

★ HIRE and FIRE your KIDS! ★

HOW TO - EXPECTATIONS / YOU'RE FIRED

1. COMMUNICATE YOUR FAMILY VALUES

What are your own family values? e.g. Be Kind, Respectful, Stay Positive etc.

2. CREATE & COMMUNICATE YOUR FAMILY EXPECTATIONS

Highlight from our template or customize with your own Expectations/Rules. These are expectations your family must follow at all times (these are the ones that can get you FIRED!)

3. EXPLORE & COMMUNICATE POTENTIAL CONSEQUENCES

- Obtain input from your Kids about the type of consequences they'd expect for not following the Family Expectations.
- Consider consequences that are realistic, manageable and that you as a parent can stick to.
- Decide on the consequences of being FIRED! Examples:
 - No TV
 - No Internet for the day
 - No playing with friends

4. COMMUNICATE THE "NOT FIRED BONUS"

- Customize Kids Kash amount to suit your Family (We used \$20.00 in our home).
- A \$_____ Bonus is held at the beginning of the month for each Kid, encouraging them to stay NOT FIRED.
- If your Kid is FIRED, then the \$_____ Bonus is taken away and not paid out on pay day.

5. DEFINE & COMMUNICATE THE FAMILY "TEAMWORK BONUS"

At the end of the month if ALL Kids stay NOT FIRED then...

- \$5.00 Bonus awarded to Each Kid.
- Family Experience for the whole team. ie. Laser Tag, Home Movie Night, The Zoo.

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HOW TO - YOU'RE HIRED & EMPLOYEE OF THE MONTH

1. CREATE & COMMUNICATE THE JOB POSTINGS (CHORES FOR HIRE)

- Highlight from our Template or customize with your own.
- Decide if any should instead be part of the everyday must-do basic contribution chores (Non-Payable). Move these to the Expectations/You're Fired template.
- Customize Kids Kash amount to suit your Family.
- Parent Initial each time job is completed.

2. COMMUNICATE EMPLOYEE OF THE MONTH & HFK CONTEST CRITERIA

Parent chooses Employee Of The Month and considers:

- FAMILY VALUES – who was best at family values ie, helpful, kind, respectful, etc.
- FIRED – who was NOT FIRED or had least amount of X's.
- TEAMWORK – who was helping or encouraging others to stay NOT FIRED.
- HIRED – who participated the most, applied for most jobs.

Your Own EOTM receives:

- Special Reward for the WHOLE MONTH. Kid to choose with parent(s) approval. ie. favourite seat in the car for the whole month.
- Submission to our HFK EOTM contest.

HFK EOTM Contest:

Parents submit Kid to our contest for a chance to win prizes and extra recognition.

CRITERIA :

- o Minimum 5 chores applied for.
- o Must stay HIRED.
- o Overall values, participation, effort and teamwork.

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MONTH: _____ NAME: _____

Kids Kash	Job Postings				Total \$ Earned
	*parent initial as many times as job completed.				
\$1	PACK YOUR OWN LUNCH	CHANGE LIGHTBULB	WIPE DOWN COUNTER	MATCH SOCKS	
\$1	EMPTY DISHWASHER	SET & CLEAR TABLE	GET MAIL	WATER PLANTS	
\$2	LOAD DISHWASHER	PLAN MEALS	BRING IN GARBAGE/RECYCLE BINS	READ TO SIBLING	
\$2	VACUUM/SWEEP	FEED/WATER PET	SORT RECYCLING	create your own	
\$2	CLEAN BEDROOM/TOYROOM	WALK DOG	CLEAN PET CAGE/BOX/YARD	create your own	
\$4	COLLECT GARBAGE/RECYCLE & PUT OUT	STRIP BEDDING, WASH, DRY IT	WASH, DRY, FOLD A LOAD	create your own	
\$4	WASH BASEBOARDS	ORGANIZE CUPBOARDS	GROCERY SHOP	CLEAN MICROWAVE	
\$4	DUST CEILING FANS	WASH, DRY, DISHES/POTS & PUT AWAY	HELP MAKE A MEAL	DISINFECT KNOBS/SWITCHES	
\$4	DUST FURNITURE & BLINDS	WASH FLOORS	WATCH SIBLING	create your own	
\$6	WASH HOUSE WINDOWS	CLEAN CARPET STAIN	TRIM BUSHES/WHIPPER SNIP	create your own	
\$6	CLEAN UP AFTER MEAL	WASH CAR	CLEAN FRIDGE & WASH SHELVES	create your own	
\$6	WASH MIRRORS	PICK WEEDS/GARDEN	create your own	create your own	
\$15	CLEAN/DETAIL INSIDE CAR	SCRUB/CLEAN ENTIRE BATHROOM	RAKE LEAVES & BAG	create your own	
\$15	SHOVEL WALK/DRIVEWAY	CUT GRASS	create your own	create your own	

