

Ghostery Store

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Welcome new employees to the Spectre's Grocery Store family. Our first store was opened in 1893 in Roanoke Virginia by our founder Sheldon Spectre. It started as a small general store that through the hard work of the employees and the wise leadership of the Spectre family has grown into the national superstore chain that you all know today. We wish to thank you all for your interest in joining our corporate family and look forward to working with and getting to know each of you as an employee and a friend.

For our "special employees" this style of text is unreadable to the normies. They will see it as a generic photo or some sort of artistic design on the page. The real history of Spectre's Grocery Store is a bit different from the history our PR teams release to the public. The first store was not just a general store. We also sold occult and magical items for the local witches. In fact it was the primary business of that first store. We continue to sell these items to this day as vitamins and supplements, or just as oddities. As for the owner, the public releases are technically correct; it is still in the Spectre family. Sheldon Spectre had himself resurrected as a spectre, cliché we know but it makes him happy, and continues to run the company to this day. Mr. Spectre recognizes that not all supernatural creatures are as fortunate as him and insists that we give them a place to work.

The first step of orientation is explaining the core attributes of Spectre's. An easy way to remember the core attributes is to just think S-P-E-C-T-R-E. Sense, Patience, Endurance, Civility, Think, Rapidity, Engage. To maintain our high quality employees, Spectre's Grocery Store requires all employees to have a starting value of 4 for all attributes. An employee may have a minimum of 1 and a maximum of 9.

For our "special employees" the attribute term is actually S-P-E-C-T-R-E-S. In addition to the previous attributes there is Secretive. Due to this attribute being tied to the creature type, Spectre's is not legally allowed to mandate a value for this attribute. As such, it defaults to your creature.

Sense - This job requires keen senses. You may need to spot a customer in need, an item out of place, or a cart abandoned in the lot. You'll use Sense to notice these and many other things.

Patience - Some aspects of the job may test your resolve and you will need to keep a cool head to perform properly. You'll use Patience to resist following your baser instincts. *Special Employees will need to use this not to Freak.*

Endurance - This job can be exhausting. You'll need Endurance to not become exhausted or get bored while doing something time consuming.

Civility - You will need to interact with the public. You'll need Civility when talking to a customer or another employee.

Think - This isn't some job that a mindless zombie could do. *(no offense to the living impaired)*. If you can't remember something or need to figure something out just take a moment and Think.

Rapidity - You may need to do something quickly or something requiring dexterity. Whether that's running to get something from the store room or quickly cutting up deli meat. You may also need to do something quietly, unfortunately you may need to silently follow shoplifters. For all these tasks you'll need Rapidity.

Engage - While mainly for security personnel, you may need to fight someone. Some customers or criminals may get aggressive and try to attack you. If this happens to you, you'll need to Engage.

Secretive - Our "special employees" are allowed to use their powers during work hours. However be aware that you do so in a public area. So whenever you choose to use them, be Secretive. Because this quality is innate to the creature type you are, Spectre has no legal right to control this. If you fail a secretive check, are seen or leave evidence of your powers Spectre's will give you a demerit.

Now we will explain your duties. As employees it's up to you to keep the store running smoothly and ensure customer satisfaction. Your managers will know what needs to be done each day and you will need to do as they tell you. In addition, customers will require assistance and it's up to you to help them while still getting your other work done. To accomplish a task tell your manager what you want to do and they will tell you what Spectre's attribute it falls under. Then roll a d10, you successfully perform the task if you roll equal or underneath the attribute value. It fails if you roll above the attribute value. An employee critically succeeds when they roll equal to their attribute, and critically fails on a 10. A critical success lets the employee create a narrative benefit or may gain a merit, while a failure allows the Manager to create a narrative detriment to the employee or give the employee a demerit. Managers and/or abilities may apply advantage or disadvantage on a roll. When rolling with advantage, roll twice and take the better result for the employee. Disadvantage is the opposite, roll twice and take the worse result for the employee.

Managers will hand out merits and demerits throughout the shift. Merits are earned for being a good employee or making the store a better place. Demerits are given for failure to fulfill the employees duties, making employees mad, or otherwise hurting the store. Employees will always earn a merit when successfully completing a task and receive demerits when failing a task. In either case, employees are given 1 for a minor task and 2 for a major task. Managers may also give merits or demerits at their discretion.

Employees may spend a merit to reroll one check, or may spend 3 to automatically succeed a check. Managers or Employees may spend an employee's demerit to make them reroll a check. *Managers may not spend demerits on Secretive rolls, we're always trying to keep that bit of our business hidden.* Each check may be rerolled once. If both manager and employee call for a reroll, the employee gets to choose which one takes whether the merit or demerit is spent.

At the end of a shift employees will subtract their demerits from their merits. Then refer to the chart below for character results from the shift.

