**Probationary Period “Orientation – How To”**

* It is important once you launch Hire and Fire your Kids that you have a testing/training phase therefore we HIGHLY recommend a “probationary period”.
* Hire and Fire your Kids (HFK) encourages and expects Kids to ask for, and sign up for chores to earn Kids Kash.
* During the probationary period, the HFK way sets standards and goals that parents and children become accustomed to. The systematic approach allows for learning, adjustments, and outcomes that are recognized and rewarded which is most important.
* During the probationary period under “You’re Hired” you will need to engage with a prompt/ask “who wants to set the table, who wants to cut the grass today etc.” As well some Kids will need your guidance to show them how to do these jobs at first. The goal is after the time set and after the Kids have seen the rewards and recognition, they’ll feel a sense of accomplishment for the jobs they have completed. Your mini selves will then WANT to apply for jobs on their own without having to be asked or reminded to apply. This doesn’t happen overnight so having a probationary period assists to teach/test and get out any kinks etc.
* During the probationary period under “You’re Fired” we recommend 2 phases. You can absolutely customize to suit what works for your Family! Reward up for grabs is the $20.00 NOT FIRED Bonus.
  + Test Phase 1 – Month 1
    - You call out any expectations not met and have your Kid correct IMMEDIATLY. “Whose coat is on the floor, you’re going to get an X?” “I hear you yelling at your sister…. do you want to get an X?” If your Kid quickly corrects, NO X is given on the “You’re Fired” template.
    - If the youngster doesn’t immediately correct, an X IS given on the “You’re Fired” template.
    - Chances are ALL of your Kids will earn the $20.00 NOT FIRED BONUS at your 1st Family Meeting. This will give them a taste of Kids Kash, how easy it is to work together as a team and they’ll feel more responsible as an active participant contributing to the home.
  + Test Phase 2 – Month 2
    - If you see any expectations NOT met, you inform them they are getting an X for not following expectations and an X is given on the “You’re Fired” template.
    - Kid still needs to correct or another X will be given
    - Kid fired the least gets the $20.00 NOT FIRED Bonus (if all not fired = payout all)
  + Test Phase 3 – Customize
    - Customize based on your first two months. Either continue the probationary period OR Roll Out and GO LIVE!
* **TIP** – for any of your Kids that use devices best practice we used was to take a picture of the “X” and send to the kid. We didn’t even have to say anything they would open their device, see the picture of their infraction and correct immediately. It was awesome!!!! – This is where the App is going!
* After the probationary/test period is over you go LIVE. In the LIVE phase there is no Kids Kash given for being fired the least. There is ONLY Kids Kash given if you DON’T get fired. If you DO get fired, you lose your $20.00 NOT FIRED Bonus, Kids still get paid for jobs completed on pay day and Kids still receives consequences if fired again.
* Use your judgement and extend the testing phase if you feel your kids aren’t ready, or reduce the expectations and start slowly, or shorten the probationary period if your Kids are nailing it month 1! Goal is to lead them to success, developing them to be more responsible, independent and a contributing member to the household!
* Customise and make it your own to suit your families success with Hire and Fire your Kids!