KIDS KASH

CONVERT INTO REAL CASH AMOUNTS OF YOUR CHOICE, OR CONVERT INTO EXPERIENCES.

WE CONVERTED OUR KIDS KASH INTO REAL DOLLARS AS YOU SEE ON OUR SITE. BUT YOU CAN ABSOLUTELY CUSTOMIZE \$UP OR \$DOWN TO SUIT YOUR FAMILY.

- E.g. \$1.00, \$2.00, \$4.00, \$6.00, \$15.00 payout for specific jobs
- NOT FIRED bonus = \$20.00 each
- TEAMWORK bonus = \$5.00 each

SUGGESTED “EXPERIENCES” FOR KIDS KASH ACCUMULATION

YOU CAN DECIDE HOW MUCH KIDS KASH YOUR KIDS NEED TO COLLECT TO GET THESE REWARDS AND CREATE YOUR OWN EXPERIENCES TOO!

- Sleepover
- Treat
- Walk with parent
- Bike ride with parent
- Picnic
- Manicure/Pedicure
- Game of choice with parent
- Pick favorite cereal
- Movie night
- Family outing (zoo, swimming etc.)
- Media time
- Food fight
- Toy store pick
- Family fort building
- Restaurant choice
- Park
- Crafts/Lego with parent
- Pillow fight
- Treasure box pick

EMPLOYEE OF THE MONTH & HFK CONTEST CRITERIA

REWARD YOUR KIDS BY CELEBRATING THEM AS YOUR OWN EMPLOYEE OF THE MONTH AND THEN GIVE THEM FURTHER RECOGNITION BY SUBMITTING THEM FOR A CHANCE IN OUR HFK EMPLOYEE OF THE MONTH CONTEST!

YOUR EOTM:

YOUR OWN EOTM RECEIVES:

- Special Reward for the WHOLE MONTH. Kid to choose with parent(s) approval. ie. favourite seat in the car for the whole month.
- Submission to our HFK EOTM contest.

MAKE IT FUN! CELEBRATE! HANG THEIR PICTURE ON THE FRIDGE! BRAG TO FRIENDS!

CERTIFICATE template attached. Add (stick/magnet on) your Kid's picture and post it on your fridge! *Also downloadable on **EOTM** section of our site.*

HFK EOTM CONTEST:

PARENTS SUBMIT KID TO OUR CONTEST FOR A CHANCE TO WIN PRIZES AND EXTRA RECOGNITION.

CRITERIA :

- Minimum 5 chores applied for.
- Must stay HIRED.
- Overall representation of family values, participation, effort and teamwork.

WE DRAW A WINNER EACH MONTH, FEATURE THEM ON OUR SITE AND SEND A PRIZE IN THE MAIL!



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EMPLOYEE OF THE MONTH

Insert Photo Here

Congratulations!

PROBATIONARY PERIOD

IT IS IMPORTANT ONCE YOU LAUNCH HIRE AND FIRE YOUR KIDS THAT YOU START WITH A TESTING/TEACHING... OR WHAT WE LIKE TO CALL A "PROBATIONARY PERIOD".

YOU'RE HIRED - During the probationary period under "Hired" you will need to prompt/ask "who wants to set the table, who wants to cut the grass today etc." 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. You'll soon find they jump at the chance for a job (chore) without any prompt!

