

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.

WHAT CAN YOU DO FOR COLLEAGUE #5?



WHAT CAN YOU DO FOR COLLEAGUE #4?



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?

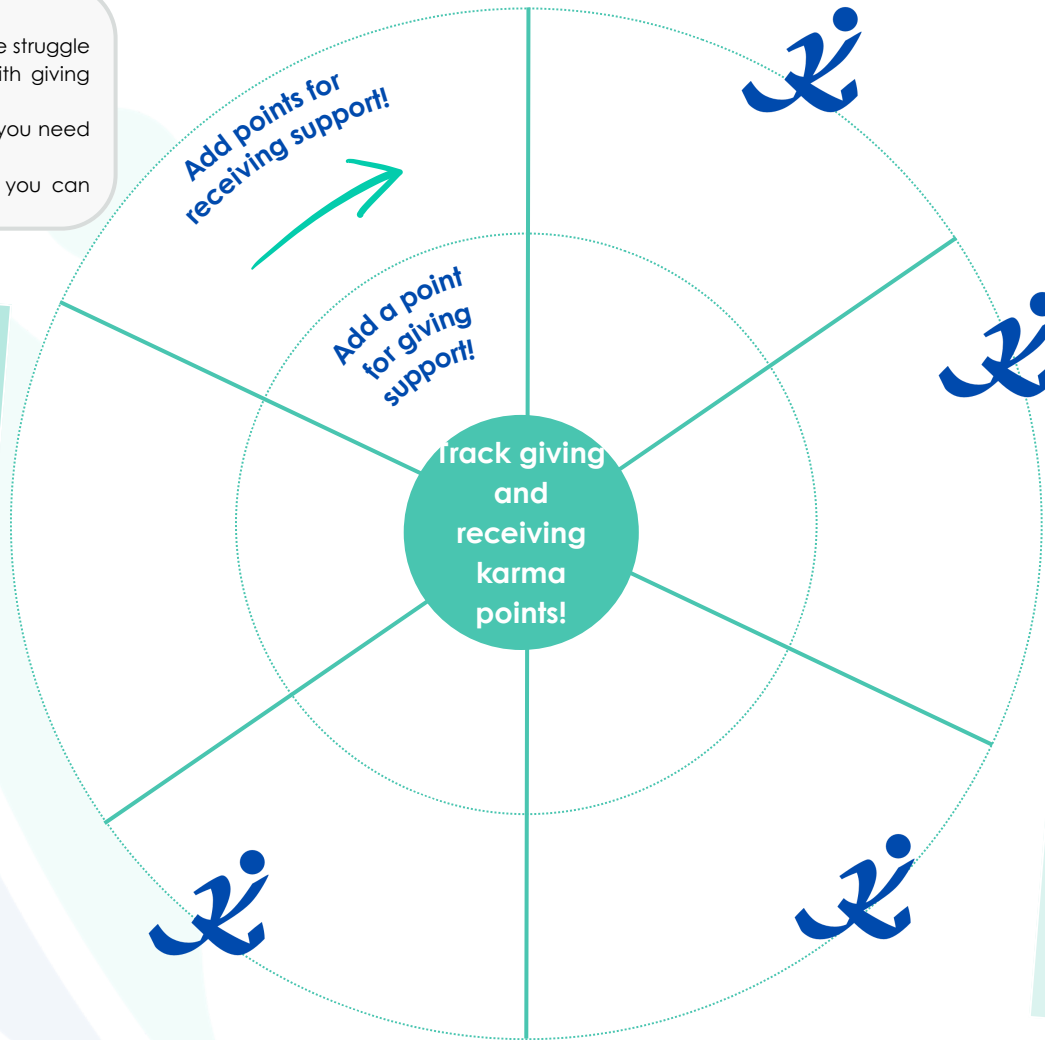


KARMA BANK FLOW

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)

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:

