

INCENTIVE PLAN

**The Over-
Mixing
Colour Fix™**

REDUCING OVER-MIXING AT
THE COLOUR BAR

CBM's Got You Covered

A clear and easy to implement plan to reduce over-mixing, stop waste at the bowl, and bring consistency back to your colour bar. Follow the steps, set it up once, and watch your team shift from guessing to precision.

What's Inside

Owner Setup Before You Launch

Step 1: Choose ONE Behaviour Only

Step 2: Define What Counts

Step 3: Decide How It's Tracked

Steps 4-7: Align, Timeframe, Reward & Close

Behaviour Focus: 30-Gram Lightening Limit

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Step 1: Choose ONE Behaviour Only

Behaviour: Focus on lightening services, 30-gram limit

One sentence rule for the team:

*"For all lightening services, start with 30 grams.
Add more only if and when you need it."*

This applies to:

- Foils
- Balayage
- Scalp lightening
- Face framing
- Partial and full lightening services
- Colour Corrections

No exceptions based on habit or comfort.

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Step 2: Choose ONE Behaviour Only

Behaviour:

- ✓ Lightener is mixed in 30-gram amounts only
- ✓ Additional lightener is mixed after the first bowl is assessed
- ✓ Second or third mixes are intentional and used
- ✓ Minimal unused lightener remains at the end of the service

This does NOT count:

- ✗ Mixing larger bowls "just in case"
- ✗ Pre-mixing for the full head before sectioning
- ✗ Habitual large bowls based on past clients
- ✗ More than 10 grams of leftover lightener tipped into the waste bucket

This loses points or resets progress:

- ⚠ Starting bowls larger than 30 grams
- ⚠ Consistent unused lightener across services
- ⚠ "That's how I've always mixed for foils"

Clarity here protects trust and keeps this about bowls, not people.

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Step 3: Decide How It's Tracked

How it's measured:

Choose ONE simple metric for the incentive window:

- Total grams of colour wasted per week (recommended)
- Number of services finishing with visible leftover colour
- Colour used/tubes opened is less than previous snapshot with the same or more colour services

Data source:

- Waste capture bucket (weighed)
- Colour usage reports (Color Bar Manager is GREAT here)
- Simple daily tally: leftover / no leftover

Who tracks it:

Owner or manager only. Team using a shared waste bowl.

How it's shared:

- Weekly update at the colour bar
- Daily/Weekly in the team WhatsApp / group chat
- Morning huddle check-in
- Visual waste tracker displayed discreetly

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Step 4: Align It to Your Team Meeting Rhythm

At each huddle or weekly check-in (5 minutes max):

- Where first bowls felt controlled or not enough
- Where habits crept back
- What support would help (sectioning, bowl sizing, planning, mixing support)

PRO TIP: Make checking in with all colourists part of your culture. When anyone has a spare 5 minutes or before heading on a break, check in with those doing colour if they need more mixed.

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Step 5: Set the Timeframe

Recommended: 2–4 weeks

This habit is easy to shift quickly.

6 Step 6: Choose a Reward That Supports the Team

Best rewards reinforce shared responsibility, not comparison.

Good options for this behaviour:

- ✓ Lightener is mixed in 30-gram amounts only
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Avoid:

- ✗ Individual cash bonuses
- ✗ Speed-based rewards
- ✗ Anything that pressures juniors to under-mix

6 Step 7: Close the Loop

At the end of the incentive:

- Name the behaviour change clearly
- Show before vs after waste levels
- Acknowledge the team collectively
- Decide what becomes standard mixing practice

Incentive ends, lightening bowl habits stay and you can flow the practice on into colour mixes.

Want More?

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and resources coming soon.
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for savvy salon owners.

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