

The Colour Profit Incentive System™

Stop over-mixing | Protect your colour percentage | Reward discipline.

*Games your team will actually play,
that turn colour habits into profit.*

How to Use This Playbook

This is not about pressure.

This is not about calling people out.

And it's definitely not about more meetings.

This is about turning good colour habits into something your team actually wants to play along with.

- **Pick one game.**
- **Pick a reward.**
- **Let the behaviour do the work.**

COLOR BAR MANAGER'S ADVICE

If it feels fun, they'll try. If it feels fair, they'll stick with it.

Games work best when they run alongside your existing systems, not instead of them.

The Good · Great · Excellent Ladder.

Most teams are competitive. Give them a ladder and they will climb it.



GOOD
"Yes, we can do that."
Achievable



GREAT
"Alright, we're in."
Do-able



EXCELLENT
"Let's go."
A stretch

COLOR BAR MANAGER'S ADVICE

Make the Excellent reward juicy — the one they really want.
Stretches only work when the reward stretches too.

VERY IMPORTANT

The Collaboration Rule.

THE RULE

Ask, don't guess the rewards.

Let your team tell you what they want. You might be surprised.

Why this matters?

- 01 BUY IN INCREASES**
When the team helps choose the reward, they're invested before the game even starts.
- 02 EYE ROLLS DROP**
No one rolls their eyes at a reward they picked themselves.
- 03 ACCOUNTABILITY IMPROVES**
You stop being the bad guy. The system becomes the thing they're playing with, not against.

COLOR BAR MANAGER'S ADVICE

Work with your team to choose the reward. Every time I ask a team what they want, they usually suggest less than what I would have offered.



PLAY YOUR CARDS RIGHT
Texas Hold 'Em



WHAT WE'RE
PLAYING FOR

Cleaner charging, no more free toner and accurate extra mixes.

MATERIALS NEEDED

- Deck of cards
- Container or clipboard
- Simple tracking sheet

TIME TO IMPLEMENT

- 5 minutes to explain.
- Runs alongside the week.

RULES OF PLAY

1. Earn a card for correct charging or accurate mixing.
2. No card if you undercharge or guess the mix.
3. Best hand at the end of the week wins.

WHAT IT REINFORCES

"Profit comes from repeatable habits."

RECOMMENDED REWARDS

- ✓ **GOOD** Coffee or small cash
- ★ **GREAT** Retail product or voucher
- ★★★ **EXCELLENT** Cash and a mystery prize



BEHAVIOUR BEATS TALENT

Colour Bingo



WHAT WE'RE PLAYING FOR **Daily colour habits that stick.**

MATERIALS NEEDED

- Printed Bingo cards
- Pens or markers
- Pre-filled squares with colour behaviours

SAMPLE CARD

B	I	N	G	O
Charged a toner	Weighed before mixing	Wrote down formula	Pre-quoted correctly	Used colour system
Charged extra bowl	Weighed before mixing	Charged a toner	Pre-quoted correctly	Wrote down formula
No leftover colour	Charged extra bowl	+ FREE	Weighed and recorded	Weighed before mixing
Charged a toner	Used colour system	No leftover colour	Used colour system	Wrote down formula
Wrote down formula	Charged extra bowl	Wrote down formula	Weighed before mixing	Charged a toner

RULES OF PLAY

- 1 Each square is a behaviour: charged a toner, weighed before mixing, no leftover colour. No card if you undercharge or guess the mix.
- 2 Complete the behaviour, mark the square.
- 3 First to Bingo wins. Or reward full-card completion.

WHAT IT REINFORCES

"Small decisions build big results."

RECOMMENDED REWARDS

- ✓ **GOOD** \$1 per square completed
- ★ **GREAT** Full card = retail prize
- ★★★ **EXCELLENT** First full card earns a bonus \$10

OPTIONAL

Team Bingo Version

- Run one shared card for the whole team
- Any team member can fill a square
- Everyone wins if the card is completed. Perfect for social club funds.

GAME
03

CAPTURE THE CHARGE

Balloon Pop

WHAT WE'RE
PLAYING FOR**Confidence in charging for the extra. Every time.**

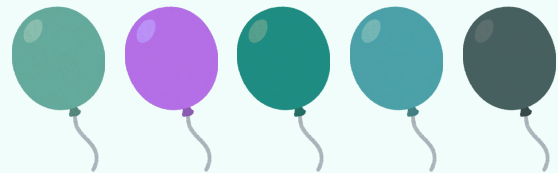
MATERIALS NEEDED

- Balloons pre-stuffed with prize slips
- A pin or balloon popper
- 5 minutes to set up

RULES OF PLAY

- 1 Every correctly charged add-on earns a balloon pop.
- 2 Pop the balloon, reveal the prize inside.
- 3 No charge, no pop. Simple as that.

