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## Confidentiality Agreement

In receiving this manual and participating in this course, the student agrees to use reasonable care to prevent the unauthorized use or dissemination of Lotus Palm’s confidential information. In this case confidential includes all components of the Lotus Palm Teacher Training manual, images, Business guide and other related hand-outs as well as Lotus Palm teaching techniques. Reasonable care means at least the same degree of care the student uses to protect its own confidential information from unauthorized disclosure and includes not making any copies or giving out written information. Furthermore, the student agrees not to teach the methods listed herein without first completing the requisite Lotus Palm Thai Yoga Massage Training course and meeting all requirements as set by the Lotus Palm School.

## **EXCERPT TAKEN FROM INTRODUCTION PG 4-6**

A question that often comes up in our classes is what's the difference between learning Thai Massage at Lotus Palm versus learning in Thailand? We have had many students as well as our own teachers come to us and recount a common tale. They mention that when you learn from a master in Thailand he will show you a series of postures and then ask you to practice what he has just taught. The students laugh because if they ask him to show you the sequence again he may show you something entirely different. But he will tell you that it's exactly the same.

Is he mistaken? Not necessarily, it all depends on how you look at it. What it really speaks to is a difference in the teaching method. In the East, Thai Massage has long been taught in a way that creates a life long relationship between teacher and student. He is your guru and in this instance he may be trying to help you discover that no matter what technique you use, to always be connected to the spirit of metta as you practice. Give him a lifetime and he will no doubt make you a master. The question is what happens when you only have 10 days or in the case of a teacher training program, 1 month to become an expert and you have been brought up within the Western approach to learning? In that case it helps immeasurably when you have a more systematic approach.

Lotus Palm has been teaching and training teachers for over 12 years. Over that time Kam Thye and the teachers have consistently dedicated themselves with a spirit of exploration, refinement and improvement to all that we do. The roots of our system of teaching teachers have long been in the Asian mode of one on one in-depth teaching. Teachers therefore learned their craft by observation, assimilation and finally taking on more active roles in the class. Finally after a series of assisting courses, once deemed ready the teacher is thrust into the role of teacher. The first classes taught are the shorter classes, and with several classes under the belt, the teacher begins to assist higher level classes and repeat the process all over again. The path to becoming a teacher is one of dedication, perseverance, hard work, abundant joy and lots of metta.

However as happens with most good ideas at Lotus Palm, eventually it will become systemized so that we can harness the power of the approach into something that is more easily transferable.

Our teacher teaching program and guide is just that effort. It is a collective effort that represents the best of our teaching methods into a structured approach. In large part it has been tested out many times over and this manual is the end of a very large chapter in our development that will certainly lead to many new and exciting chapters of growth.

The guide aims to provide you with everything you need to become a successful teacher. It includes a myriad of topics including anatomy, ethics, classroom management, steps to building a successful business, as well as an in depth analysis of every posture, and every method used in teaching Lotus Palm courses.

**By the end of the course our main objectives are to provide you with:**

- **All the skills to be a Thai Yoga Massage Teacher of the highest quality**
- **The ability to teach the 3 hour, 2 day (part 1) and 5 day form (part 2)**
- **A clear understanding of the relationship with Lotus Palm**
- **Fundamentals on starting your business**

The course just like all of our courses will take a step by step approach, piecing together the information with reinforcement, repetition and humor, so that by the end you may leave scratching your head and wondering, *"How did I ever learn so much in so little time and have so much fun all along the way? I can't*

*believe it, but I am ready to be a Thai Yoga Massage teacher!"*

**To help get you there, we must find our beginning. And for us, it starts with one question:**

### **What are the Secrets of Lotus Palm's Teaching Methods?**

Over the course of our time together and your evolution as a teacher we will continue to come back to the following in our efforts to pass on the Lotus Palm teaching method:

- Our secret is simplicity
- Our secret is the 4 basics
- Our secret is the art of transmission and our ability to get to the heart of the matter and to communicate with utmost clarity.
- Our secret is a structure; choreographed in a way that builds on what you have already learned
- Our secret is to emphasize every step of the massage including transitions, massage techniques and the postures themselves
- Our secret is the experience of teaching these classes and building our business for more than a decade as well as the continual research and revisions that are forever ongoing

Finally teaching a great class that leaves your students with expertise and experiences that can last a lifetime is very much like orchestrating the class like it's a musical score. You will get to know all your instruments and continue to keep them in tune. You'll be responsible for keeping everything harmonized and moving at a good rhythm so that beautiful music is played throughout the course. You are the conductor and you will sharpen your skills, and choreograph every moment through good planning as well as expert improvisation to ensure that every moment is magic. And by the end both you and your students will leave with a standing ovation.

