed how funding and policy shifts, and even unexpected events impact our ability to provide support.”

“They show how quickly situations can change and how we must adapt to new circumstances.”

Facilitator tip: Emphasize how quickly institutional knowledge of the system can become outdated; emphasize the inability for any one professional or organization to navigate it alone.

Facilitator tip: Provide context-specific information or resources about relevant laws and policies, where appropriate, to ground the discussion.

4. How do you think the resource cards address trauma?

Example answer:

“The resources are focused on providing young people with resources they need to thrive. These are resources that all human beings should have access to, but often do not.”

“Some focus on meeting sexual health needs after trauma, such as an STI test, while others show the bridges that help young people reach those services, like a trusted adult to confide in.”

Facilitator tip: While some cards highlight sexual and reproductive health services that may be needed after trauma, others focus on basic needs or the bridges to access these services. Emphasize that these are just examples of the many supports a young person might need on their healing journey—and that needs often extend far beyond sexual and reproductive health. Invite participants to consider additional resources and reflect on how these supports can promote healing.

5. How did the game mechanics of searching for resources parallel the process of seeking valuable resources to support those in need in the real world?

Example answers:

"Based on your position and the position of the 'start here' square, some resources are farther away and harder to access."

"In the real world, we compete for any one young person's limited time and attention."

Facilitator tip: Emphasize how important it is for youth supporting professionals to work together to prioritize support.

6. What do the daytime and nighttime sides of the game squares represent in real life?

Example answers:

"The nighttime side represents how difficult it can be to know what resources are available and how challenging it can be to find resources."

"The nighttime side was missing several resources. This is representative of policies and practices in the real world that restrict or remove access to certain resources."

"It can still be challenging to find or access resources on the daytime side."

Facilitator tip: Emphasize how some young people live in communities that feel like the nighttime side of the board where resources and supports are unknown and limited.

7. What strategies did you employ to compete against other youth-supporting professionals?

Example answers:

"I tried to anticipate others' moves and adapt, blocking others from returning home first."

"I was too focused on gathering my resources to worry about others."

Facilitator tip: Emphasize how institutions are organized so that youth-supporting professionals too often "work in silos" for expediency's sake.

8. Why do you think specific resources were not linked to specific Thrivopolis characters?

Example answer:

“To remind us that our job does not limit us to the kind of resources and support we offer to youth.”

Facilitator Tip: Emphasize how it is important for us to think outside of our traditional siloed roles that assume only certain professions (teacher, judge, etc.) are responsible for providing access to certain resources. Thrivopolis is designed to challenge players to consider what might be possible if they think beyond these traditional roles.

9. Were there any surprises or unexpected outcomes during the game that reminded you of real-life uncertainties and curveballs?

Example answer:

“Despite careful planning, there were moments where luck played a significant role in the outcome.”

Facilitator tip: Emphasize that surprises and unexpected outcomes happen, sometimes even despite our best planning and preparation efforts. This reality underscores the importance of working with other youth supporting professionals. Together, you have the ability to create a stronger and bigger safety net – for each other, as well as the youth you support.

Instructions to Discuss Round 2

1. How did it feel to collaborate as a team compared to working individually?

Example answers:

“Collaborating required more planning and coordination early on and throughout.”

“It felt rewarding to set up other players for success—even though they captured resources, it felt like a win for me.”

Facilitator tip: Emphasize that collaboration often requires more resources, including time.

2. How did your team approach prioritizing resources? Did any challenges arise?

Example answers:

“We prioritized resources based on Maslow’s Hierarchy of Needs, focusing on physiological needs first and safety needs second.”

Our team prioritized resources based on “quick wins,” choosing the easiest ones to obtain given the current gameboard.”

Facilitator tip: Emphasize that young people have competing needs – for both healing and thriving; only through collaboration, can professionals prioritize to meet needs in an appropriate order.

3. How did your team work together to secure resources?

Example answers:

“We decided to divide resources between players so that we could quickly find our resources but helped each other to navigate the game board so that the resources could be secured as quickly as possible.”

“We decided that as a group, we would focus on one resource at a time to make sure our gameboard flips, swaps, and rotations did not negatively impact our ability to obtain the highest priority resources.”

4. Which gameplay round reflects reality more? In other words, are real-world systems designed more for competition or collaboration?

Example answers:

“In the real world, the blue and white game pieces would not normally work together.”

“While we collaborate at the edges, for funding’s sake, we are ultimately responsible for our own numbers.”

Facilitator tip: Emphasize how professionals can work within (and outside of) systems to collaborate.

5. How might professionals take things into their own hands and collaborate across diverse youth-supporting professions?

Example answers:

“When networking, we can tell people we’ll call them directly for referrals and hold them accountable for follow-up.”

“Creating shared goals and objectives that cut across different professions can help incentivize collaboration and collective action.”

Facilitator tip: Emphasize that everyone has a role to play in crafting a world where young people thrive.



Thrivopolis

Player Handouts

thriv·ol·o·gy

In the wake of the Great Unraveling in the not-so-distant future, a brave few set out to construct a utopian refuge high in the treetops. Born was Thrivopolis, a verdant, gleaming city in the lush embrace of the trees—a true testament to the enduring spirit of humanity.