Demerit Count		Result
5+	Promotion	Employee gains an additional Position power
4	Pay Raise	Gain additional Store Tag
3	Employee of the Month	Increase 2 Attributes by 1
2	Recognition group announcement	Increase 1 Attribute by 1
1	Recognition from manager	Start next shift with 1 merit
0	Normal Day	No change
-1	Conversation with manager	Start next shift with 1 demerit
-2	Verbal warning	Position powers will be more closely observed by managers next shift
-3	Note on employee record and conversation with manager	Managers will watch employee closer, -1 to Secretive to next shift
-4	Suspended without pay	Next shift character may not use their position power next shift.
-5+	Fired	Create new employee for next shift

Next the employees will choose an aspect for their store. The aspect may be used once per shift. The aspect ability may be used by any employee at any time, unless the ability specifies when it is triggered. At creation only one aspect may be chosen, more may be earned later.

Aspect	Ability
Busy Store	Employees may call for an additional task from Manager
Laid Back Manager	Ignore first demerit
Good Reputation	At end of shift award one employee a merit. All employees shall vote for who receives it.
Well stocked	Name one unusual item, the store has it in stock.

Overstaffed	Store has employees that can be called in to complete a task. The chosen task is successfully completed on a roll of 5 or lower. Merits/Demerits are not awarded if applicable.
Good Training	Employees have advantage on 2 checks chosen by employees.
Haunted	Store is considered haunted. Ignore first 2 demerits given from failing Secretive checks
Armed	Security has access to weapons
Clothing & Costumes	Store has an excessive amount of clothing and costumes allowing the employees to create disguises. Each employee may create one disguise.
Pet Store	The store has pets which can be used to distract customers or used to assist in tasks if applicable

Finally, we'll do employee introductions. Please start with your name and position and how old you are. Also please tell us all an interesting fact about yourself so that we can get to know you better.

Special employees will be given a separate orientation. So in addition to the previous information please speak freely and let us know what kind of creature you are. It is important that other employees know what they can expect and help control your more innate tendencies.

Eventually all employees will move on from this job. When an employee has 2 attributes at or above 8 or 3 attributes at or above 7, they are promoted to another store and a new employee is required for the next shift. Alternatively, Spectre's has an At Will Employment policy and employees may quit and a new employee will be hired for the next shift.

Position

Stocker

+2 Sense, -1 Rapidity

The employee knows where everything is in the back and may pull any item that the store would sell or might have sold in the past from the storage. If the stocker, or another employee, damages or uses the item themselves they are given a demerit.

Assistant Manager

+2 Civility, -1 Engage

The employee is a higher up and may sign off on things that other employees may not, negating a demerit. The employee may do this once a shift at no cost. Each time the employee negates a demerit after the first, they receive a demerit. At the end of the shift they may justify their actions to remove the demerits they received using this power. The employee rolls Civility on a success, the demerit is removed. On a failure, the employee is given an additional demerit. Each demerit must be done separately and must have an explanation. Each attempt, regardless of results, adds a cumulative -1 to the Civility roll.

Cashier

+2 Think, -1 Sense

The employee may close registers slowing how many customers may leave the store and creating a no, a single, or limited point(s) customers must pass through, unless they are stealing. While registers are closed all Civility checks for anyone in the store are made at -1, if all registers are closed it is increased to a -2. If a long line builds up the manager will give a demerit if register(s) remain closed.

Cart Wrangler

+2 Endurance, -1 Think

The employee may create a fence of carts preventing customers from getting to sections of the store. If the cart is not removed by the end of the scene it will be seen by the manager and the employee receives a demerit.

Janitor/Maintenance

+2 Rapidity, -1 Civility

The employee may smuggle items in their maintenance cart. The space is large enough to fit a human uncomfortably when they squeeze into the cart and bring their knees into the chest. If the item is found the employee receives a demerit.

Customer Service

+2 Patience, -1 Endurance

The employee may calm down or otherwise satisfy the customer. After using this, the customer will only interact with the customer service employee that used this ability and may, at Manager discretion, demand the employee's presence while in the store. If the employee does not assist the customer they receive a demerit.

Security

+2 Engage, -1 Patience

The employee may use the security cameras of the store. While using the cameras, they may not do others actions until they leave the security room. If any security issues are unattended while the security is looking at cameras they will be given a demerit.

Age

Spectre does not care what your actual age is but how long you have been on the earth in your current form.

Child

0 - 9 years

+2 Rapidity, -1 Secretive

Young Adult

9 - 18 years

+2 Endurance, -1 Think

College

19 - 25 years

+2 Sense, -1 Patience

Adult

26 - 40 years

+2 Engage, -1 Sense

Middle Aged

40 - 70 years

+2 Patience, -1 Rapidity

Senior

70 - 120 years

+2 Civility, -1 Engage

Elder

121 - 300 years

+2 Think, -1 Civility

Immortal

300+ years

+1 Secretive, -1 Endurance

Creature

Demon

Power: Possess - employee possesses a customer and controls them for the scene

Secretive: 3

Acting: Formal or Evil villain accent

Weakness: Hellspawn: Customers are uncomfortable with the employee, employee has -1 Civility when interacting with them.

Freak: When the employee sees another employee treat a customer with kindness they roll a Freak check. On a failure they must cause the employee some evil or hardship. The roll must also be made if the employee themselves treats a customer with kindness. On a fail they must cause that customer some evil or hardship

Ghost

Power: Telekinesis: Character may move an item within line of sight with their mind.