Our goal in this course is no less than to turn you into experts in the secrets of the Lotus Palm system. And so to be able to answer this first question is to learn the contents of this manual and understand that it is not quite enough. It is also to go through all aspects of the teacher training course all the while agreeing that there is still more to be done. It is to go back and review all that you have learned and begin to put it to use by teaching your own courses and starting your own school, and yet discover that there is still more to be done. It is to continue to foster a harmonious relationship with your school and be compelled to learn all there is to learn about Thai Yoga Massage without any end in sight. Because in the end whichever path you choose, whether it's the Lotus Palm approach or the direction set out by the Thai Master it is 2 paths leading to the top of the same mountain. Living with Thai Yoga Massage in your life can be a dream come true and a direction that enriches all parts of your life and before too long you will have all the skills to see this journey through to the very end.

## **The Flavor of Lotus Palm**

In all of our programs whether in Montreal, New York, Yogaville or Korea, we often receive the feedback that there is something special about Lotus Palm. There is a flavor that people appreciate and have come to expect.

This flavor is influenced in large measure by the teachings and care of Kam Thye and the teachers who have come before you. The other ingredients are

- **Metta,**
- **Passion for Thai Yoga massage**
- **Impeccability**
- **Our approach to teaching**
- **Innovation, and**
- **Care for our students**

These ingredients along with the unique spices that each of you adds to the mix is your foundation.

We wouldn't want everyone to teach exactly the same way Kam Thye does. Every person and every course is unique and there is no one approach to teaching that can be used every time. Rather we want you to own the material. We want it to be yours so that 'knowing what to do' is instantaneous. It is a meditation in movement.

At the same time, that kind of skill is built on a foundation of outstanding preparation so that you know what to say, with the right amount of guidance at the perfect moment. This is how Lotus Palm aims to prepare you in your role.

Therefore the art of being a good teacher – as well as the chapters of this manual- is a progression that flows as follows:

- ***Have a daily practice***
- ***Be an outstanding practitioner***
- ***Know how to teach each posture to a wide variety of students safely and effectively***
- ***Know your history and lineage***
- ***Maintain ethics of strong teacher-student relations***
- ***Possess a fundamental understanding of how anatomy relates to Thai Yoga Massage***
- ***Understand how to manage every detail and all manner of classroom environments***
- ***Have the ability to build your business***

Over the next month we will be embarking on an intense journey that will take us through each of these subjects and so much more. It will be a time to strengthen your community with your fellow teachers, to deepen your skills, to get to know the ins and outs of Thai Yoga Massage and most important of all, to make metta a greater part of your life. We wish you only the greatest success along your journey and to support you in your practice to the utmost of our ability.

**Om shanti!**

## **EXCERPT TAKEN FROM CHAP. 3 'THE POSTURES' PG 36**

### **Palming the Instep**

#### **Posture:**

Palm hopping the medial side of the foot

#### **Transition:**

- From the sitting exercises, come down to the feet and position yourself in open diamond 6-8 inches behind your client

#### **Description:**

- Bring the heels of your palms onto her instep beginning closer to the heel.
- With arms and back straight, rock forward onto the client's instep to stretch and open the foot.
- Press down and out, like you are opening a book.
- Repeat 3 times 3

#### **Touch Technique:**

- Forward rock beginning close to the heel and gradually palm toward the ball of the foot.
- There are three or four palm hops depending on size differential.
- Key: practitioner should rock up off her heels so that her shoulders are in a straight line with her wrists.

#### **Common Questions:**

- What if the person's feet don't open very much?

