

**THE CHRISTMAS BONUS POSITIONING
CHECKLIST FOR LEGACY NANNIES**



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Quiet patterns observed in homes where bonuses happen.

Elves noticed that busy parents rarely remember everything – they remember what was gently made visible to them over time.

SECTION 1: VISIBILITY AUDIT

- ☐ Can parents clearly name 3 ways I supported their child this year?
- ☐ Have I highlighted progress, not just tasks?
- ☐ Have I made my thinking visible, not just my actions?

Reflection:

If parents struggle to articulate your impact, it doesn't mean it isn't there — it may simply need reflection.

Elves observed that generosity often follows emotional safety. Calm creates trust, and trust creates appreciation.

SECTION 2: EMOTIONAL VALUE

- ☐ Have I created a sense of calm and reliability in the home?
- ☐ Have I anticipated needs without overstepping?
- ☐ Do parents feel their child is truly seen?

Reflection:

Parents don't bonus effort alone — they bonus how supported they felt throughout the year.

December is not the time to prove yourself. It's the time to embody professionalism.

SECTION 3: PROFESSIONAL SIGNALS (DECEMBER)

- ☐ My communication is clear, warm, and grounded.
- ☐ I'm not overgiving from guilt or fear.
- ☐ I'm showing steadiness, not stress.

Reflection:

Steady energy at Christmas is often read as confidence and competence.

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Quiet patterns observed in homes where bonuses happen.

Elves noticed that when nannies reflect value back, parents feel seen – and generosity becomes natural.

SECTION 4: REFLECTION (THE SHIFT)

☐ One way I helped your child grow this year that matters long-term:

☐ One way I supported you as a parent this year:

Reflection:

This reflection isn't about performance.

It's about helping parents notice what they already feel. Why don't you come forward with an annual summary and write this down for the parents on a separate sheet of paper?

Christmas bonuses are rarely about money.

They're about recognition, trust, and how safe parents felt all year.

☐ One way I helped your child grow this year that matters long-term:

☐ One way I supported you as a parent this year: