

MARY KAY BOOT CAMP #4



TEAM BUILDING

CLASS #3 HOMEWORK

STANDING RECOGNITION FOR EACH ASSIGNMENT COMPLETED...

1. YOU PUT YOUR FLIP CHART TOGETHER!
2. YOU PRACTICED YOUR PRESENTATION IN FRONT OF A MIRROR.
3. YOU PRACTICED YOUR PRESENTATION IN FRONT OF A PERSON OR A REAL CLASS!

GREAT JOB!!!



IN THIS CLASS WE WILL COVER:

- **Why** do we want to recruit in the first place
- **Who** we want on our TEAM
- **How** to share at skin care classes & facials
- **How** to approach the subject without feeling "PUSHY"
- Understanding the **LAYERING** process
- **What** to share with different personalities
- **How** to answer peoples questions with ease
- **How** to get a **DECISION**

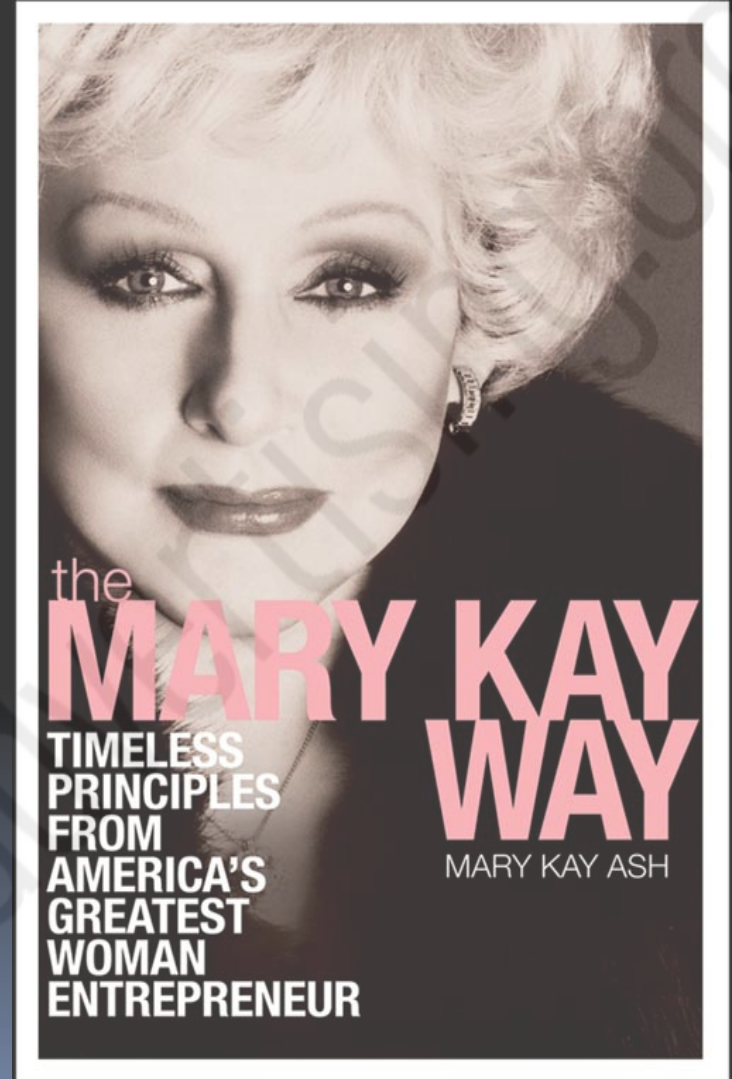


YOUR JOB DESCRIPTION

MARY KAY asks us to....

1. Share the **PRODUCTS!**
2. Share the **OPPORTUNITY!**

Team Building is just a
natural part of the
PROCESS!



When you choose not to share...

- You are NOT doing your job. It's one of the most SELFISH things you can do....to keep it all for yourself!
- Are you *SELFISH*?
Of course not!!!



Why do we want to recruit?

- You can make GREAT money selling the product BUT you are only one person. Team building is like duplicating yourself!



Can this replace my income?

338 Control NUMBER		State ID: NUMBER 35-1151414		FORM W-2 1985		Wage and Tax Statement OMB No. 1545-0008 Copy C For employee's records Department of the Treasury-Internal Revenue Service This information is being furnished to the IRS and appropriate State officials.	
2 Employer's name, address, and ZIP code GREATER CLARK COUNTY SCHOOLS 2210 HIGHWAY 62 JEFFERSONVILLE IN 47130 69 0322808				3 Employer's identification number 35-1151414			
5 Statutory employee <input type="checkbox"/> Deceased <input type="checkbox"/> Legal rep. <input type="checkbox"/> 942 emp. <input type="checkbox"/> Self-emp. <input type="checkbox"/> Void <input type="checkbox"/>				6 Allocated tips .00			
8 Employee's social security number				9 Federal income tax withheld 3,339.78		10 Wages, tips, other compensation 20,994.84	
12 Employee's name, address, and ZIP code LINDA F. TOUPIN CHESN 1717 STRICKER ROAD MEMPHIS IN 47143				13 Social security wages 20,994.84		14 Social security tips .00	
17 State income tax 629.94				18 State wages, tip, etc. 20,994.84		19 Name of State INDIANA	
20 Local income tax .00				21 Local wages, tips, etc. 90		22 Name of locality	



National Sales Director
Linda Toupin's
1099 her last year as a
teacher:

\$20,994.84

PAYER'S name, address, ZIP code, and Federal identifying number. MARY KAY COSMETICS, INC. 8787 STEMMONS FRWY. DALLAS, TEXAS 75247 FED.ID.# 75-1151-701		CALENDAR YEAR 1985		OMB No. 1545-0115 Statement for Recipients of Miscellaneous Income Copy B For Recipient	
1 Rents		2 Royalties		3 Prizes and awards 2567.04	
4 Federal income tax withheld		5 Fishing Boat proceeds		8 Payer made direct sales of \$5,000 or more of consumer products to a buyer (recipient) for resale <input checked="" type="checkbox"/>	
6 Medical and health care payments		7 Nonemployee compensation 19036.53		DIRECTOR COMMISSION 14859.80 RECRUITER COMMISSION 4176.73 PRIZES 277.56/LF.INS 41.00 AUTOMOBILE 2248.48 (2248.48)	
RECIPIENT'S name, address, and ZIP code. LINDA CHESNUT-TOUPIN 1717 STRICKER ROAD MEMPHIS IN 47143 CORRECTED COPY					

Linda's 1099 her first
year as a Director:

\$19,036.53

Yes it can...and then some!

RETAIN THIS STATEMENT FOR TAX REPORTING PURPOSES

DESCRIPTION	AMOUNT
COMBINED US COMMISSIONS	
DEC 02	3,472.13
JAN 03	1,806.85
FEB 03	2,929.24
MAR 03	2,789.24
APR 03	4,098.36
MAY 03	3,118.84
JUN 03	2,682.34
JUL 03	2,114.78
AUG 03	1,782.34
SEP 03	3,398.13
OCT 03	3,565.08
NOV 03	2,484.28
	34,241.61
PRIZES AND AWARDS	
Prizes and awards valued at \$200 or greater are itemized below.	
Prizes and awards valued at less than \$200 are totaled and listed as Misc. Prizes	
MISC PRIZES	383.89
Car Program:	
Total auto lease & insurance payments made by Mary Kay	6,579.46
Less: auto lease & insurance payments deducted from commissions	-609.00
Net Auto Income Reported on 1099-MISC	5,970.46
Total Prizes and Awards	6,354.35
Grand Total of Commissions, Prizes, and Awards	40,595.96
WHOLESALE INVENTORY PURCHASES	
Wholesale inventory and sales aid purchases are potential business expenses. We have provided a summary of your January 2003 through November 2003 purchases. Please review your records and add your December 2003 purchases and PCP Winter 2003 program expenses to the numbers provided below. (Freight and sales taxes are excluded.)	
Cosmetics Section 1 and Daily Benefits Purchases	



Melissa's
first full
year as a
Director:
\$40,595.96

Where are you headed?