#### **Do's and Don'ts:**

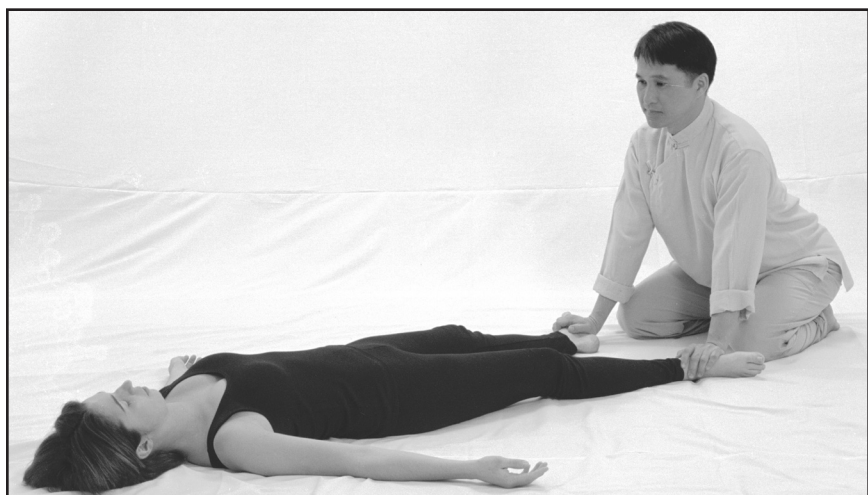
- Keep head up and back straight.
- Watch client for signs of discomfort.
- Be careful not to torque the knee while palming.
- Ensure practitioners remain at a good distance in open diamond and palm hop (as opposed to alternate rock)

#### **Hints, Tips and Tricks:**

- There is a slight nuance with this posture. As you rock in, use your fingers to turn the bottoms of the feet open.

#### **Benefits:**

- Stretches and opens up the feet



## **EXCERPT TAKEN FROM CHAP. 5 'ETHICS OF A STRONG STUDENT-TEACHER RELATIONSHIP' PG 92**

Studying ethics is at the core of building a successful practice and business. Ethics is about learning how to create successful relationships with others. You can market and advertise until you are broke, but the key to building successful relationships with your students and clients involves what issues you bring to the table and understanding the issues a client brings to the table.

### **General Principles of Ethics**

Applying ethics to our lives and our communities is part of the backbone of society and what allows individuals to get along and become part of a common collective. As such it can become a fascinating study and part of our internal exploration, development and growth. Ethics can be understood as the standards of conduct and moral judgment of a particular person, religion, group, profession, etc.

From a personal perspective, since we are all unique with a distinctive set of experiences and beliefs, ethics can be difficult to define. There is no absolute answer for what is right and wrong. And yet as it applies to the massage world there are a few things we know and can all agree as the basic tenets for practicing within a strong ethical framework. As a professional, we are responsible for the comfort and safety of our students and clients. We can serve them best when we understand their needs and rights. We can serve them best when we have examined ourselves and worked through our own issues. We can serve them best when we focus on the development of ourselves. We can only guide the clients to places that we have been willing to go ourselves. The teaching and healing process can begin only when we realize that we are just facilitators in the process itself. However learning and healing are the responsibility of the client alone. Our job is to provide adequate service so that they properly receive the information to determine what is right for them so that all activities are engaged from a place that establishes informed consent. And then we should provide our service to the best of our ability.

Navigating through the sometimes muddy waters of establishing and maintaining a proper, ethical practice we are fortunate that Thai Yoga Massage has long been a part of Buddhist traditions and is so closely linked to yoga. As such we are part of a proven tradition whose goals are no less than to lead those on the path towards one's very salvation. So we should see how these tenets combine with a contemporary application of ethical standards to help guide and establish our direction. What follows is the beginning of that exploration to be practiced as part of the Lotus Palm tradition. It is a beginning, because finally it is each one of us that must establish our own code of conduct as a personal development on our ongoing journey through life.

Essentially, according to Buddhist and Yogic teachings, ethical and moral principles are governed by examining whether a certain action, whether connected to body or speech is likely to be harmful to one's self or to others and thereby avoiding any actions which are likely to be harmful. In Buddhism, there is much talk of a skilled mind. A mind that is skilful avoids actions that are likely to cause suffering or remorse.

The foundation for a mindful ethical practice is what is known as the "Five Precepts". These are not like, say, the ten commandments, which, if broken, entail punishment by God. The five precepts are training rules, which, if one were to break any of them, one should be aware of the breach and examine how such a breach may be avoided in the future. The resultant of an action (often referred to as Karma) depends on the intention more than the action itself.

The 5 precepts are our guiding light and within them we can examine all aspects of how to apply them to a strong massage practice.

## **EXCERPT TAKEN FROM CHAP. 7 'CLASSROOM MANAGEMENT' PG 118-119**

As we mentioned in the introduction, the skill that it takes to become a great teacher can also be thought of as being a conductor. Delivering an outstanding class is to be in tune with all aspects that are happening in terms of what the students are able to learn and how they get along. It is to channel your metta to all students and aspects of the class. It is to make adjustments to the program as you move along that respond to what is happening in the moment. In this way you are able to offer compassionate direction and ensure that everyone leaves with that standing ovation.

