

I compiled these rules from the Variants forum and attributed the author or each. I'm also posting a play aid that incorporates them.

1. Workers learn from work [@nhjelmsberg]

Instead of rolling retrieved workers, give them +1. In addition to the collective knowledge check of ≥ 16 , there is an individual knowledge check of ≥ 7 . *(Rationale: Workers' learn from their work. Players can plan to modify the workers' intellect before it's too late.)*

- 1a. Starting workers have a total value of 7 (player's choice).
- 1b. New workers get value 1.
- 1c. A player's last worker can never get knowledge > 6
- 1d. Recruits and markets referring to die rolls are not used.

2. Workers are all individuals, some more than others [@nhjelmsberg]

Instead of using the knowledge track, change individual workers, e.g. +2 knowledge results in 1 worker getting +2 or 2 workers getting +1 each. *(Rationale: Workers are dumb but some workers are more dumb than others. Players can choose a knowledge distribution that serves their strategies.)*

3. Workers learn from each other [@nhjelmsberg]

When a worker bumps another worker, the smarter worker gets knowledge -1 and the dumber worker gets knowledge +1. *(Rationale: Workers' intellect is influenced by their company. Players can block attractive actions with smart workers and bump dumb workers.)*

4. Smart workers work smarter (Artifacts) [@nhjelmsberg]

Instead of drawing unknown artifacts, always keep the 3 top cards face up. Workers with knowledge 1-3 must pick the 1st, workers with knowledge 4-5 may pick the 1st or the 2nd and workers with 6 may pick any. *(Rationale: The smarter the worker, the better he searches. Players with smart workers get an extra benefit to compensate for the risk.)*

5. Artifacts will never be the same again (Ethical Dilemmas) [@nhjelmsberg]

When a player uses an artifact to complete an ethical dilemma, place it face up on the dilemma card to remember. When the specific artifact is drawn again, immediately discard it and get morale +5 if the choice was to fight the dystopia or knowledge -5 if the choice was to contribute to the dystopia. *(Rationale: The artifact is now used to pursue the destiny chosen in the ethical dilemma. This also serves to mitigate the higher worker turnaround due to rule 1.)*

6. The Sky Market is more expensive [@EricHogue]

Until all the markets are built, it requires 3 commodities to use the Sky Lounge. *(Rationale: This has made using the tunnels a competitive option and stopped the Icarites from racing into an allegiance lead in our games. Once the markets are built, usually one or two factions are getting close to the second bonus, and the Sky Lounge is not so obviously better anymore, so we go back to two at that point.*

7. The last star placed triggers endgame but not automatic victory. [my group]

When someone places their last star, play to the end of the round (equal turns), then break any ties via the usual tiebreakers. *(Rationale: makes for a little more tension and goes well with rule #5 such that you can position yourself to win a tiebreaker.)*