As a dedicated youth-supporting professional, you are integral to this grand experiment. Your mission is to navigate a social safety net suspended in the canopy, gathering valuable resources to better the lives of those you support.

Along the way, you'll soon discover eerie echoes of the world that came before.

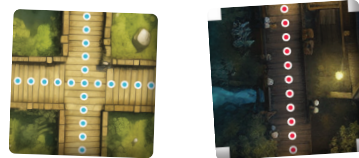
Round 1 Instructions

Object. The first player to secure all of the resources from their resource cards and return to the Home Square wins!

Game Set Up

Step 1. Build Thrivopolis gameboard. Shuffle the set of two-sided gameboard squares. Randomly arrange the squares in a 7 by 7 grid (7 rows and 7 columns, 49 squares total). Do not try to make the squares match with other squares – placement should be random! All gameboard squares should be placed daytime side up.

Tip: Each gameboard square has a daytime and a nighttime side. Daytime sides are marked with blue dots or x's. Nighttime sides are marked with red dots or x's.



Step 2. Flip 3 gameboard squares. Flip 3 gameboard squares to their nighttime sides. No peeking to help you decide which cards to flip!

Step 3. Pick Game Characters. Each player selects one character piece and reads their character description from the character card deck out loud. Character piece colors will align with Thrivopolis characters!

Step 4. Assign resources. Shuffle the resource card deck. Deal 3 resource cards to each player face down. Players should look at their resource cards but should not show their resource cards to anyone else.

Step 5. Prepare events. Shuffle the event cards and place the cards face down in a single deck anywhere on the table.

How to Play

Move around the board to gather your three resources and return to the home square as quickly as possible. The first player to do so wins!

Who goes first? The player who most recently watered a plant goes first. After that, the player to their right takes their turn, and play continues in that direction.

On your turn:

1. Draw an event card, read it aloud, and follow its instructions. Then, place the event card in a discard pile.
2. Move your character piece as far along the pathway as desired or possible in pursuit of one of your three resources.

Watch Out! You can only move along the pathway represented by a dotted line. Consider which resources to pursue and how you can use the event cards to your benefit.

Once you secure the resource you're looking for by moving to its square, lay your resource card face up and continue looking for your remaining resources, taking care not to show these remaining resource cards to other players.

Once you have secured all of your resources, you must move your character piece back to the Home Square. The first player to return to the Home Square wins! At this point, Round 1 is complete.

Note: Do not make changes to the gameboard. Round 2 will begin based on current gameboard set-up and character piece location.

Tips

Groups can also designate a player to read event cards out loud.

When swapping two gameboard squares or flipping a square over to its other side, the player swapping or flipping decides the orientation of the square (i.e., how to lay down each square). Character pieces stay with their squares. Any character pieces on the swapped or flipped gameboard square should be returned to the same square after swapping or flipping the squares.

You are not limited to moving a certain number of squares; however, players are limited by the gameboard squares. Players can only travel along dotted lines – if the dotted lines do not match between 2 squares, the player cannot move to the next square. Event cards will shift the pathways, offering an opportunity to open certain pathways while closing other pathways.

If you cannot get to a resource in one turn, move your character piece to a position that will allow you to get to the resource faster during your next turn.

Round 1 Set Up Example



Deck of Event Cards



49 Gameboard Squares
Gameboard Squares placed randomly
in a 7x7 grid daytime side up

Home Square

Home Square placed randomly with
Character Pieces in starting position



▶ Home Square
close up



1 Character Card and
3 Resource Cards per player



Round 2 Instructions

Object. In this round, players work together to navigate Thrivopolis pathways and collect resources that will benefit all players and the young people they support.

Game Set Up

Note: The gameboard squares and character pieces remain in the same position from Round 1. Players keep their same character piece.

Step 1. Prepare events. Collect and shuffle the event cards and place them in a single stack, face down.

Step 2. Assign resources. Collect and shuffle all the resource cards. Deal 6 resource cards to the group as a whole, placing them face up in a line for all players to see.

How to Play

In the embrace of the Thrivopolis canopy, a young person bravely shares their journey with youth supporting professionals, revealing shadows of the trauma they carry.

Step 1. Prioritize resources. Players chart a course to help this young person heal and thrive by working together as a group to decide how and what resource cards to prioritize. Collectively, arrange the cards from highest priority to lowest priority, from left to right, debating as necessary. Players should think broadly about the social determinants of health and draw on their real-world, present-day experiences working with young people to prioritize resources. As a group, create a plan to secure as many resources as possible in the time available to play!

Step 2. Collect resources. The winner of Round 1 goes first. After that, the player to their right takes their turn, and play continues in that direction.

On your turn:

1. Draw an event card and read it aloud. Work together as a group to determine which card to flip, swap, or rotate. Place the card in the discard pile.
2. Move your character piece as far along the pathway as desired or possible in pursuit of the prioritized resource.

Round 2 play is over as soon as all resources have been collected or when time for game play runs out.