The ability to understand those nuances of your craft will be garnered first and foremost through the experience of teaching. Often times it takes an issue to arise, perhaps even more than once so that you can know how you want to handle the situation the next time.

At the same time over our many years of teaching we have accumulated many of these experiences which we now share with you. In many ways these are the prized secrets of the Lotus Palm system.

We often hear comments from students that Lotus Palm courses are the best courses they have ever taken. This comes from Massage Therapists, Yoga Teachers, Pilates Instructors and many others. When asked to elaborate, the common thread is that by the end of the course, they feel they have really absorbed all the material and learned the massage better than they could have ever imagined. And it was also a lot of fun!

Running a successful class is therefore as simple as that. You already have a system set up that accounts for what to teach in very fine detail. Now it's up to you to fine tune the material to support the students as they learn.

**What is it that allows students to learn so much in such a short time?** The short answer is structure and simplicity. The long answer is that it's all about effective classroom management.

Classroom management is very often about common sense. But where does common sense come from? It is a combination of caring and experience. If you teach frequently and care about each moment then your common sense will grow. And here we give you a resource to fall back on to help nourish that sense. So don't feel like you need to memorize everything that is here. Rather practice your teaching and refer back to this section- frequently at first- and then periodically for a little guidance, support and reassurance. Remember that your goal is to be. Be a great teacher in your own light. Slowly -or sometimes quickly- but surely you will own all the material so that it's not just us handing it to you. You will develop your own style, your own words and your own answers.

In this chapter we identify many of the issues that can come up in a class and provide as many tips as we can to help you address these myriad matters. We break down the kinds of classroom management issues into various topics, but keep in mind that this is an arbitrary line that is meant to help you assimilate the material. In practice these topics can certainly overlap.

Furthermore the best way to address all aspects of classroom management is to have an open mind and to remain very diligent without being hard on yourself. You should probably expect that you are going to make some 'mistakes' along the way or feel that there are better ways to handle certain situations. We encourage you to make a promise with yourself to take all of this for what it is: a learning experience. Keep that same basic approach that there is always something new to learn that will help you to improve how you run your class. After all that is what life is all about.

***With all that being said, on with the show!***

## Meditation

The first principle of classroom management comes back to the first basic which is meditation. If you are present in the space and you bring metta to what you do, then the answers are right there in front of you. As such the more aware you are of what's going on the better you will be able to meet the needs of the class and the better you will be able to fulfill your role. Similarly there is much truth to the fact that by channeling metta into the common space, energetically you are also helping to carry the class.

The good news is that metta is as endless as the universe and mindfulness is the road that carries you there. The more you travel the road, the easier it will be for you to support the class without tiring out. At the same time, it's important to be aware of yourself and your body and to replenish yourself as you move along. Teaching for 8 hours a day can be very tiring, especially as you work to build your stamina. Therefore giving yourself time at day's end to engage your daily practice or relax in way that works for you -yoga, sleeping, nature walks, watching TV etc.- is not only important, it's essential!

The meditation practice that you bring to the class is the same as it would be if you were the student. If your attention wanders, keep bringing it back, without any judgment so that you can focus on the task at hand. The only difference is that you are also responsible for the well-being of all your students. And the first step is to set your intention and maintain that strong intention throughout the class. Believe in yourself and the course so that by the end they will all be able to practice and achieve their goals. You can't force it onto them. The point is to have that knowingness. Almost like you know a secret that you can't wait to share with them. You knew they had it in them all the time, no matter how many doubts they reveal. What this will also do for you is help you to relax and this is naturally passed on to your students.

## General Advice

With the learning of each posture must come the skill of transmitting this knowledge in a way that remains interesting and which takes into account all aspects of the class. This may include but is certainly not limited to the experience levels of the students, their individual capacity to learn new things, as well as their physical limitations.

One of the secrets to meeting the expectations of the students is to anticipate what it feels like to be a student and practice empathy. There are many ways that students learn and subtle elements that put them at ease. You will have students who quickly give you their full trust. There will be others whose trust needs to be earned. There will be students who are more at ease and others who are naturally more nervous. There may be students who feel inferior perhaps in part because of their level of expertise in relation to their classmates. There can be students who are quick to learn, others who are slow and still others who will not be able to keep up with every detail.

