**You’re Fired “Orientation – How To”**

* At the start of the pay period (beginning of the month) $20.00 is held for each Kid.
* If they progress through the month and DON’T get FIRED, they keep their $20.00.
* If ALL SIBLINGS DON’T get FIRED in the month, there is a $5.00 BONUS per Kid as well as a Family Experience which encourages teamwork and cooperation!
* CONSEQUENCE: If the Kid gets FIRED in the month, the consequence set out for that month is initiated. Example: No media the rest of the day, no treats, no friends, no bedtime book…
* Why do we need a probationary period?
	+ It is important once you launch Hire and Fire your Kids you have a teaching/testing phase to get parents and kids accustomed to the HFK system. This allows for learning, adjustments and outcomes that are recognized and rewarded which is most important.
	+ It’s a much needed investment in time that will set you ALL up for success!
	+ See Probationary Period for more information to launch
* What is the Non – Payable Basic Contribution?
	+ These are chores that MUST be done to assist the household **WITHOUT** Reward. Our family chooses 4 items: make your bed, dirty laundry in hamper, clean laundry away, clear dishes from table.
* Start by using the **“You’re Fired” template** and add or delete Expectations to customize for your Family. Customize your Kids Kash payout. Remember to decide what your non-payable chores will be.
* Each Kid will have their own **“You’re Fired” Annual template** that will be put up on the fridge or somewhere prominent.
* Every time a Kid doesn’t follow the Family Expectations set they will receive a warning. You will put an X on that expectation line.
* After 3 X’s (3 warnings) if they don’t follow any expectation again they’re FIRED! Total times spoken to is 4 (1st warning, 2nd warning, final warning, FIRED). Your Kid is fired after ANY 4 expectations not met, not 1 expectation 4 times although it could happen….
* Once a Kid is fired they automatically lose the $20.00 NOT FIRED Bonus. They are not eligible for the employee of the month and the additional Teamwork Bonus for the siblings is lost.
* You would write FIRED across the month for that Kid and the consequence set activates.
* The fired Kid still needs to participate in the non-payable chores as these are their basic contributions to the home. If Kid gets Fired again they continue to receive consequences.
* Need to ensure YOU are leading by example and are verbally **RECOGNIZING** Expectations that the Kids are following to reinforce that expectation.