

How to work with seasoned Consultants vs New consultants

How can I motivate my team????

Pretend you're looking at a HUGE font. The only thing that is going to motivate anyone is WHAT THEY WANT! Our key job is to find out what that is and keep it in front of them! NOTHING ELSE will motivate them—no incentive, no meetings unless they have a strong WHY.

If they are not performing, ask them WHY are they doing this? IF they say they don't know—we have to go Back to their WHY again.

WHAT ARE THE REAL NUMBERS??? Share your numbers with your directors.

Total number of cons on your personal team for the 6 prior months—and tell them the % of consultants who were active—typically her team is around 50%. The smaller your team, the more visible 50% of non performers becomes. Have 10—and only 5 are green—not enough.

How many of those on my team do you think I actually work with each month? Go over how to identify and whom to work with each month (20%)

Encourage every new director to get to the 25 show team first then 25 people on your team. You really need 50 people on your team. That's where you'll have some choices of whom to work with to promote a couple.

Have 100 on your team—tons of great choices.

Working w/ seasoned consultants—whenever she does a team visit, she spends an hour of her time working on their goals. Because right now most folks are just focused on paying bills. Unless someone feels good about themselves it's hard to train them. She gives lots of positive affirmations and tries to help them retrain their brain. They can have anything they want from their business –but few will walk out of each training that will implement the tools they're given.

Challenge them to go outside of their comfort zone each day.

Kathleen Fulcher book:

Shad Helmstetter wrote books on what to say when you talk to yourself. The gift –the 12 greatest tools to personal growth. Dana Wilde—Training Your brain—whatever you SAY, you're telling your brain to do—and it does !! Do you ever say, I can not recruit well. Turn it around, you WILL retrain your brain.

I AM A RECRUITING MACHINE

WHY - Having a goal is like having a map to where you want to go. Dreams don't come easily and choices Need to be made. See failure as just a stepping stone for success. Be prepared for failure and for hard work. But you get to choose—go outside your comfort zone—or keep doing what you're doing and get the same results.

Be specific about your dream and dream BIG. Set your goal high. It might be a trip, or a promotion or to earn enough \$\$ to buy a car, increase your show average by being a better host coach, or increase your skills to be a better trainer or recruiter.

Emails forms to them so they can use it over and over.

The limits we set for ourselves exist only in our own mind.

THINK BEYOND PAYING THE BILLS. Create a new reality. Share Roger Bannister story about running the 4 minute mile.

Show them one of your commission checks—sometimes it takes a jolt for people to think beyond what they think they can do. Talk about car allowance and what would they drive? What would they do if a paycheck like that fell into their laps?

You have to own it before you can achieve it.

NEW CONSULTANTS START—First find out their WHY and DIG

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WHY—I love the products—This is their WHY for their first 90 days—Ask them: *If I told you you could have \$200 more in FREE products, what would they be?* (write them down) Tell them how they can earn that \$200 by doing \$1250 in their first 30 days. *Now what if you could have ANOTHER \$200 in free products in your first 90 days, what would they be?* (Now they're talking cookware, knives, etc) Get permission to share more – *Can I share with you how you can do that? You probably have a friend or two who might need money or love the products too. Statistically, people who start with a friend or two are more successful. If you could start w/ 2 friends, who would they be? Why?* YOU START HER LIST WITH THOSE NAMES.

Don't talk about any recruiting promotions.

Why—I want more money. Ask, *If I had a magic wand and could go poof—what would you like your first commission check to be—what would make you smile?* Too low ? Too High? *I love that goal and we're going to make that happen but for your first month, can we shoot for \$1000 because I think you can do that in a slam dunk.*

Let's pretend it's the end of January and you have a \$600 paycheck—what are you going to do with it? Keep digging deeper— braces for the kids—I love that, do you have your orthodontist picked out? Does He know what color they'll be? When Donny walks in the door with his new braces, how will you feel knowing you were able to do that with your paycheck?

Now pull out a calendar you can give her. *How many parties do you see yourself doing in the next 6 weeks?*

Schedule one or two Grand Opening shows back to back—about 10 days after the kit is ordered. Put 4 to 5 more shows on the calendar. **Have THEM write it on the calendar. Have THEM TELL YOU which dates. Make them take ownership.**

Schedule next shows - people become productive sooner if they are really grounded with basic knowledge.

Give them the schedule of the next training or new cons training meetings. *You have Susie and Joan down her as friends you'd like to work with—why don't you bring them. It might be an opportunity for them to learn about the biz and my goal for you is to help you promote to SC and TL within your first 90 days (Pull in the commission pay again)*

Help them attach 2 bookings to each of their first 6 parties.

Filling their calendar—2 philosophies—call most difficult first or call most likely first. Barb does most likely First. Ones with most symbols. Tell me about her. Can we practice together what to say on the call? They have the script right in front of them, no one knows you're using a script. Joan, I will be making about \$400—\$600 a month going out one night a week and I thought of you because.....

That's OK Joan, can I share with you what our hosts are getting?

No? That's OK Joan— I'm having a practice Grand Opening show will you come?

If she says no to everything maybe you need to find a new friend ;-)
Rejection is perfectly normal—the more you hear it the more you'll hear yes's.

How to pick the 20%. WIIFT - Learn this language! Whats in it for them?
The way you find out things from people is by asking questions. If I told you everything in my catalog Is 1/2 off tomorrow—what's the first thing you'd get. YOU HAVE TO KNOW WHAT THEY WANT BEFORE YOU GIVE THE DEAL—ALWAYS! Whatever she says, Oh my gosh, if I could get you even more things for 1/2 off, can I tell You about that?

Just going to share something that will give you an amazing paycheck for the holidays!

Question: are you happy with how your business is going? Yes? Great! If you ever decide you want to kick it up a notch and put \$400 to \$600 a month in your account, let me know and I'll put you at the top of my list.

NO— If I had a magic wand and a pocket full of bookings how many would you want to have on your calendar? CLARIFY SPECIFICALLY WHAT THEY WANT— # of shows. Those are the folks you identify the 20%.

CHASING PEOPLE IS WHAT BURNS OUT DIRECTORS. DON'T CHASE THEM. IDENTIFY THOSE WHO WANT MORE, AND KEEP RECRUITING. SET YOUR BAR AT 3 RECRUITS A MONTH!! You may not always reach that bar but you'll do way better.

WHAT WOULD YOUR BUSINESS LOOK LIKE IF YOU HAD 36 NEW RECRUITS A YEAR? 3 per month.