***The task is to identify and anticipate the needs of all your students. Here are some tricks that can help:***

- Keep students properly informed. To begin your workshop you will give the students a verbal outline of the whole course. Follow that up whereby at the start of each day spend a few moments outlining what's coming up for the day. Then repeat the process after lunch, and repeat it again at the end of the day to give insight in what's coming up the next day.
- Remind students to check in with their partners
- Know when to insert a light moment such as a joke or story.
  - o If all we did throughout a course was practice Thai Massage it would be very hard work! Well of course, that is what we do most of the time. Therefore lightening up the atmosphere with a story or helping the students take their mind off of being tired for a few moments can really help to infuse fresh energy into a class. Having a good time is

## **EXCERPT TAKEN FROM CHAP. 8 'BUILDING YOUR BUSINESS' PG 134-136**

### **Business Guide**

Building up your own business whether it's in teaching massage, offering massage or running a convenience store can be both challenging as well as rewarding. In this section, we provide pointers and tips as well as step by step approaches for how to make your massage or teaching practice a success. Yes indeed it involves a lot. Most of the time it is motivation, hard work, proper planning, and learning from leaders who are already successful that are the key ingredients to building a successful business. If you go to the book store you'll find hundreds or even thousands of books on how to conduct business. And they will give you many pointers and tips. Most of them are very good and yet I know many people who buy this kind of motivational book and never go more than beyond the first couple of chapters.

The first thing I would like you to do is to read this part with great interest and follow through by choosing a few key ideas and working on them step by step. My advice to you is not to be too ambitious and work on all of them at the same time. I must say that being a business person for the last 10 years in North America has been challenging, rewarding and fun. It is also another skill all by itself and you become better as you go along. You can't be afraid to make mistakes and be willing to learn from them as you go along. Continue to build your foundation and success can appear to you all of a sudden or gradually. In either case if you believe and persevere it will come.

When I first arrived in North America 12 years ago I came with a back-pack and a body trained with the skill of Thai Yoga Massage and that's all. Now looking back I have built a successful school, written several books, crafted a rewarding business and continue to foster the growth of all of the above. Like everything else the beginning wasn't easy. Since 99.9% of the population had never heard of Thai Massage before, there was much to do in pioneering the art. This is especially true in educating people, creating experience and building the business. At the same time I began with just a few dollars in my pocket. The most I could spend was \$5-10 to promote a course. That to me was a big investment.

But wait a minute, because even if you find yourself in a similar situation, what you have is more important than a capital investment. The skill and the ability to communicate, give massages, and reach out to the public don't have to cost a dime. And as they say the best advertisement is word of mouth. I didn't start off Thai Massage with a center or proper tools. Yet I knew that I have 2 hands, patience, and a hard-working and good follow up kind of attitude. These were my assets and that's all you really need in order to get off to a great start.

The way I started was to design a hand-made poster to advertise Thai Massage. I almost wish I still had a copy to see where I've come. I put all my heart into creating it and went to the printer with this poster that I was very proud of. My plan was to get about \$5 worth of copies and paste them strategically all over town - in yoga centers, on lamp posts, in health food stores etc.- to inform people that I am here and giving Thai Yoga Massage.

While I was there, I saw that there was a notice board in the shop and I put my first poster on the board. Right next to it there was another ad for something called "Creativity in Tai Chi". I had already been practicing Tai chi for several years, so I gave him a call. His name was Pierre Boudreau. I called him up told him I was interested in what he was offering. And I also told him that I had something to offer as well and

started to talk to him about Thai Yoga Massage. We met and I gave him a Thai Yoga Massage for free and in the end he became my first student of Thai Yoga Massage in North America. In exchange he helped me to organize classes, and put up posters.

From the one student I began to offer open houses, open talks and demonstrations. I watched the numbers start to grow from 1 to 10 and 10 to 20 but then they also fell back down to 5 and then 3 and even sometimes none at all. It took a few years to build consistency. But through all this no matter the size of the class I always had the attitude that the show must go on. That spirit and skill of perseverance is what's most important. Plus, you never know who you're going to meet and how they may be of help to you. For example it was in one of those classes of 3 students that I met the eventual photographer of my first book. I had been looking for several months and then all of a sudden there he was.

So again you have to begin with great conviction and give great effort. Keep it up even if it doesn't seem to bear fruit right away or as quickly as you'd like. Treat this as part of your investment.

