

# SECRET TRAIT

Growing Climate Confidence

# PR STRATEGIST

You're always thinking of the comms angle and public perception.

Try to steer the conversation toward "how this will look to the public".



# SECRET TRAIT

Growing Climate Confidence

# CONTRARIAN

You live to play devil's advocate.

Challenge popular ideas and force the group to rethink their assumptions.



# SECRET TRAIT

Growing Climate Confidence

# ECO-WARRIOR

You are a Climate Action champion.

Push the group to consider the environmental impact of every move.



# SECRET TRAIT

Growing Climate Confidence

# INVESTIGATOR

You never take things at face value.

Aim to ask the group at least one challenging question before voting.



# SECRET TRAIT

Growing Climate Confidence

# IMPATIENT

You have zero patience for long-term stuff.

Steer the group toward actions that have immediate results rather than long-term benefits.



# SECRET TRAIT

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# EMPATH

You are a sucker for a good story.

Side with the person who gives the most passionate or emotional pitch, regardless of their logic.



# CHARACTER

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# TRUSTEE

Priority: **Finance**




You protect the organisation’s long-term success. You do this by providing strategic direction and evaluating projects. This involves financial responsibility and managing risks. You also need to balance this with your organisation's mission and the resources available.

## Key Question:

“How does this impact our bottom line and our ability to operate next year?”



# CHARACTER

Growing Climate Confidence

# SENIOR LEADER

Priority: **Operations**



You bridge the gap between strategy and reality. Your priority is ensuring the team has the infrastructure, staffing, and tools needed to deliver results efficiently.

**Key Question:**

"Do we have the capacity and systems to actually pull this off?"

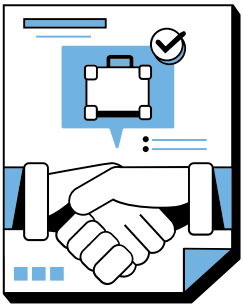


# CHARACTER

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# OFFICER

Priority: **Engagement**



You are the voice of the project. You care about communication, brand reputation, and making sure the right people are excited and involved.

## Key Question:

"Is our message landing, and are people participating in the way we need them to?"



# CHARACTER

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# ADMINISTRATOR

Priority: **Process**



You are the backbone of the project's organisation. You care about compliance, data accuracy, documentation, and making sure no steps are skipped.

## Key Question:

"Does it follow our internal protocols?"

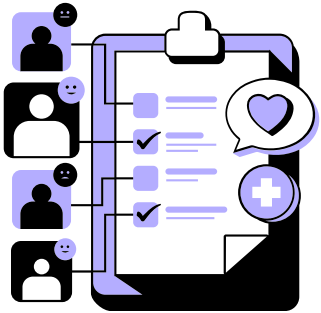


# CHARACTER

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# VOLUNTEER

Priority: **Community**



You represent the grassroots of the project. You want to make a real difference in your community. You value creating social connections and supporting the experiences of community members.

## Key Question:

"Does this strengthen our relationships and keep people motivated?"



# CHARACTER

Growing Climate Confidence

# CLIENT

Priority: **Mission**



You represent the people who use the service, the ultimate "why" behind the project. You aren't concerned with the internal paperwork, you care about the tangible impact and the quality of the service provided.

## Key Question:

"Does this help improve the lives of the people we serve?"



# ACTION

Growing Climate Confidence

# SITE WALK FOR CLIMATE RISKS

Schedule a site walk with a floor plan. This will help identify areas at risk from climate hazards like flooding, extreme temperatures, storms, or drought.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Costs a half-day of staff wages to complete the walk and log the findings. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 20** | You've moved from guessing to knowing. You now have a map to show where hazards are likely to occur. |

**Tip:** Check out Adaptation Scotland's Climate Hazards and Resilience in the Workplace Workbook. It can help you spot areas of vulnerability.