RETAIN THIS STATEMENT FOR TAX REPORTING PURPOSES

DESCRIPTION	AMOUNT
COMBINED US COMMISSIONS	24,947.75
	JAN 05 25,044.01
	FEB 05 29,477.23
	MAR 05 52,522.02
	APR 05 29,907.10
	MAY 05 27,906.50
	JUN 05 55,593.23
	JUL 05 31,571.91
	AUG 05 27,445.51
	SEP 05 33,906.50
	OCT 05 28,589.36
	NOV 05 27,584.97
Combined US Commissions Total	394,496.09
PRIZES AND AWARDS	
Prizes and awards valued at \$200 or greater are itemized below.	
Prizes and awards valued at less than \$200 are totaled and listed as Misc. Prizes	
LIFE INSURANCE	1,046.00
NSD TRIP	4,011.72
INNER CIRCLE BONUS	6,115.88
INNER CIRCLE PIN	653.00
DIAMOND BRACELET	1,600.00
MISC PRIZES	221.91
Car Program:	
Total auto lease & insurance payments made by Mary Kay	15,264.20
Less: auto lease & insurance payments deducted from commissions	-660.00
Net Auto Income Reported on 1099-MISC	14,604.20
Total Prizes and Awards	28,252.71
Grand Total of Commissions, Prizes, and Awards	422,748.80



National Sales Director
Linda Toupin's
income last year:


\$422,748.80

SO HOW DO you REACH THE TOP?

- **ONE STEP AT A TIME!**
- Focus on your NEXT STEP set a goal to move up the Career Path each month.
- That's EXACTLY what Melissa did....*because Linda Toupin told her to.* 😊
- Again, only take advice from someone you would be willing to trade places with!


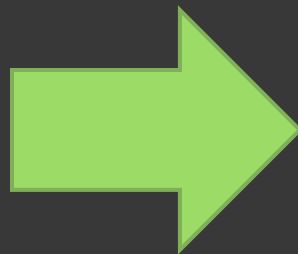


First Step up to Sr. Consultant



**INDEPENDENT
BEAUTY
CONSULTANT**

- 50% Products
- Unit Prizes
- Star Pin & Prizes
- National Recognition & Rewards @ Seminar



**SENIOR
CONSULTANT**
**1-2 ACTIVE TEAM
MEMBERS**

...PLUS

- **4%** Team Commission
- Sr. Consultant Pin Enhancer

Melissa's 1st commission check as a Sr. Consultant

Bank One, NA
Chicago, Illinois

MARY KAY INC.
16251 Dallas Parkway
P.O. Box 799045
Dallas, TX 75379-9045
972-687-4400

8172413

70-2322
719
09 2133

MO	DAY	YR
04	12	2001

Mary Kay's mission is to enrich women's lives.

PAY EXACTLY SIX DOLLARS AND 97/00

\$ \$6.97

ME7000/R542
MELISSA MAYS
743 N CAPITOL AVE
CORYDON IN 47112-1505

PAY TO THE ORDER OF

D. B. Hall

⑈8172413⑈ ⑆071923226⑆ 09 2133⑈

NEXT Step up Star Team Builder



**STAR TEAM
BUILDER
(RED JACKET)**
**3+ ACTIVE TEAM
MEMBERS**

...PLUS

- **\$50 BONUSES**
starting with
4th Qualified
Recruit
- Star Team
Builder Pin
Enhancer



2ND COMMISSION CHECK AS A STAR RECRUITER \$346.72

Bank One, NA
Chicago, Illinois

MARY KAY INC.
16251 Dallas Parkway
P.O. Box 799045
Dallas, TX 75379-9045
972-687-4400

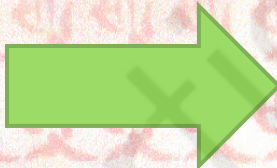
8227983

70-2322
719
09 21335

MO DAY YR
05/15/2001

Mary Kay's mission is to enrich women's lives.