I believe that many people wouldn't have gone even 1/3 as far as I did; they would have given up long before. What did I know when I arrived when it comes to North American standards, safety, hygiene, taxes, human relationships, business relationships etc.? Not to mention the fact that no one had even heard of Thai Massage, or if they did their only exposure was as a hanky-panky massage practiced in Thailand. In so many ways my start was at the very beginning.

Everyone's journey in building up your practice or school has to start somewhere and it is always a little scary or nerve-racking. I know and that is why I believe that all of our students can achieve their goals. There is so much opportunity out there right now for Thai Yoga Massage. And given the internet there are so many more inexpensive resources at our disposal. What you also have is a strong system supporting you from behind which is the Lotus Palm School and brand. You can show people where you come from so that they can believe in what you do with less convincing. Your job is to jump into the pool and to overcome your fears and even be ready to sacrifice for a little while until the business takes off. There is an old fashioned word that I think helps to summarize it all. What it takes is 'gumption'. I look up this word online and it excites me. We are trying to write a book and here are the answers write in front of us.

### **Gumption is**

*Boldness of enterprise, initiative or aggressiveness. It is guts, spunk, common sense all wrapped in one. It is to have fortitude or the strength of mind that enables one to endure adversity with courage.*

Essentially gumption comes back to the first basic of Thai Massage which is meditation and metta and applying it to the business world.

Let me tell you that building your business is all heart, sweat and tears. There have been heart breaks as well as great joy. But most important is to learn to enjoy and attract good feelings. I'm proud to say in my years of business I believe I've been ethically sound and respectful of my students and clients. I think that it is very important to foster and maintain a sense of responsibility that will keep you honest and successful. Sometimes in business success is earned with more than money. It can also come about through reputation as well as good energetic support from others who are willing to believe in your dream and align their energy with you. So doing business with the right intention is also important. For example, I would never sacrifice the burning of a forest so that I can build property on top of it. I would have to

care for the environment to create and grow and leave space for others as well.

With all that being said, here we offer you advice that is born of our experiences in business. We aim to support you with a resource for answers to your questions on how you can succeed. We want to help you break down barriers that can be attached to making money. It is an important component of what we need to live and create and help others in this world. Therefore as I mentioned, if you are ethical in your practice and bring gumption into how you do it, then you are already well on your way.

### **Constantly on the sell**

In the circuit of giving lectures and teaching in yoga and growth centers I have met many so called famous people giving lectures based on their books and teachings. If they were to tell you that they are poor at business they are under-stating their case. They are always selling their expertise, their books, making contacts, exchanging links on how to promote each other, opening up different venues etc. They never let an opportunity slip by. They are always selling their art and their products. That means that the first thing you should do is to believe and be very passionate for what you're offering. And don't be afraid to talk about it. Selling is not a dirty word when it's something you believe in. You are in love with Thai Massage, you know it can do a lot of good for people and want to share your gift. Furthermore, you never know what the other person is thinking and who they may have in mind to receive your offering, so there's no use in believing that they won't want to hear what you have to say. It has to be on the tip of your tongue at all times and be ready to be out there doing it.

That actually reminds me of my days learning kung fu. I remember when I was learning tiger style boxing. I would be walking down the street and my hand would be clenched like a claw and I didn't even realize it unless someone pointed it out to me. In order to become good at business you really have to be there at every moment and believe in it. So you are a walking advertisement of your art and your business.

### **Give people something they can't refuse**

I recently had a tea with a student and he told me that one of his classmates in an earlier Thai Yoga Massage workshop was giving 6-10 massages a week. She had just finished her workshop 3 weeks earlier. And I asked him how did she manage to gain so many massages so quickly and have immediate success? What she did was come up with a few nice prominent signs and hung them up in some strategic places. And what she was offering was something that no one could refuse. She was offering the massage at half the price of a normal massage. And that was her strategy.

Then the question comes if I start out at a discount, how can I increase to a level that I want? Well that's not the hard part. The hard part is naming a price that is too high where you won't get anybody or very few customers, especially repeat clients. You don't have constant practice and if that happens you will have much more to lose. You may lose confidence, skills, opportunity and continuity to build your business.

You can increase your price gradually over an extended year or two. Moreover, your increase can happen to new customers as your business grows. For example, let's say you start offering massages at \$30 and then a few months later let your old customers know that you will be increasing your rate to \$40 for new customers but for them you will only increase it to \$35. They are still getting great value and made to feel special, and you get to increase your revenue. It may not even be a bad idea to keep your older customers at the old price and have them as your base and the new customers are a bonus. Let's remember that making \$30 an hour in our society is still a very good output for work.