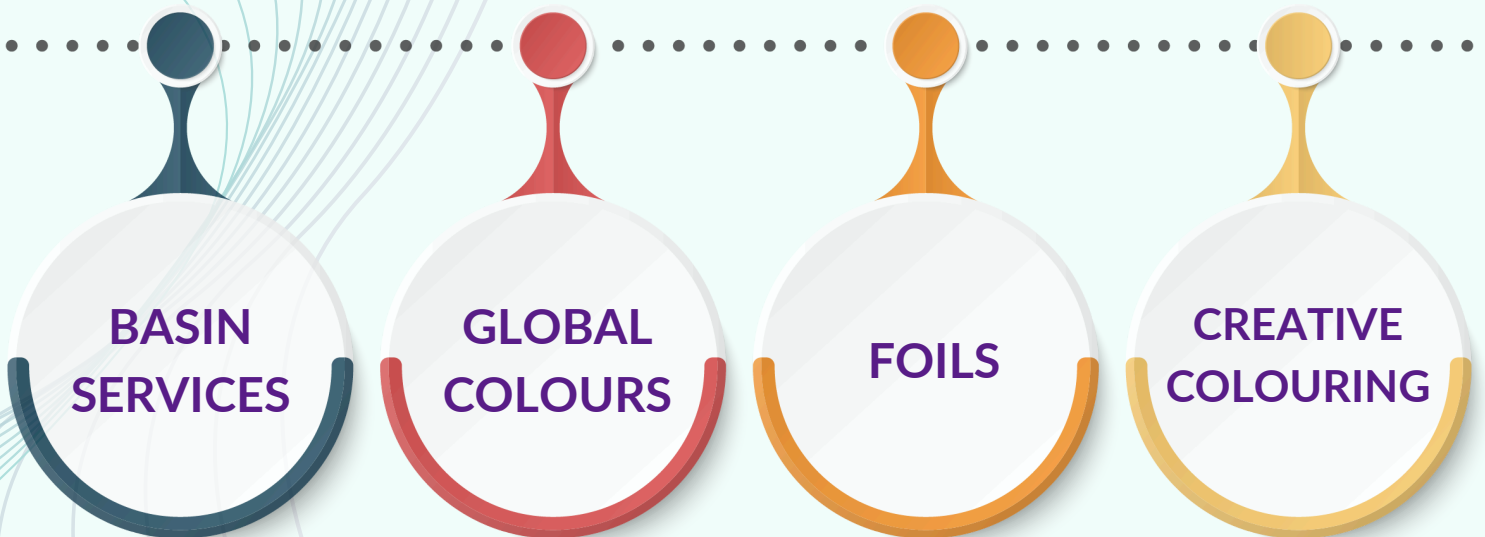


# How To Grow Your Junior Colourist

A CLEAR PATHWAY FROM BASIN SERVICES  
THROUGH TO GLOBAL COLOURS, FOILS  
AND CREATIVE COLOURING

# *How to Grow Your Junior Colourist*



## Color Bar Manager

The Go To Guide for a Profitable Salon Colour Business

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### HOW TO GROW YOUR JUNIOR COLOURIST

As a stylist it's an unspoken rule: we educate the generation below us - after all, they're our support and we need our clients to feel confident in their skills.

As a salon owner, it makes good business sense. *With the right approach and in a matter of months, an apprentice has the ability to start generating salon income. Set the right path early and they will be with your salon for the long run, growing to be a superstar stylist.*

The best part? It's not rocket science - let us explain:

#### The journey :

*"When I was lucky enough to join my salon I found my calling and culture. A clear training journey was mapped out on day one. It's empowering to know what you're doing and where you're heading, on your way to becoming a hairdresser (not just someone who sweeps the floor!)."*

Savanna - 21' Certificate in Hairdressing (Professional Stylist) (Level 4)

Create your own salon pathway - what needs to happen for a junior colourist to take the floor. Presenting this early helps build a sense of purpose and commitment. It can be as simple as:

#### Basin services

Removal of colour & treatment application  
Refining & toning



Global colours Applying new growth global colours & taking through to the ends, Grey coverage + Blow waving & styling

Theory: An understanding of depth & reflect

(\*TIP: It's not always necessary to book a retouch service with a senior or executive stylist - even at this early stage, your young colourist can start generating income for your salon. When booking appointments you may prefer to use the title 'colourist' or 'emerging talent', rather than 'apprentice' - it's a subtle way to boost client confidence).



Foils Foiling patterns - partial / half / full

Theory: An understanding of lightening principles



#### Creative colouring

Balayage & foilage + Colour correction - back to blonde, going darker, removing artificial pigment from the hair

Theory: An understanding of lightening principles

SHOW ME > SHADOW ME > OBSERVE ME > LET ME GO A matrix is a feedback model that allows your junior colourist to understand what training zone they are in and the educator what they need to do for the learner in that training zone. Using a matrix tool, allows both to have clear boundaries on where they are and what they need to do to get to where they need to be.

As an easy to read visual reference, a matrix can be used by the wider team to see where a junior colourist is at - for example they're capable of applying and removing a global but still need to work on their blow waving skills. Have more than one junior colourist? Compare their matrix so you can see your training strengths and areas of education that need refinement

### WHERE AM I?

**A.**

**EXCITEDLY NEW**

I don't know what to do yet I am excited about the challenge..

**B.**

**TRUE LEARNING ZONE**

I know some of what to do yet not everything and I am losing confidence and commitment

**C.**

**SHADOW ME**

I know what to do now although I struggle with my confidence and commitment.

**D.**

**GETTING ON WITH IT**

Whoop Whoop! I know what to do and I have the confidence and commitment to get on with it!

### WHAT DO I NEED IN THIS MATRIX

**A.**

**EXCITEDLY NEW**

I need you to show or tell me what to do and how to do it - I don't need much motivation as I am already excited

**B.**

**TRUE LEARNING ZONE**

I still need help with the knowledge, skills and procedures, I now also need help with motivation and support

**C.**

**SHADOW ME**

I don't need you to show or tell me what to do, I know what to do, I just need to know you are not far away if I need you!

**D.**

**GETTING ON WITH IT**

I am all good and motivating myself - so move outta the way and let me get on with it!