PAY EXACTLY THREE HUNDRED FORTY SIX DOLLARS AND 72/00

 \$ 346.72


ME7000/R542
MELISSA MAYS
743 N CAPITOL AVE
CORYDON IN 47112-1505

PAY TO THE ORDER OF

D. B. Hall

⑈8227983⑈ ⑈071923226⑈ 09 21335⑈


NEXT Step up Team Leader




TEAM LEADER
5+ ACTIVE TEAM MEMBERS

...PLUS

- **9-13%** Team Commission
- Eligible to go **ON-TARGET** for Car
- Team Leader Pin Enhancer




Want to earn
your CAREER
CAR? Here's
how!!!



GRAND ACHIEVER
14+ ACTIVE TEAM MEMBERS

...PLUS

- Earn the use of a Career Car for 2 years*
- Tags, Tax, & most of your insurance paid



QUALIFICATIONS:
Build team to 14 personal active recruits.
Team production of \$5000 or more monthly.
Total production of \$20,000 within 4 month qualification.
Must maintain \$5000 team production per month.
At the end of 2 years, you will get the opportunity to re-qualify for a NEW Career Car!

COMMISSION CHECK AS A TEAM LEADER

Bank One, NA
Chicago, Illinois

MARY KAY INC.
16251 Dallas Parkway
P.O. Box 799045
Dallas, TX 75379-9045
972-687-4400

8284271

MO DAY YR
06/15/2001

Mary Kay's mission is to enrich women's lives.

PAY EXACTLY FOUR HUNDRED FORTY EIGHT DOLLARS AND 42/00

\$ 448.42

ME7000/R542
MELISSA MAYS
743 N CAPITOL AVE
CORYDON IN 47112-1505

Pay TO THE ORDER OF

D. B. Hall

⑈8284271⑈ ⑆071923226⑆ 09 21335⑈

COMMISSION CHECK AS A TEAM LEADER

Bank One, NA
Chicago, Illinois

MARY KAY®
16251 N. DALLAS PARKWAY
ADDISON, TEXAS 75001
(972) 687-4400

8343153

MO DAY YR
07/13/2001

Mary Kay's mission is to enrich women's lives.

PAY EXACTLY FOUR HUNDRED THIRTY NINE DOLLARS AND 90/100

\$ 439.90

MARY KAY COMMISSION ACCOUNT

ME7000/R542
MELISSA MAYS
743 N CAPITOL AVE
CORYDON IN 47112-1505

PAY TO THE ORDER OF

D. B. Hall

⑈8343153⑈ ⑆071923226⑆ 09 21335⑈

NEXT STEP FUTURE DIRECTOR/DIQ

	
FUTURE DIRECTOR 8+ ACTIVE TEAM MEMBERS	D.I.Q. 10+ ACTIVE TEAM MEMBERS
...PLUS	...PLUS
<ul style="list-style-type: none">• Future Director Pin Enhancer• Eligible to attend special Leadership Events• Future Director Scarf	<ul style="list-style-type: none">• D.I.Q. Pin• Eligible to go into qualifications to become a Sales Director
	
	QUALIFICATIONS: To enter DIQ, Consultant must have been a Star in the previous quarter or placed a min. \$1800ws order during the current contest quarter. Have 10 or more personal active team members. Build team to 24 Unit members. DIQ counts as one of the 24. At least 10 or more must be qualified*. \$4000 min. monthly production with \$18,000 total within 4 month qualification period. *Qualified = \$600ws

COMMISSION CHECK AS A DIQ \$562.17

Bank One, NA
Chicago, Illinois


MARY KAY
16251 N. DALLAS PARKWAY
ADDISON, TEXAS 75001
(972) 687-4400

8403554

MO	DAY	YR
08	15	2001

Mary Kay's mission is to enrich women's lives.