# ACTION

Growing Climate Confidence

**Mitigation** | Systems

# PURCHASE USED FURNITURE & TECH

Adopt a "Refurbished First" policy for all office furniture and IT equipment.

| | | |
|---|---|---|
| **FINANCE** | **+ 10** | You save money vs buying brand new. |
| **LOW CARBON SCORE** | **+ 10** | You prevent the carbon cost of manufacturing and shipping new goods. |
| **CLIMATE RESILIENCE** | **0** | No measurable impact. |

**Interesting Fact:** In Scotland, 82% of the carbon footprint comes from the stuff we make, use, and throw away after one use.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Premises

# INSULATE YOUR PREMISES

Insulate the building to prevent undesirable heat loss and gain.

| | | |
|---|---|---|
| **FINANCE** | **- 30** | Significant costs for materials and specialist labour. |
| **LOW CARBON SCORE** | **+ 20** | The greenest energy is what you don't use, your heating and cooling demand plummets. |
| **CLIMATE RESILIENCE** | **+ 20** | The building stays comfortable during extreme outdoor temperatures. |

**Interesting Fact:** In a typical home, central heating systems can lose up to a third of their heat. This happens through the roof, walls, floor, and windows.



# ACTION

Growing Climate Confidence

**Adaptation** | Premises

# CREATE A FLOOD PLAN

Establish a checklist, emergency contact information, essential business-continuity documents, and actions for safeguarding vulnerable resources during floods.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Some cost for staff time to create using online resources and templates. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 20** | In case of a flood, the team isn't panicking and they know exactly what to do by following the checklist. |

**Tip:** Check the Scottish Environment Protection Agency for Flood Maps in your area. Also, visit The Flood Hub for templates to make your own Flood Kit.



# ACTION

Growing Climate Confidence

**Adaptation** | Products & Services

# CHECK INSURANCE AND CONTRACTS

Check the fine print of your policies. Make sure you're covered for extreme weather or business interruptions.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Small administrative cost for a professional review or phone calls. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 10** | You discover your current policy has a gap. Fixing it now prevents financial drawbacks later. |

**Tip:** Flood Re is a partnership between the Government and the insurance industry. It helps you find affordable insurance for qualifying properties at risk of flooding.



# ACTION

Growing Climate Confidence

**Adaptation** | Premises

# ANNUAL DRAINAGE MAINTENANCE

Your building maintenance provider now offers gutter and drain clearance as part of their upgraded package which you choose to opt into.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | A small increase in cost to add on this service. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 20** | Improved drainage and ensuring there are no blockages means your buildings cope better with heavy rainfall. |

**Interesting Fact:** In 2006, Scotland was the first part of the UK to require sustainable drainage systems (SuDS) for all new builds and redevelopments.



# ACTION

Growing Climate Confidence

**Adaptation** | Place

# INCREASE SHADING

Plant some trees on-site, install canopies over outdoor seating areas and blinds on windows.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Large up front expenditure but will reduce losses from energy and postponed activity during future heatwaves. |
| **LOW CARBON SCORE** | **+ 30** | You reduce your reliance on energy intensive cooling systems during heatwaves and your trees capture carbon dioxide as they grow. |
| **CLIMATE RESILIENCE** | **+ 30** | These measures act as a passive defence against overheating for your people and buildings. |

**Interesting Fact:** Tree cover can lower urban heat by 2°C to 8°C. This happens through shade from the canopy and the cooling effects of air movement as trees transpire.



# ACTION

Growing Climate Confidence

Mitigation | Premises

# INSTALL SOLAR PANELS

Install a photovoltaic (PV) array on the organisation's roof (or available land).

| | | |
|---|---|---|
| **FINANCE** | **-30** | A heavy upfront investment that pinches the current budget. |
| **LOW CARBON SCORE** | **+ 20** | You rely less on grid power, slashing your operational emissions. |
| **CLIMATE RESILIENCE** | **+ 10** | If the national grid flickers during unexpected weather events, your essential systems stay powered up. |

