

BEADS & NACHOS

Inspiring Great Staffers and Great Campers

INCENTIVE PROGRAMS

ARE methods of enticing campers and staff to act in a desired way.

One of the best known camp-related incentive programs are Boy Scout merit badges. Each patch can be earned and displayed on a Boy Scout uniform for completing a set of activities, challenges, assignments or other criteria as required by a manual. While any person can simply purchase a patch at the store, the act of earning and being recognized by a Court of Honor transforms the personal meaning of the simple cloth decoration into an invaluable artifact.

INCENTIVE PROGRAMS

ARE NOT payments bribes evaluations bonuses negative mandatory

Incentive programs only work if they augment the experience, not replace it. Campers and staff earn these badges for doing their job well or going above and beyond in their respective role. The best incentives are a breadcrumb trail of the accomplishments from a set period of time that turn into a physical or virtual representation of a greater, hopefully positive, memory.

THE XBOX 360 AND PLAYSTATION 3

have their own flavors of incentives. These meta-games award players with Achievements or Trophies for completing a discrete action that is generally outside of the scope of the normal gameplay, such as getting a certain score or completing an entire set of tasks. These programs exist outside of the actual games and are attached to the player's profile so the community can compare progress and display their skills.

foursquare and the Booyah Society on the iPhone offer a similar meta-game for the real world, foursquare focused on social meetings and the Booyah Society on everyday tasks.

CAMPERS

sometimes need a little extra motivation to make the right decisions. Discipline for negative behaviors can sometimes be avoided by simply redirecting the Campers and encouraging a better choice of actions. Small rewards for every act of positivity could transform a group and enhance any program.

STAFF MEMBERS

have an incredibly difficult job and deserve recognition. Even the best staff members hit a middle-of-summer lull and need a little push to finish out the summer. Incentive programs for staff should not simply reward them for doing their jobs - that's what a paycheck is for - it should encourage them to push the boundaries and do something big for their camp.

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RULES **BE FAIR & CONSISTENT**

Make sure everyone that earns recognition is awarded the same way.

Do not over or under-saturate!

Keep control over those that administer the rewards.

BE SPECIFIC

Have constant and transparent guidelines for being recognized.

Use discrete and measurable goals.

BE BLING!

Whatever the program, make it public and fun.

Keep it fresh and current.

Allow the recipients to show off their achievements - they deserve it!

BEADS ARE

cheap
easy to distribute & display
tradable
durable & long-lasting
unique & fun

The key to any reward structure such as beads is aligning all of the rules about distribution with those that control the beads - too many or too few beads will break the system!

All beads have value which is determined by the language the beads are described with, how the beads are distributed, what the beads are distributed for and how many beads are distributed.

ATTENDANCE BEADS

The most common bead-type, likely colored pony beads, are handed out for everyday occurrences, such as specialty area participation and attendance. These make up 50% - 75% of the entire bead economy. Parents love Attendance Beads because they can reference a Camper's totem (or other display mechanism) and ask directed questions about a Camper's day based on the bead color. Every Camper in a group should theoretically have the same amount of these beads after a week of camp.

Rare Beads are an incredible motivator. The rare beads are really determined based on the number the administration has and the number of Campers. If a single bead is given to the entire camp once, that bead is a Level-1 Rarity. Terminology, such as "Level-1" can be applied to rare beads in front of the Campers so that they feel there is legitimacy behind the assessment.

LEVEL-1 RARITY

Perfect for clean-ups or any activity for all of camp. "If each group can fill 3 bags of garbage, everyone at camp gets a rare bead!"

LEVEL-2+ RARITY

(AKA Ultra-Rare, Super-Rare, Super-Ultra-Rare)

Ideal for individual achievements that are genuine and go above and beyond the role of a Camper. The desired perception of Level-2+ Beads is that the Camper believes that they have something wholly unique that only few others, if any, have. Only a few administrators should have access to truly rare beads to control the number in circulation.

If each Camper has 20 beads at the end of the week, 10 - 15 should be common, 3 - 5 should be Level-1, and the rest Level 2+.

HONESTY BEADS

Reward Campers that find beads with a single rare bead instead of letting them add unearned beads to their totem.

SHOW & TELL

Constantly have Campers explain the origin of their beads to one another.

SANCTIONED TRADING

Only allow trading during heavily moderated times to avoid non-bead trades.

Campers should leave their totems at camp until they return home - that prevents loss and corruption.

Make beads the New Hotness.

Always follow the 3 Rules:
Be Fair & Consistant
Be Specific
Be Bling!

Have an administrator wear a super-totem from "their childhood."

Display a few beads that no one has earned.

Beads on a long string or gimp can easily become a weapon.

Have a Bead Day with all bead-themed events.

Adding beads to a totem needs to be simple and immediate.

Backpacks are an excellent place to hang a totem or other mechanism for showing off a bead collection.

Campers love to collect - build off of that desire!

NACHOS

ARE

discrete achievements accomplished and requested by staff members that reward them publicly for going above and beyond, motivate them to try new things, encourage them to think outside the box, capture program-enhancing knowledge for future use and are a ton of fun for everyone involved (especially Campers).

THERE ARE 4 LEVELS OF NACHOS DIVIDED BY DIFFICULTY

BRONZE
SILVER **GOLD**
PLATINUM

New Nachos are revealed every week and old ones retired.

In 2009, Bryan and Pete ran a Nacho Program across all 62 of the iD Tech Camps. Here are some examples of the more successful Nachos from Bryan's point of view:

The R2D2 (Silver)
Solve a major technical problem that affect all of camp.

"This was a good nacho because it added variety and gave a lot of the non-camp staff a chance to earn a Nacho."

Boulder Parchment Hedge-clipper (Bronze)
Create a new version of Rock, Paper, Scissors and post pictures and rules on the Forum.

"There are endless opportunities to create new variations of RPS that are strange, hilarious or crazy! Campers really liked this because they were able to take ownership over an old and familiar game."

The Milton Bradley (Platinum)

Create a board game centered around your camp. Post the rules and graphics to the Forum, along with pictures or a video of the game in action.

"Creating a board game is fun because eventually you're going to play it. Some camps really went all out! This was successful because so many people wanted to be part of something new and exciting. Posting this to the Forum gave other camps the opportunity to play a whole new game or incentive to create their own."

NACHOS WERE ATTACHED TO EVERY USER PROFILE AND SHOWN OFF ON THE FORUM. EVERY TIME A STAFFER WOULD WRITE A POST, OTHERS WOULD SEE THE NACHOS THEY EARNED.

RULES!

One Staffer cannot earn a Nacho on behalf of another Staffer.

Each Nacho can only be awarded once to a Staffer unless otherwise indicated.

Nachos cannot be awarded retroactively - even if the Nacho comes halfway through the summer!

Administrators have the highly suggested option to hold a brief Nacho Award Ceremony every Friday afternoon.

The Gizmo (Silver)

Run a successful rainy day afternoon activity that involves the whole camp and is not in the activity book. Write about your experience in the Forum - Pictures are required!

"This was not a walk in the park! A Staffer had to be creative and get everyone on the same page. Once the idea was posted on the forum, then all of the Staffers across the country could take advantage. I really liked the Gizmo, because you had to use your resources and find a space indoors large enough to house your entire camp."