PAY EXACTLY FIVE HUNDRED SIXTY TWO DOLLARS AND 17/00



\$ 562.17

MARY KAY COMMISSION ACCOUNT

ME7000/R542
MELISSA MAYS
743 N CAPITOL AVE
CORYDON IN 47112-1505

PAY TO THE ORDER OF

D. B. Hall

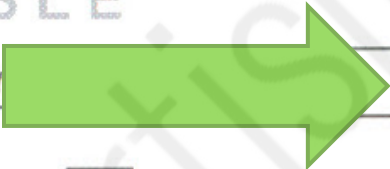
⑈8403554⑈ ⑆071923226⑆ 09 21335⑈

1ST COMMISSION CHECK AS A DIRECTOR

MARY KAY INC.
16251 Dallas Parkway
Addison, Texas 75001
Phone: (972) 687-4400

September 15, 2001

NON NEGOTIABLE

Pay Exactly: four thousand seven hundred forty-four and 4  \$4,744.49

PAY TO THE
ORDER OF

MELISSA MAYS
743 N Capitol Ave
Corydon, IN 47112

NON NEGOTIABLE

This is a copy of the Direct Deposit slip.

One of MELISSA'S RECENT COMMISSION CHECKS

MARY KAY INC.

16251 Dallas Parkway
Addison, Texas 75001
Phone: (972) 687-4400

May 2012

NON NEGOTIABLE

Pay Exactly: nine thousand one hundred twenty-five and 93 / 100

\$9,125.93

PAY TO THE
ORDER OF

MELISSA MAYS
11060 Majestic Blvd SE
Elizabeth, IN 47117

NON NEGOTIABLE

Sales Director Commission:	\$3,408.96
Monthly Unit Development Bonus:	\$500.00
Unit Volume Bonus:	\$2,600.00
Director Team Building Bonus:	\$300.00
Recruiter Commission:	\$1,651.03
Senior Sales Director Commission:	\$665.94

*Could you live
on this income?*

STEPS TO SUCCES\$\$\$!

See you at the TOP!



Created by Sr. Director
Melissa A. Mays



INDEPENDENT BEAUTY CONSULTANT

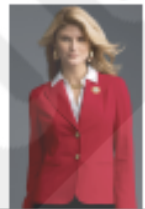
- 50% off products
- Unit Prizes
- Star Pin & Prizes
- National Recognition & Rewards @ Seminar

SENIOR CONSULTANT 1-2 ACTIVE TEAM MEMBERS

- 4% Team Commission
- Sr. Consultant Pin Enhancer

STAR TEAM BUILDER (RED JACKET) 3+ ACTIVE TEAM MEMBERS

- ...PLUS
- 8% Team Commission
- 100% qualified Recruit
- Star Team Builder Pin Enhancer
- Front row seating at meeting!



TEAM LEADER 5+ ACTIVE TEAM MEMBERS

- ...PLUS
- 9-13% Team Commission
- 100% qualified Recruit for Car
- Team Leader Pin Enhancer



FUTURE DIRECTOR 8+ ACTIVE TEAM MEMBERS

- ...PLUS
- Future Director Pin Enhancer
- Eligible to attend special Leadership Events
- Future Director Scarf



D.I.Q. 10+ ACTIVE TEAM MEMBERS

- ...PLUS
- D.I.Q. Pin
- Eligible to go into qualifications to become a Sales Director



QUALIFICATIONS:
To enter DIQ, Consultant must have been a Star in the previous quarter or placed a min. \$1800ws order during the current contest quarter.
Have 10 or more personal active team members.
Build team to 24 Unit members.
DIQ counts as one of the 24.
At least 10 or more must be qualified*.
\$4000 min. monthly production with \$18,000 total within 4 month qualification period.
*Qualified = \$6000ws

GRAND ACHIEVER 14+ ACTIVE TEAM MEMBERS

- ...PLUS
- Earn the use of a Career Car for 2 years*
- Tags, Tax, & most of your insurance paid



QUALIFICATIONS:
Build team to 14 personal active recruits.
Team production of \$5000 or more monthly.
Total production of \$20,000 within 4 month qualification.
Must maintain \$5000 team production per month.
At the end of 2 years, you will get the opportunity to re-qualify for a NEW Career Car!