**Interesting Fact:** Solar Panels can pay themselves back in 3 or 4 years, even in Scotland!



# ACTION

Growing Climate Confidence

Mitigation | Premises

# LED LIGHTING RETROFIT

Replace all old fluorescent and halogen bulbs with high-efficiency LEDs.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | A relatively small investment that usually pays for itself quickly through lower electricity bills. |
| **LOW CARBON SCORE** | **+ 20** | LEDs use significantly less energy to produce the same amount of light, reducing your overall electricity demand. |
| **CLIMATE RESILIENCE** | **0** | While it doesn't protect the building, it creates a more reliable and better-lit environment for staff and visitors. |

**Interesting Fact:** LED lights often have an 80%+ reduction in energy costs (and emissions).



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Premises

# INSTALL A RAINWATER TANK

Install a large tank to collect water from the roof for flushing toilets, watering plants or washing equipment.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | You pay for the tank and the plumbing to hook it up to your drainage system. |
| **LOW CARBON SCORE** | **+ 10** | You reduce the energy used by the water company to treat and pump mains water to you. |
| **CLIMATE RESILIENCE** | **+ 20** | During drought, you have a back up supply of private water to help with essential tasks. |

**Interesting Fact:** A small Scottish roof collects over 45,000 litres of water each year.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Place

# SOURCE FOOD LOCALLY

Audit your supply chain to prioritise local, seasonal producers.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Local, fresh produce often lacks the bulk-buying discounts of industrial suppliers. |
| **LOW CARBON SCORE** | **0** | Carbon savings are negligible as international shipping only accounts for about 10% of food emissions. |
| **CLIMATE RESILIENCE** | **+ 20** | If global food shipments are disrupted, your local supply chain remains untouched and reliable. |

**Interesting Fact:** In 2024, 15% of the UK's food imports – 6 billion kilograms worth £8 billion – came directly from nations most vulnerable to climate change.



# ACTION

Growing Climate Confidence

Adaptation | Place

# PERMEABLE PAVING

Replace concrete and hard surfaces with green spaces, gravel or other porous materials. This lets heavy rainfall soak away quickly.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Specialist construction and materials are an investment. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 10** | Permeable surfaces reduce the "flash flood" risk around your premises and in urban areas helps to reduce temperatures during heatwaves. |

**Interesting Fact:** This action is part of the global “depave movement” started in 2008 in Oregon in the United States.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | People

# SET UP A GREEN TEAM

Invite staff, volunteers, and stakeholders to meet monthly. Discuss ways to make the organisation more sustainable and resilient.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Costs a small amount in staff time and meeting expenses (like tea or coffee). |
| **LOW CARBON SCORE** | **+ 20** | The team spots invisible waste, like lights left on, leading to gradual carbon savings and empowers the team to naturally taking actions. |
| **CLIMATE RESILIENCE** | **+ 10** | You are building a response team, who will notice a blocked drain, check, and know exactly where the emergency kit is kept. |

**Interesting Fact:** 89% of people want more action on climate from their Governments. There might be more support for action hiding in your organisation than you expect!



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | People

# PREPARE STAFF TO WFH

Allow your staff to work from home when needed due to disruptions.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | You spend on hardware and software subscriptions to make the move to remote working. |
| **LOW CARBON SCORE** | **+ 10** | You save carbon by reducing unecessary commuting. |
| **CLIMATE RESILIENCE** | **+ 30** | You now have flexibility, if a flood closes the road or a heatwave closes the office, the mission continues from home. |

**Interesting Fact:** In 2022, road transport in Scotland made up 23% of all greenhouse gas emissions.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Premises

# INSTALL A HEAT PUMP

Install an electric system that pulls heat from the air or ground to warm your building.

| | | |
|---|---|---|
| **FINANCE** | **- 40** | This is a budget-buster that requires Board approval. |
| **LOW CARBON SCORE** | **+ 30** | This significantly lowers your direct emissions and energy use. |
| **CLIMATE RESILIENCE** | **+ 20** | Modern systems provide steady, efficient climate control, keeping the building usable even during extreme outdoor temperatures. |

**Interesting Fact:** Modern air source heatpumps produce 3x as much heat energy as they consume in electricty.
In comparison, a gas boiler is around 90% efficient.



