Karma Bank Kudos

Highlight individual efforts - award and receive micro-kudos

EXPLANATION:

1. Start in the center.
2. Focus on people with whom you need to improve your relationship.
3. Focus on colleagues with whom you need to work well.
4. Be bold and start to upgrade this relationship.

How can this person support your cause, job deliverables) (or, go crazy) career aspiration!

Add the name in the quadrants

Who are the five colleagues?

WHAT CAN YOU DO FOR COLLEAGUE #1?

**WHAT CAN YOU DO FOR COLLEAGUE #2?**

WHAT CAN YOU DO FOR COLLEAGUE #3?

WHAT CAN YOU DO FOR COLLEAGUE #4?

WHAT CAN YOU DO FOR COLLEAGUE #5?

AMELIORATE
MULTIPLY POTENTIAL

Karma Bank Flow

Practice the point routine for reflection and maintaining momentum

EXPLANATION:

1. Adding points follows your flow. Some struggle receiving support, then you start with giving support and vice versa.
2. Focus again on people, with whom you need to improve your relationship.
3. Focus on colleagues who you feel you can easily help to start with.
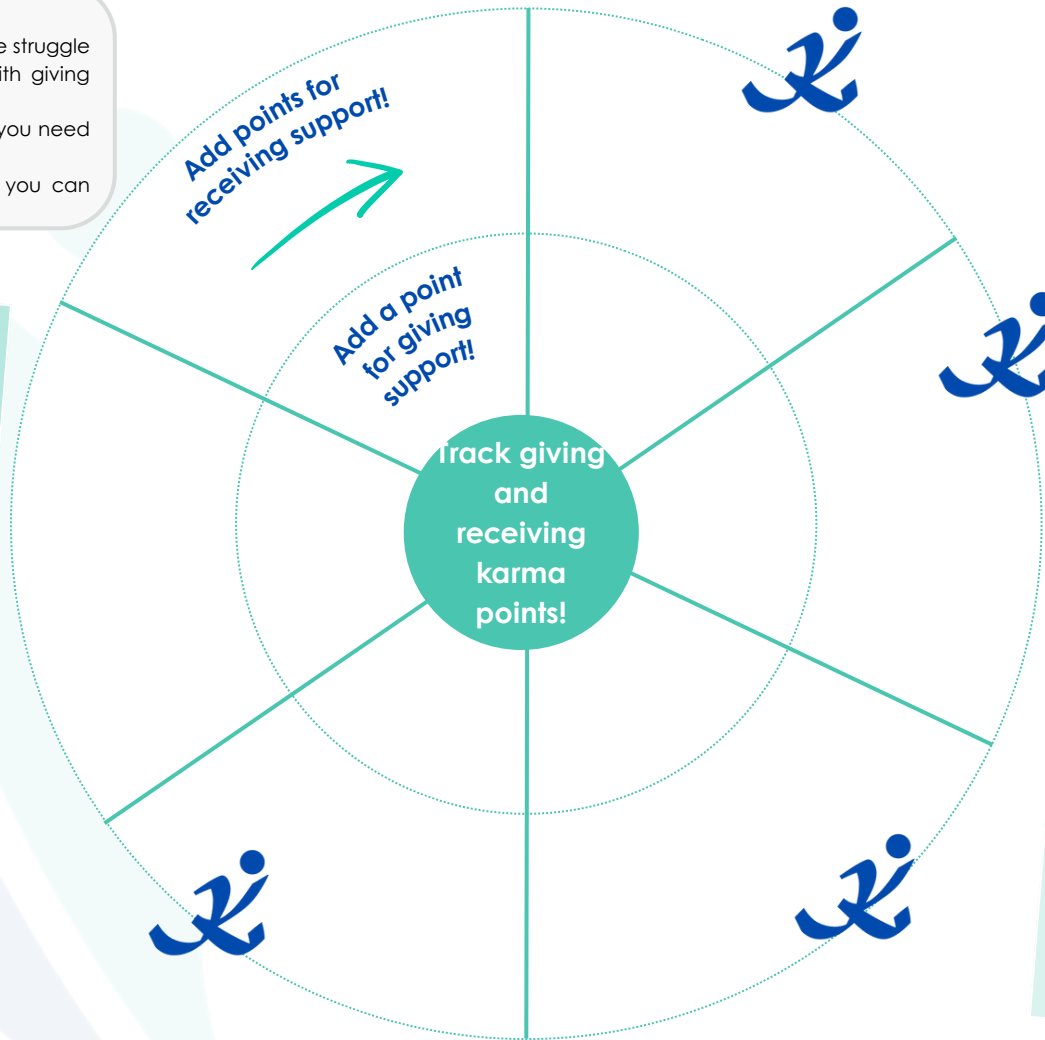
Karma-Bank OPTIONAL TRACKING-LIST

Karma-Bank OPTIONAL REALIZATION-LIST
(THE EASY, THE HARD, THE FUN)

Add points for receiving support!

Add a point for giving support!

Track giving and receiving karma points!

AMELIORATE
MULTIPLY POTENTIAL

Karma Bank Team

Team radar to implement the Karma culture within a team

EXPLANATION:
1. Adding points follows your flow. Some struggle receiving support, then you start with giving support, and vice versa.
2. Follow the Karma-Bank-Flow.

Karma-Bank — THE KARMA-BANK-FLOW

Before you start with the Karma Bank:
- Define the duration of the Karma Bank and the players involved.
- Agree on where to hang the poster.
- Every player gets seven karma points.

Start with the Karma Bank:
- At the Kick-off Meeting, you determine how karma points are awarded and what counts as a point.
- At the meeting, you can collect a list of ideas to choose from.
- Go through the rules of the Karma Bank.
- Every karma points has the same weight. Big support doesn't get two and small support gets one as well.
- Meet regularly to review the status and discuss the observed changes.
- Identify a Karma Keeper: the person who holds you accountable if you need a reminder to upgrade your collaboration.

Rules of the Karma Bank:
- Every point has the same weight. Big support doesn't get two (small support gets one too).
- Meet regularly to review the status and discuss the observed changes.
- Person A helps person B. B gives A a point. Person C helps A. A gives a point to C.
- Don't have points: Earn Karma Points by supporting others ;-)
- Have too many points: Start supporting others loud and clear.

Add points for receiving support!

Add a point for giving support!

Track giving and receiving karma points!

AMELIORATE
MULTIPLY POTENTIAL