Secretive: 5

Acting: Haunting and drawn out, especially on O's and oo's.

Weakness: Incorporeal: Character does not have a physical form and cannot be touched. In addition, -1 on Endurance checks (penalty is negated if using Telekinesis). Employees are allowed to move and use objects that a normal human could use, without using their power.

Freak: Employee chooses one item sold in the store as their anchor. If a customer or employee tries to interact with it, roll Freak. On a fail, the employee responds aggressively. In either case, the employee must convince the customer not to purchase the item.

Werewolf

Power: Transform: Employee may swap between human and wolf form. Roll Secretive whenever the employee transforms. When in wolf form the employee looks like a large wolf. The employee gains +2 to Engage, Sense, and Civility when intimidating. It also maintains the ability to do everything a human can including talking. While not causing a Secretive failure, customers may still call police, animal control or other authorities to deal with a wolf in the store unless otherwise distracted or explained. Although a wolf that does something it is normally incapable of doing, such as talking, will cause an automatic Secretive failure.

Secretive: 6

Acting: Werewolves talk in animalistic terms. Refer to other employees as pack members, customers as prey, management as alphas, etc.

Weakness: For the Good of the Pack: Werewolves will act in the best interest of the pack (store) regardless of how it affects themselves, another employee or a customer.

Freak: Pack Member: employee hates when other employees are harassed or attacked and must intervene on a failed Freak check.

Undead

Power: Horde Member: The employee commands a non-player employee to do some task. The non-player employee immediately starts doing the task. It is at Manager discretion if the task succeeds or not. If the non-player employee assists the employee, then the employee gains advantage on the check.

Secretive: 5

Acting: Undead refer to themselves in the third person and speak in a monotone voice.

Weakness: Weak Limbs: After a failed Endurance check, lose a limb. While a limb is missing suffer a -1 to all Endurance checks per limb missing. A limb can be reattached with a successful Think check. If a Think check is failed the limb remains missing for the scene and is reattached between scenes. In addition, the missing limb is obvious. If other employees notice they will attempt to help the severe injuring through first aid and calling an ambulance.

Freak: Mindless: When the employee fails a Think check roll to Freak. On a fail, the employee fails all other Think checks for the scene.

Vampire

Power: Hypnosis: Employee may appear in any shadowy corner and insert themselves into the scene.

Secretive: 5

Acting: Victorian or Dracula accent

Weakness: Sun Allergy: The employee may not leave the building while the sun is out without significant clothing or covering.

Freak: When a customer or employee is injured roll Freak. On a fail, steal all the blood you can.

Frankenstein/Reanimated

Power: Massive Build: The employee uses their large size to add to Engage or Endurance checks. Add either a 1, 2 or 3 to the skill for a check. Whichever number you choose also subtract that from the employee's Secretive skill.

Secretive: 7

Acting: Short simple sentences.

Weakness: Short Term Gains: Employee was made recently and doesn't have a great long term memory. The employee must always solve the current problem regardless of how it affects larger plans.

Freak: Scared: When rolling Engage or encountering a scary or confrontational scenario roll Freak. On a fail, go into fight or flight. Roll a d10, odd is fight, even is flight.

Witch

Power: Spellcasting: Employee creates a spell that has an effect of their choice.

Secretive: 1 (Manager may modify this based on spell effect)

Acting: Old and cackling (Rhyming if you're feeling ambitious)

Weakness: Whenever the employee uses their power they must create a 4 line rhyme that includes the effect of the spell.

Freak: Hydrophobia: When the employee gets water or other liquid spilled on them or when they fail an Endurance check, when they begin sweating, they must roll Freak. On a success, they keep their cool and may act as normal. If they fail, they must abandon whatever they are doing and dry themselves as quickly as possible.

Average Shifts

During a shift the employees should have a major task that will require the entire shift to complete. A major task is something that requires several hours if not the entire day to complete. Perhaps the employee needs to track down a lost shipment or figuring out who is sabotaging the store throughout the day.

However, during a shift employees should expect minor tasks that will require their attention to complete that may distract them from completing their major task. Each employee should have at least one minor task each shift. A minor task could be a customer requiring assistance or something in the store that requires repair or clean-up. Something that only requires a short time to complete.

The next pages for **MANAGERS ONLY**, please do not continue the orientation if you will be a Manager of Spectre's.

Managers Only

Managers may use the following corporate approved scenarios for training exercises. They are also encouraged to modify the scenarios or create their own as their unique personnel training demands.

Random Customer Tables

Dice Value	Scenario Shopper	Scenario Action
0	Teenager	Returning item issue
1	Celebrity	Can't find rare item the store doesn't carry
2	Karen	Shoplifting/Robbery
3	Old Man/Lady	Drunk/intoxicated
4	Friend of employee	Lost child
5	Monster Hunter	Knows/thinks employee is a monster
6	Playable Creature	Loitering and needs to be forced to leave
7	Imp/Fairy/Fae Creature	Secret shopper reviewing store
8	Orc/Troll	Is injured
9	Wizard	Is trying to sell something outside of store