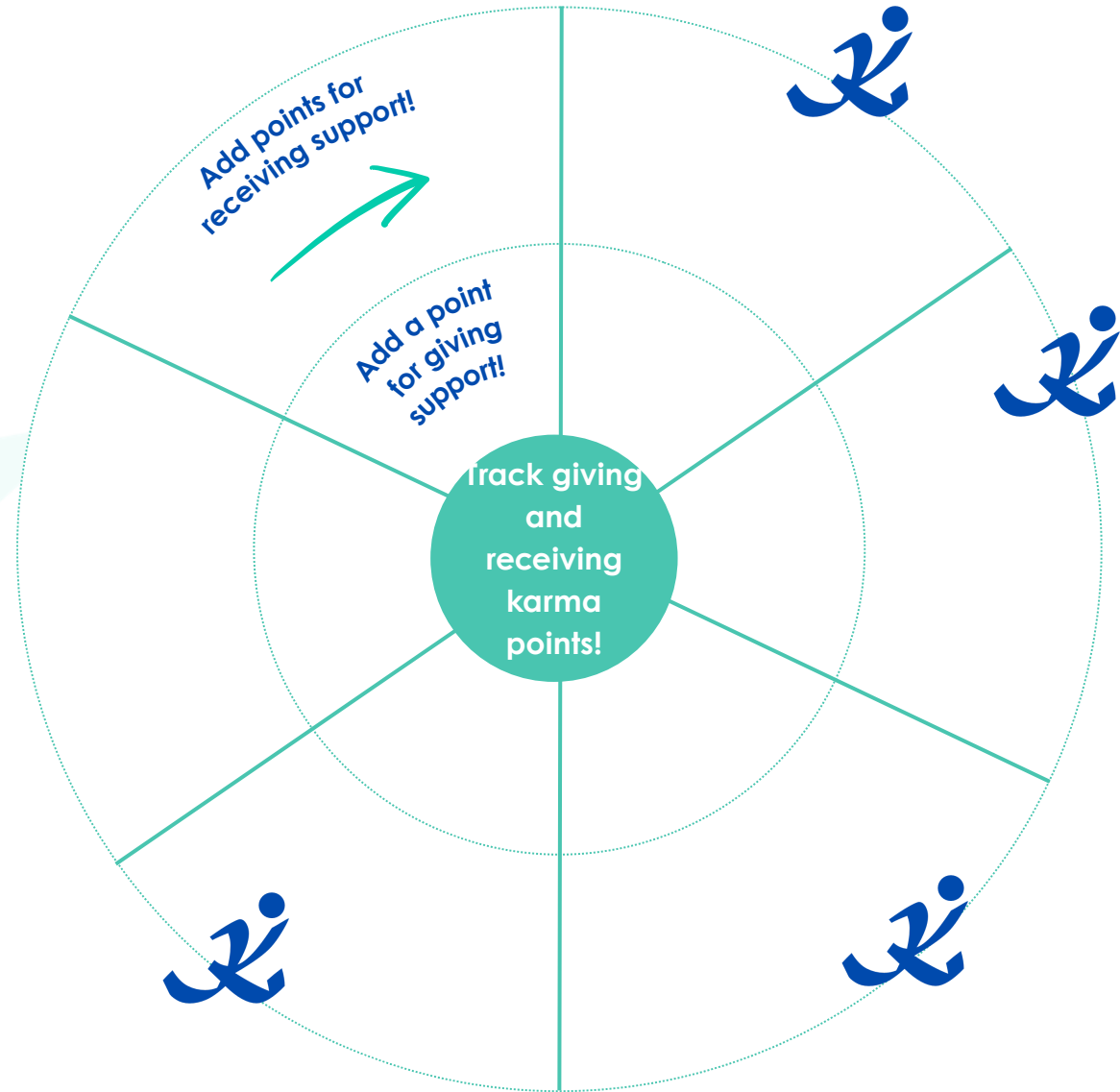
- Define the duration of the Karma Bank and the players involved.
- Agree on where to hang the poster.
- Every player gets seven karma points.

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:

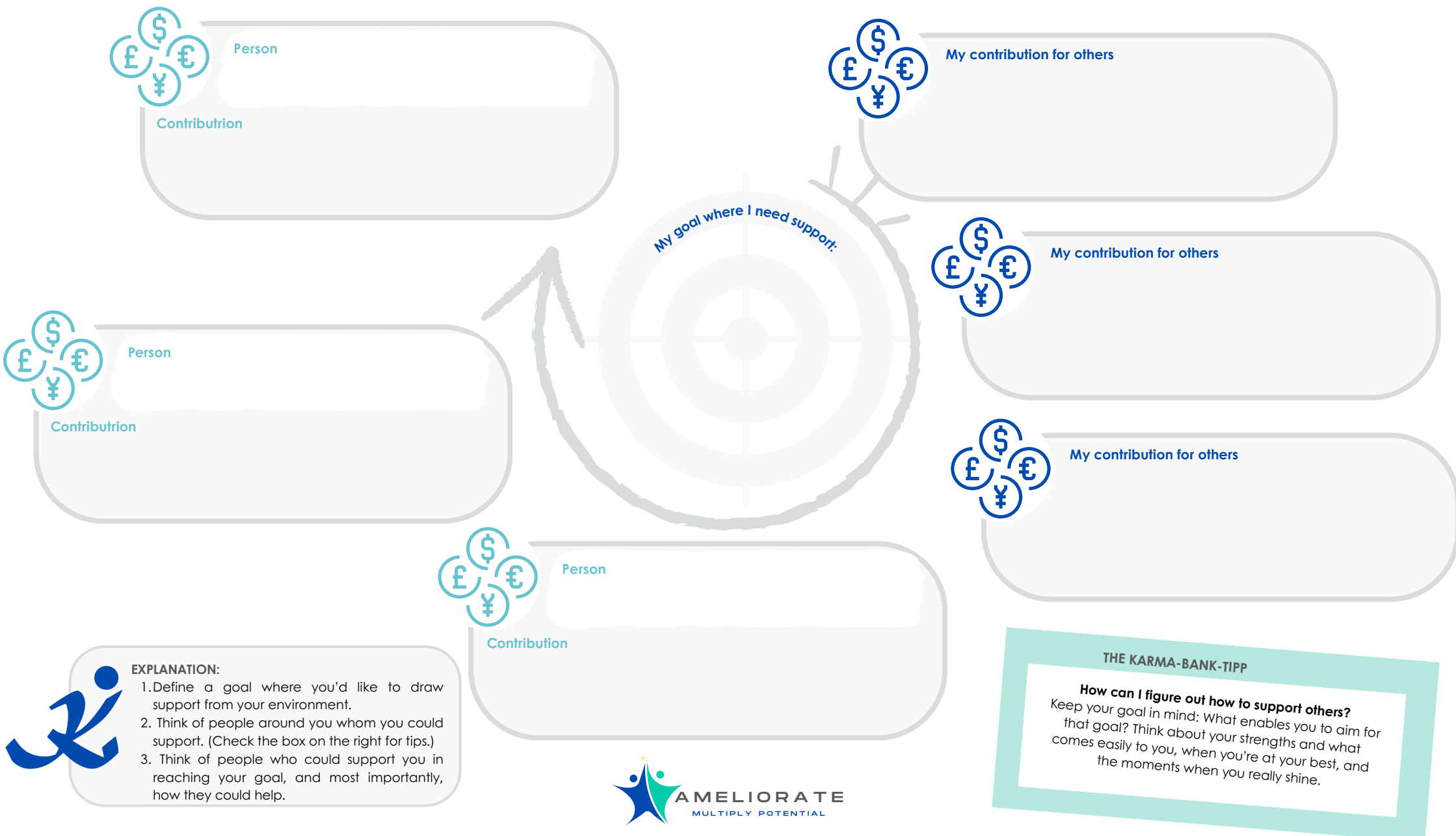
- Every point has the same weight. Big support doesn't get two (small support gets one too).
- Meet regularly to review the status and discuss the observed changes.
- Person A helps person B. B gives A a point. Person C helps A. A gives a point to C.
- Don't have points: Earn Karma Points by supporting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



AMELIORATE
MULTIPLY POTENTIAL

KARMA BANK GOAL

based on The Relationship Star from The Mentoring Journal



The diagram illustrates the Karma Bank Goal concept. At the center is a target with concentric circles and a crosshair, labeled "My goal where I need support:". Surrounding this central target are six rounded rectangular boxes, each accompanied by a cluster of four currency icons (Dollar, Euro, Pound, and Yen). The boxes are arranged in two columns of three. The left column boxes are labeled "Person" and "Contribution". The right column boxes are labeled "My contribution for others". A large, hand-drawn arrow points from the bottom-left box towards the central target. In the bottom-left corner, there is an "EXPLANATION:" section with a stylized blue figure icon and a list of three steps. In the bottom-right corner, there is a tilted box titled "THE KARMA-BANK-TIPP" containing a question and a paragraph of text. At the bottom center, there is a logo for "AMELIORATE" with the tagline "MULTIPLY POTENTIAL".

Person

Contribution

My goal where I need support:

My contribution for others

Person

Contribution

My contribution for others

My contribution for others

My contribution for others

Person

Contribution

EXPLANATION:

1. Define a goal where you'd like to draw support from your environment.
2. Think of people around you whom you could support. (Check the box on the right for tips.)
3. Think of people who could support you in reaching your goal, and most importantly, how they could help.