YOU'RE FIRED - During the probationary period under "Fired" you may have to call out any expectations not met and give your Kids a chance to correct it before giving out the X. This will give the Kids more of a chance to succeed and see what the month end Kids Kash or rewards feel like. They'll get a taste of the possibilities and they'll feel motivated to work harder in the next month!

These changes don't happen overnight and it takes work and dedication from both parent and child. Having a probationary period to teach and test out the system is a perfect way to get out any kinks, get the Kids used to it, and better yet...get them excited to play HFK!

SNAP THOSE X'S!

WHILE THE KIDS ARE GETTING USED TO THE GAME IT'S FUN TO SNAP PHOTOS OF THEIR DISHES NOT PUT AWAY, OR THEIR LAUNDRY ON THE FLOOR. YOU CAN TEXT IT TO THEM AS A REMINDER WITHOUT "NAGGING" A SINGLE WORD!

PRE-LAUNCH TEAM MEETING

BOOK YOUR FIRST FAMILY TEAM MEETING WITH YOUR KIDS.

FINALIZE YOUR JOBS, EXPECTATIONS AND KIDS KASH PAYOUT WITH YOUR SPOUSE.

TAKE PICTURES OF YOUR HOME SHOWCASING THE OPPORTUNITIES OR AREAS YOU NEED SOME HELP (“X” WORTHY PICTURES). SHARE AT YOUR MEETING.

PRESENT TO YOUR KIDS WHAT IT IS, WHY YOU ARE DOING IT, WHAT YOUR VALUES ARE.

- EXPLAIN HOW IT’S LIKE A GAME/CONTEST
- GET THEM EXCITED ABOUT KIDS KASH & PAY DAYS!
- GET INPUT FROM THEM ON POTENTIAL CONSEQUENCES

HAND OUT THE TEMPLATES. GET SOME FUN SNACKS, SMALL PRIZES AND/OR **CASH** TO HAND OUT. YOU REALLY WANT TO MAKE THIS 1ST MEETING SUPER FUN AND GET THEM ENGAGED AND PUMPED FOR HFK!

PAY DAY TEAM MEETING

TEAM MEETINGS ARE MONTHLY AND PLANNED IN ADVANCE SO ALL KIDS ARE AWARE AND CAN ATTEND. MARK YOUR CALENDARS! IF A KID CHOOSES NOT TO ATTEND THEY WILL NOT BE PAID.

ADD UP ALL THE KIDS KASH AND PREPARE THE PAYOUTS FOR EACH.

HAVE A LITTLE FUN! PREPARE QUESTIONS, HAVE SMALL PRIZES OR CASH ON HAND FOR RIGHT ANSWERS AND TO PROMOTE ATTENTION/PARTICIPATION. HAVE SOME SNACKS, DRESS UP ETC. THEY SHOULD LOOK FORWARD TO THE FAMILY TEAM MEETINGS EACH MONTH.

REVIEW THINGS LIKE:

- STRENGTHS AND OPPORTUNITIES THAT MONTH.
- FOCUS ITEMS FOR NEW MONTH.
- DISCUSS WITH THEM AND SET CONSEQUENCES/REWARDS FOR NEW MONTH (THEY CAN BE UNIQUE TO EACH KID).
- ANNOUNCE THE EMPLOYEE OF THE MONTH! (TAKE THEIR PICTURE AND POST ON THE FRIDGE WITH THE EMPLOYEE OF THE MONTH CERTIFICATE).

CONCLUDE WITH GETTING THEM PUMPED FOR HFK NEXT MONTH AND... **DISBURSE PAYOUTS!**

"REAL WORLD GAME - READY TO PLAY?"

THANK YOU!

WE TRULY HOPE YOU ENJOY OUR GAME! WE HOPE IT CONNECTS YOUR FAMILY TOGETHER, INSTILLS TEAMWORK AND VALUABLE SKILLS, AND GIVES YOU SOME PEACE, A TIDY HOME AND SOME JOY. GOOD LUCK AND HAVE FUN!

...LOOKING FOR EVEN MORE FUN?

CHECK OUT OUR EXTRAS SECTION ON OUR WEBSITE. SEE HOW YOU CAN INCORPORATE OUR "30 DAY ACTION PLAN", "VACATION DAYS", "SICK DAYS" AND MORE.

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