# ACTION

Growing Climate Confidence

**Adaptation** | People

# JOIN A COMMUNITY RESILIENCE GROUP

Get in touch with the Emergency Resilience team at your local Council or your Climate Action Hub. They can help local people prepare for, respond to, and recover from climate change disruptions.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | You dedicate some staff time to attend coordination meetings. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 10** | Collaborating gives you capacity to work on climate resilience projects and amplifies the positive impact of your actions. |

**Interesting Fact:** There are over 300 community resilience groups in Scotland.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Place

# GROW AN EDIBLE GARDEN

You build some raised planters on used land to grow a selection of fruit and vegetables.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Some costs for tools, compost, seeds and staff time. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **+ 10** | Growing your own food ensures good local nutrition and also acts as a rain garden, helping to absorb water and reduce flood risk. |

**Tip:** Get Growing Scotland can provide free support and advice for setting up a community food growing initiative.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Place

# JOIN A LOCAL ENERGY SCHEME

You partner with a community energy cooperative to source your power from local renewable projects.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | There might be a small setup fee or investment to join the cooperative. |
| **LOW CARBON SCORE** | **+ 10** | You are directly supporting the growth of new renewable energy projects in your area. |
| **CLIMATE RESILIENCE** | **+ 20** | It builds local resilience. By relying on a community energy loop, you are less vulnerable to national grid spikes or large-scale outages. |

**Tip:** In February 2026, the UK government announced a £1 billion investment in community energy schemes. This funding is for community centres, social clubs, and places of worship.



# ACTION

Growing Climate Confidence

**Mitigation** | Systems

# MOVE BANK AND PENSIONS

Switch your finances to a green bank. Choose one that doesn't fund oil exploration or deforestation.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Most ethical banks provide the same services for the same price. However, you'll have to cover staff wages as it's can take some time and admin. |
| **LOW CARBON SCORE** | **+ 30** | This is one of your biggest hidden wins. You are ensuring your money isn't being used by the bank to finance new oil or gas projects. |
| **CLIMATE RESILIENCE** | **0** | No measurable impact. |

**Interesting Fact:** Between 2018 and 2020, the five biggest banks in the UK invested over £40 billion in the coal industry.



# ACTION

Growing Climate Confidence

Mitigation & Adaptation | Systems

# ENVIRONMENTAL POLICY

Adopt a formal roadmap for sustainability. It sets clear targets for energy, travel, and waste. This helps your organisation stay compliant and committed to long-term goals.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | You hire a consultant to write the formal document. |
| **LOW CARBON SCORE** | **+ 10** | You are able to tackle some of the low hanging fruit changes that were adding up. |
| **CLIMATE RESILIENCE** | **+ 10** | You're now ready for new regulations and won't be caught off guard by sudden legal changes or reporting requirements. |

**Tip:** Check your funding requirements! It might be that certain funders require you to have policies and meet certain standards to gain access to funds or contracts.



# ACTION

Growing Climate Confidence

Mitigation | People

# ACTIVE TRAVEL & CYCLE SCHEME

Install secure bike storage at your site. Also, offer incentives or subsidies to encourage staff and volunteers to cycle, walk, or use public transport.

| | | |
|---|---|---|
| **FINANCE** | **- 10** | Cost for installing bike racks and admin. |
| **LOW CARBON SCORE** | **+ 20** | Reduction in staff commuting emissions. |
| **CLIMATE RESILIENCE** | **+ 10** | Staff are less reliant on fuel supplies and roads, remaining mobile during fuel shortages or localised traffic disruption. |

**Interesting Fact:** A study in Norway showed that electric bikes help people cycle further and more often than traditional bikes. This is because they boost the confidence of nervous riders.



# FINANCE

Growing Climate Confidence

# UNEXPECTED STAFF VACANCY

A key member of the team has moved on. To keep services running, you've had to hire expensive temporary agency staff while you recruit a replacement.

