

## 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 (1<sup>st</sup> warning, 2<sup>nd</sup> 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.