THE KARMA-BANK-TIPP

How can I figure out how to support others?

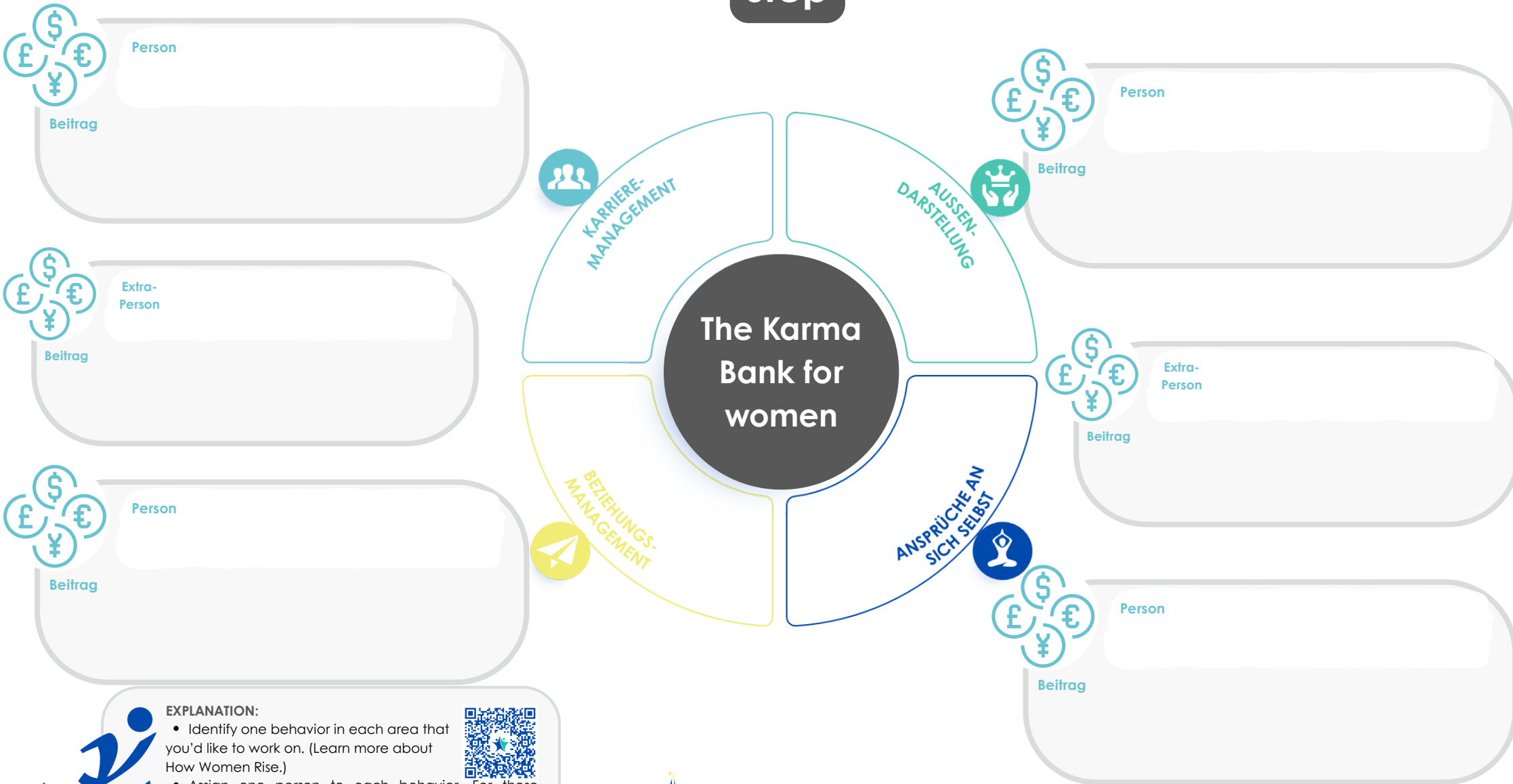
Keep your goal in mind: What enables you to aim for that goal? Think about your strengths and what comes easily to you, when you're at your best, and the moments when you really shine.

AMELIORATE
MULTIPLY POTENTIAL

KARMA BANK HOW WOMEN RISE

based on the habits that hold women back from taking their next career

step



EXPLANATION:

- Identify one behavior in each area that you'd like to work on. (Learn more about How Women Rise.)
- Assign one person to each behavior. For those behaviors that are especially prominent, you can choose an additional person for extra support.