**FINANCE**

**- 20**



# FINANCE

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# CANCELLED FUNDRAISER

A sudden heatwave threatens your outdoor and community fundraising events this quarter.

**If you selected the 'Increase Shading' Action**, your newly installed canopies keep the outdoor areas safe and cool, meaning the event can still go ahead. Skip this card. If you haven't, the event is cancelled due to unsafe conditions and you lose the income.

| FINANCE |
| --- |
| - 20 |



# FINANCE

Growing Climate Confidence

# INSURANCE CLAIM

A recent severe weather event caused damage to your site.

**If you've selected the 'Check Insurance and Contracts' Action,** congratulations — your careful review means your insurer has fully covered your weather damage claim. If you haven't selected this Action, you miss out on the payout and must skip this card.

**FINANCE**

**+ 10**



# FINANCE

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# CRISIS RESPONSE SUPPORT

Priorities have suddenly shifted. Trusts, foundations, and statutory funders redirect their available funding away from your core services and towards immediate crisis response or adaptation

| FINANCE |
| --- |
| - 10 |



# FINANCE

Growing Climate Confidence

# RENT HIKE

The lease on your building is up for review, or your standing charges have increased unexpectedly.

**FINANCE**

**- 10**



# FINANCE

Growing Climate Confidence

# LAPTOP BREAKDOWN

Two staff laptops have simply reached the end of their life and need an emergency replacement.

**If you've selected the 'Purchase Used Furniture & Tech' Action**, you were able to replace the laptops cheaply from your refurbished stock, so you can skip this card. If you haven't, you had to buy two brand-new laptops that have set you back financially

| FINANCE |
| --- |
| - 10 |



# FINANCE

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# CORPORATE CHARITY PARTNER

A local business has run a fundraiser for you and donated all proceeds to your general fund.

**FINANCE**

**+ 20**



# FINANCE

Growing Climate Confidence

# VOLUNTEER-LED GALA

A group of dedicated volunteers organized a community dinner and auction. They secured local business sponsorships, meaning almost 100% of the ticket price was profit.

**FINANCE**

**+ 30**



# FINANCE

Growing Climate Confidence

# TAX REBATE

An audit of your VAT status has resulted in a one-off rebate from the government for overpayments made in the previous year.

**FINANCE**

**+ 10**



# FINANCE

Growing Climate Confidence

# TRAINING & CONSULTANCY FEE

Your team was invited to speak at a conference and deliver a workshop to another organisation. You charged a professional day rate for their expertise.

**FINANCE**

**+ 10**



# FINANCE

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# PROJECT GRANT

You've won a bid from a National Lottery fund.

**FINANCE**

**+ 20**



# FINANCE

Growing Climate Confidence

# SMALL CAPITAL GRANT

A private family trust has awarded you a one-off payment.

**FINANCE**

**+ 10**



# FINANCE

Growing Climate Confidence

# THE MULTI-YEAR STRATEGY GRANT

A foundation has agreed to fund your core costs for the year because they believe in your leadership.

| FINANCE |
| --- |
| + 40 |



# FINANCE

Growing Climate Confidence

# SOLAR PANEL PAYBACK

It is time to review utility costs.

**If you've selected the 'Install Solar Panels' Action**, congratulations—your initial investment has paid off and your energy bills have reduced significantly, giving you surplus cash. If you haven't selected this Action, you are still paying high grid prices, skip this card.

**FINANCE**

**+ 20**



# FINANCE

Growing Climate Confidence

# ENERGY TARIFF SPIKE

National grid energy tariffs have just increased for commercial properties.

**If you've selected the 'LED Lighting Retrofit' Action,** your highly efficient lights buffer the cost, so you can skip this card. If you haven't selected it, your old fluorescent and halogen bulbs cost you a fortune this quarter.

| FINANCE |
| --- |
| - 10 |



# FINANCE

Growing Climate Confidence

# PUBLIC SECTOR FUNDING

The government has announced a new block of green funding for compliant charities.