THE PRIZE WALL



EACH BALLOON HIDES A
DIFFERENT PRIZE. CHARGE THE
ADD-ON. EARN THE POP.

WHY IT WORKS

- 1 Stylist charges the add-on correctly
- 2 They earn a balloon pop on the spot
- 3 Instant reward. Instant reinforcement.

WHAT IT REINFORCES

*"Immediate feedback
builds confidence fast."*

RECOMMENDED REWARDS

- ✓ **GOOD** Small instant prize in every balloon
- ★ **GREAT** Voucher or retail pick
- ★★★ **EXCELLENT** Mystery prize or cash

GAME
05

MEASURE FIRST

Spin the Wheel

WHAT WE'RE
PLAYING FOR**Measuring before mixing. Every single time.****MATERIALS NEEDED**

- Physical wheel, spinner or app
- Pre-written reward list
- Clear rule sign near the colour bar

RULES OF PLAY

- 1 Only stylists who measure before mixing earn a spin.
- 2 One spin per correct pre-measure.
- 3 Rewards stay light, fun and visible to the whole team.

SAMPLE WHEEL

EARLY OUTMEASURE BEFORE
MIXING.
EARN YOUR SPIN.

THE GOLDEN RULE

No measure, no spin. No exceptions.

Post the rule sign at the colour bar so it stays front of mind every shift.

WHAT IT REINFORCES

*"Process before
creativity."*

SPIN PRIZE IDEAS:

KEEP IT LIGHT AND FUN. THE SPIN ITSELF IS HALF THE REWARD.

- \$1, \$2 or \$3 cash per spin
- Pick the playlist for the day
- Late start or early finish
- Coffee voucher or mystery prize
- Retail product of choice

REFERENCE

Master Rewards Menu.

Pick from any tier. Mix and match across games.

✓ GOOD

Achievable

- Coffee voucher
- Small cash prize: \$1 per gram, \$1 per square, \$1-\$3 spin prizes
- Entry into a prize draw
- Late start or early finish
- Free treatment or blowdry
- Pick the playlist for the day

★ GREAT

Doable

- Retail product of choice (set value upfront)
- Voucher of choice: movies, bowling, massage (set value upfront)
- Share of a pooled pot
- Mystery prizes to choose from (lucky dip)
- Drinks or dessert night
- Long lunch break

**EXCELLENT**

A stretch

- Cash or voucher of choice
- Mystery prize
- Team experience contribution
- Team lunch delivered
- Case of champagne
- Facial, massage or beauty treatment
- Contribution to education of choice

Reminder: Don't pick the rewards yourself. Ask the team. They will usually suggest less than what you were going to offer, and they will play harder for something they chose.

OPTIONAL BUT POWERFUL

Team Rewards.

Individual games win individual prizes. Team rewards win culture.

OPTION 01 Team Social Club / Outing Fund

✓ GOOD

\$50

Into the team social fund when the Good target is hit.

★ GREAT

\$100

Into the team social fund when the Great target is hit.

★★★ EXCELLENT

\$200

Into the team social fund when the Excellent target is hit.

OPTION 02 Weekly Colour Turnover Reward

HOW IT WORKS

Hit the weekly colour turnover target. Win as a team.

When the team hits the weekly colour revenue target, everyone shares in a reward. No individuals. No competition. Just a shared win.

THE TEAM REWARD CAN GO TOWARDS

Team lunch

Coffee run

Social club fund

End of month treat

Running a weekly target keeps colour performance front of mind every shift, not just when a game is active. It becomes the baseline. The games become the bonus.

FINAL WORD

Incentives don't change behaviour. Games do.

01

Games make the invisible visible. They turn the habits that protect your profit into something the team can actually see and play with.

02

They turn "we should" into "this is how we do it here." That shift is everything.

03

These games are not about pressure or perfection. They are about noticing the moments that matter and rewarding the habits that protect your profit.

COLOR BAR MANAGER'S
ADVICE

Keep it fair, keep it visible, keep it human. Let the systems do the heavy lifting.

Keep it fair

Keep it visible

Keep it human

Now pick a game. Pick a reward. And let the behaviour do the work.

Want More?

Visit Color Bar Manager

For [Go To Guides on a Profitable Salon Colour Business](#)