



## Work with the Willing

Not everyone you sponsor will have the same dreams and desires as you, and as such, they will not be motivated to move at your speed or even the same direction!

Some people may be motivated by the products or the social aspects more than building a large organization. Others may experience life distractions that temporarily or permanently stall them. Everyone has their own issues and their own goals. To create Outrageous Achievement ... you learn to keep up *your* pace regardless of the pace of those on your team.

Top achievers learn to work with the willing ... and love the rest. I understand that it's easy for people to TELL you what they are going to do. However, as an emerging leader working with your team, it's important to assess whether their ACTIONS match their WORDS.

Learning 'who deserves your time' is an aspect of leadership ... that when mastered ... will help you move in the direction of your dreams.

A great place to start is to take an objective look at your existing organization.

### Who is Willing?

To begin, identify your qualifying legs. Use the following sheet for each leader.

First, make note of your business partner's name and "paid-as" title.

Next, I want you to rate them. And remember: please avoid any personal judgment here. This is simply an exercise to create awareness of their actions.

Look at the fundamental income producing activities of your business, then on a scale of 1-5, rate each business partner based on their actions and results over the last 90 days.

# Who is Willing?

Name \_\_\_\_\_

Paid-As Title \_\_\_\_\_

Assessment Date \_\_\_\_\_

## Rating Scale

1 is failing/performs rarely

2 is struggling/performs sometimes

3 is average/usually performs

4 is good/performs consistently

5 is excellent/exceeds expectations

<i>Income-Producing Activity</i>	<i>Focus level</i>
<b>Personal Sales</b>	① ② ③ ④ ⑤
<b>Personal Sponsoring</b>	① ② ③ ④ ⑤
<b>Three-way Calls with Prospects and Upline Leader</b>	① ② ③ ④ ⑤
<b>Promotion in Title</b>	① ② ③ ④ ⑤
<b>Commitment to Time</b>	① ② ③ ④ ⑤
<b>Commitment to Coachability</b>	① ② ③ ④ ⑤
<b>Commitment to Training</b>	① ② ③ ④ ⑤

I recommend that after you complete this exercise, that you share these evaluations with your Sponsor or upline leader and together decide who really deserves your time and how best to support these Consultants. It will become clear who is in action and who is not.

This exercise can effectively remind you that the #1 activity for success is consistently sponsoring new people! You will never lack for people who are satisfied with average activity.

## **Take a Pulse**

As you mature in the business and your team continues to grow, you will continuously evaluate how best to support your emerging leaders. By helping them achieve THEIR goals, you will achieve YOUR goals. That's a wonderful benefit to your direct selling business.

Here's something you can do immediately to move your team forward. Simply create clarity and make sure that you and your leaders are on the same page.

When was the last time that you asked your emerging leader, "What do you want from your business?" "Are you satisfied with where you are right now?" "What's your next goal?"

It's not uncommon for people to unintentionally be moving in different directions and this disconnect can squash the potential for fast-paced growth.

When working with your leaders, take a pulse and regularly review their goals.

# Take a Pulse

Name \_\_\_\_\_

Paid-As Title \_\_\_\_\_

Interview Date \_\_\_\_\_

What do they want? \_\_\_\_\_

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Are they satisfied with where they are in the business? \_\_\_\_\_

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Do they want to move forward or are they comfortable with where they are? \_\_\_\_\_

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What are the next steps to move in the direction of their goals? \_\_\_\_\_

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## **Work with the Willing AND Take a Pulse**

You might want to put these two exercises together. Without judgment, first rate your leaders based on your evaluation of their activities. Then take a pulse of their commitment and interest in their business. Then return to your rating results and see if you and your business partner are on the same page.

Don't confuse what they need to accomplish in support of YOUR goals with what they need to accomplish in support of THEIR goals. It's only with clarity that you can effectively guide them towards success and at the same time prioritize your efforts as a leader.

Create clarity and work with the willing ... and help your team do the same ... and together you will achieve your goals.