

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.
- 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.