**If you've selected the 'Environmental Policy' Action,** your formal roadmap for sustainability means you qualify for this public sector funding. If you haven't selected this Action, you lack the required paperwork to apply, skip this card.

**FINANCE**

**+ 30**



# FINANCE

Growing Climate Confidence

# CARBON MITIGATION FUNDING

You are successful in a grant application for a new project that helps your premises and service users be more energy efficient.

**BOOSTER**
Next turn you can implement a “Mitigation” or “Mitigation and Adaptation” Action for Free! (It wont impact your Finance)





# EVENT

Growing Climate Confidence

Environmental

# HEATWAVE

The area has several weeks with temperatures over 30 °C. This makes indoor work uncomfortable and outdoor activities unsafe.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Some activities cannot take place and some staff are unable to work. |
| **LOW CARBON SCORE** | **- 30** | You rely on air conditioning for the week to maintain temperatures which contributes to a significant spike in the organisations annual carbon footprint. |
| **CLIMATE RESILIENCE** | **- 20** | Your premises and key working locations are not suitable for working in high temperatures. Staff with existing health conditions cannot work, and everyone is less productive. |

**EXEMPTION**
Skip this Event if you've already selected the **"Increased Shading and Green Space"** or **"Insulate your Premises"** Actions. Shading cools outdoor areas, and insulation blocks extreme outdoor heat.



# EVENT

Growing Climate Confidence

Environmental

# WILDFIRE

Due to prolonged dry weather, a nearby woodland catches fire and the smoke causes wide spread air pollution. Some staff and clients must evacuate. As the fire spreads, it increases the risk to nearby property and land.

| | | |
|---|---|---|
| **FINANCE** | **- 40** | Unexpected costs for interim premises while repair work takes place at key sites. Projects with external partners in the area are delayed. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 20** | A key operating site suffers fire damage. Staff and partners with existing health conditions cannot work and stress is increased. |

**SHIELD**
The Impact is halved if you've already selected the **"Identify Climate Risks" or "Join a Commmunity Resilience Group"** Action. You mapped the hazards for safe evacuation, and staff can work from home safely.





# EVENT

Growing Climate Confidence

Environmental

# FLOOD

Heavy rain has caused serious surface water flooding in your area. This has led to major travel disruptions, evacuations for some, and damage to your property from the roof and under doors.

| | | |
|---|---|---|
| **FINANCE** | **- 40** | Major unexpected costs incurred for property repair and costs for interim premises while work takes place, some staff off on long-term leave while they deal with their own flood damage. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 40** | Most staff are unable to get to work and two are directly impacted by the flooding. Parts of your premises need to be drained and repaired. |

**SHIELD**
The Impact is halved if you've already selected the **"Create a Flood Plan"** or **"Permeable Paving"** Actions. Paving diverts some water away from your doors, while your flood plan keeps resources safe.





# EVENT

Growing Climate Confidence

Environmental

# STORM

A red warning storm sweeps the country and disrupts service delivery from power outages, blocking travel routes and damaging the roof and outdoor equipment.

| | | |
|---|---|---|
| **FINANCE** | **- 40** | Unplanned costs incurred for property repairs and replacement of damaged equipment. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 40** | Major service disruption as staff cannot travel and users left without services. Some people are injured by trips and falls. |

## SHIELD

The Impact is halved if you've already selected the **"Prepare Staff to WFH"** or **"Drainage Maintenance"** Actions. Staff can continue working safely despite blocked travel routes, and clear gutters protect your building from the storm's heavy rainfall.





# EVENT

Growing Climate Confidence

Environmental

# DROUGHT

Scotland has dry weather for several months. This leads to regional bans on some water uses. During this time, greenspaces and farmland begin to die back.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | The cost of bottled water increases and as some seasonal produce is not available, you are forced to purchase more expensive alternatives. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 20** | Due to regional bans, green spaces and community gardens that have taken a lot of time to flourish turn brown and crispy. |

**SHIELD**
The Climate Resilience Impact is halved if you've already selected the **"Install Rainwater Harvesting Tank"** Action Card. Your tank provides private water during regional bans.





# EVENT

Growing Climate Confidence

Environmental

# SNOW STORM

Sub-zero temperatures lasting a long time, along with heavy snow, cause major travel delays from snowstorms.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | You must pay for the repair costs for the building and increased heating that month. |
| **LOW CARBON SCORE** | **- 20** | You must have the heating set to a higher temperature for the week which contributes to a spike in carbon emissions. |
| **CLIMATE RESILIENCE** | **- 20** | Several members of staff cannot get to work due to the travel disruption. Repairs are needed on your premises due to a leak from frozen pipes. |

**EXEMPTION**
Skip this Event if you've already selected the **"Insulate your Premises"** or **"Install a Heat Pump"** or **"Prepare Staff to WFH"** Actions. Staff avoid dangerous travel, while insulation and heat pumps keep the building warm without spiking energy bills.



# EVENT

Growing Climate Confidence

Networks

# POWER CUT

The fourth named storm of the season has wind speeds of 80-90 mph. It causes widespread power cuts lasting 72 hours, affecting homes and businesses, including yours.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Although you receive some compensation from the energy network, it does not cover the full costs incurred from lost activity. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 40** | All normal activity stops. Already vulnerable community members experience the greatest impact. |

**SHIELD**
The Impact is halved if you've already selected the **"Install Solar Panels"** or **"Join a Local Energy Scheme"** Actions. Your solar panels keep essential systems running, or your community energy loop buffers the grid outage.





# EVENT

Growing Climate Confidence

Environmental

# COASTAL EROSION

A landslide has blocked a main road, adding an hour to travel times to one of your key sites. This delay will last for the next six months while repairs are made.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Increased mileage claim expenses and loss of income from cancelled activities. |
| **LOW CARBON SCORE** | **0** | Although some staff are travelling further in cars, this is balanced by cancelled activites. |
| **CLIMATE RESILIENCE** | **- 20** | Some activities have to be cancelled as the additional journey to the site is not feasible. |

**EXEMPTION**
Skip this Event if you've already selected the **"Prepare Staff to WFH"** Action. Flexible working means the damaged road and extra commute don't disrupt your services.



# EVENT

Growing Climate Confidence

Networks

# INCREASED FOOD PRICES

Droughts in some key international food suppliers have disrupted food supply. Providing catering at your in-person events costs more than you had budgeted for.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Food prices increase, adding unexpected costs to pre-planned budgets. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 20** | Stress levels increase as budgets are strained and your staff try to deliver the same outcomes for less. |

**EXEMPTION**
Skip this Event if you've already selected the **"Source your Food Locally"** Action. Local suppliers bypass international disruptions, keeping your catering budget and stress levels stable.



# EVENT

Growing Climate Confidence

Environmental

# DAMP AND MOULD CRISIS

A period of exceptionally wet and mild weather has caused damp and mould to spread through premises. The space becomes a health hazard for staff and clients with respiratory issues.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Emergency deep-cleaning and temporary relocation of services. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 20** | The building is temporarily unusable, and service users are displaced. |

**EXEMPTION**
Skip this Event if you've already selected the **"Insulate your Premises"** or **"Prepare Staff to WFH"** Actions. Insulation paired with adequate ventilation protects your building from moisture buildup, while flexible working keeps your staff safe.





# EVENT

Growing Climate Confidence

Networks

# COMMUNITY NEED SURGE

A severe localised weather event hits a neighbouring community. Your premises are safe, but you suddenly have many new clients needing support. This strains your staff and resources.

| | | |
|---|---|---|
| **FINANCE** | **- 20** | Increased operational and supply costs to meet demand. |
| **LOW CARBON SCORE** | **0** | No measurable impact. |
| **CLIMATE RESILIENCE** | **- 20** | Staff burnout and chaotic service delivery. |

**SHIELD**
The Impact is halved if you've already selected the **"Join a Community Resilience Group"** Action. You are able to coordinate the crisis response effectively with other local charities.