INDEPENDENT SALES DIRECTOR 24+ ACTIVE UNIT MEMBERS

- ...PLUS
- 13% Unit Commission (including personal orders!)
- Additional 13% Personal Team Commission
- 10% BONUS on Unit Production of \$5000ws +
- \$100 BONUS on each NEW personal Qualified Team Members
- \$300 BONUS for 3 or more NEW Qualified Unit Members
- \$500 BONUS for 5 or more NEW Qualified Unit Members
- Up to a \$500 STAR BONUS for 15+ STARS
- Gorgeous NEW Director Suit!
- Eligible for Toyota Camry, Equinox or Cadillac
- FREE Life Insurance
- Up to \$1800 ANNUAL WELLNESS BONUS
- \$1000 BONUS Cadillac Qualification, New Higher Unit Club,
- \$1000 BONUS for New Director On the Move, Fabulous 50's & Honor Society



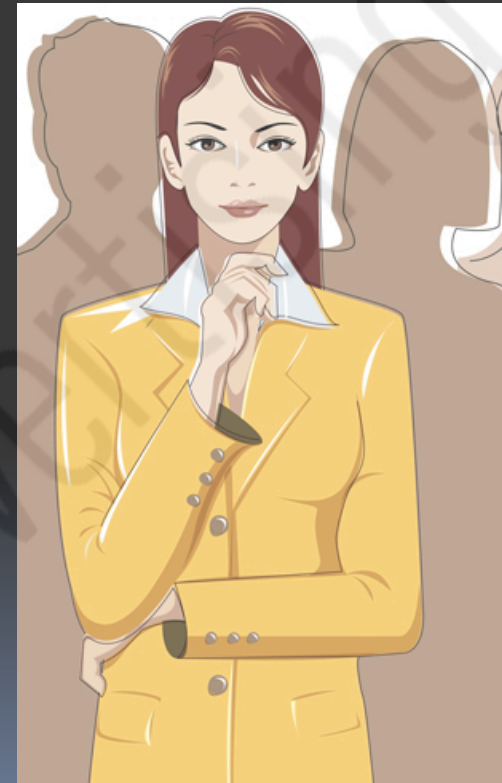
So NOW we know why...

- WHO do we want to RECRUIT?



Who are we looking for?

- Look for *emotionally centered* women
 - Women who no matter what is happening around them, they work anyway! They know how to “milk the cows” like NSD Linda Toupin. ***“Whether you’re in the mood or not, the cows had to be milked.”***
 - Women who are not emotionally centered demand lots of your time and you see little or no return for your efforts.



Look for women who have already
been successful at something

- You want women who have something to bring to the table. There are hundreds of thousands of women who have been running offices, civic groups, church groups, or being great moms and homemakers. It is great that Mary Kay can help women but don't just look for women who are 'needy'...look for women who are 'givers'.



DO NOT PRE-JUDGE!

- You may think she already makes great money, or that she is too busy and wouldn't be interested.
- Again, YOUR job is to share the facts!
- It's HER job to make the decision whether to give it a try!



Would you have offered the business to Melissa?



Before Mary Kay, *Melissa* was:

1. working a full-time job as a restaurant manager
2. going to school full-time (on the Dean's List)
3. married and her son Bryan was 7 yrs old and involved in Baseball, Band, Scouts, and church youth group
4. taught Sunday School at her church

Would you have thought she was too *busy* to consider Mary Kay?

PRE-QUALIFYING A PROSPECT


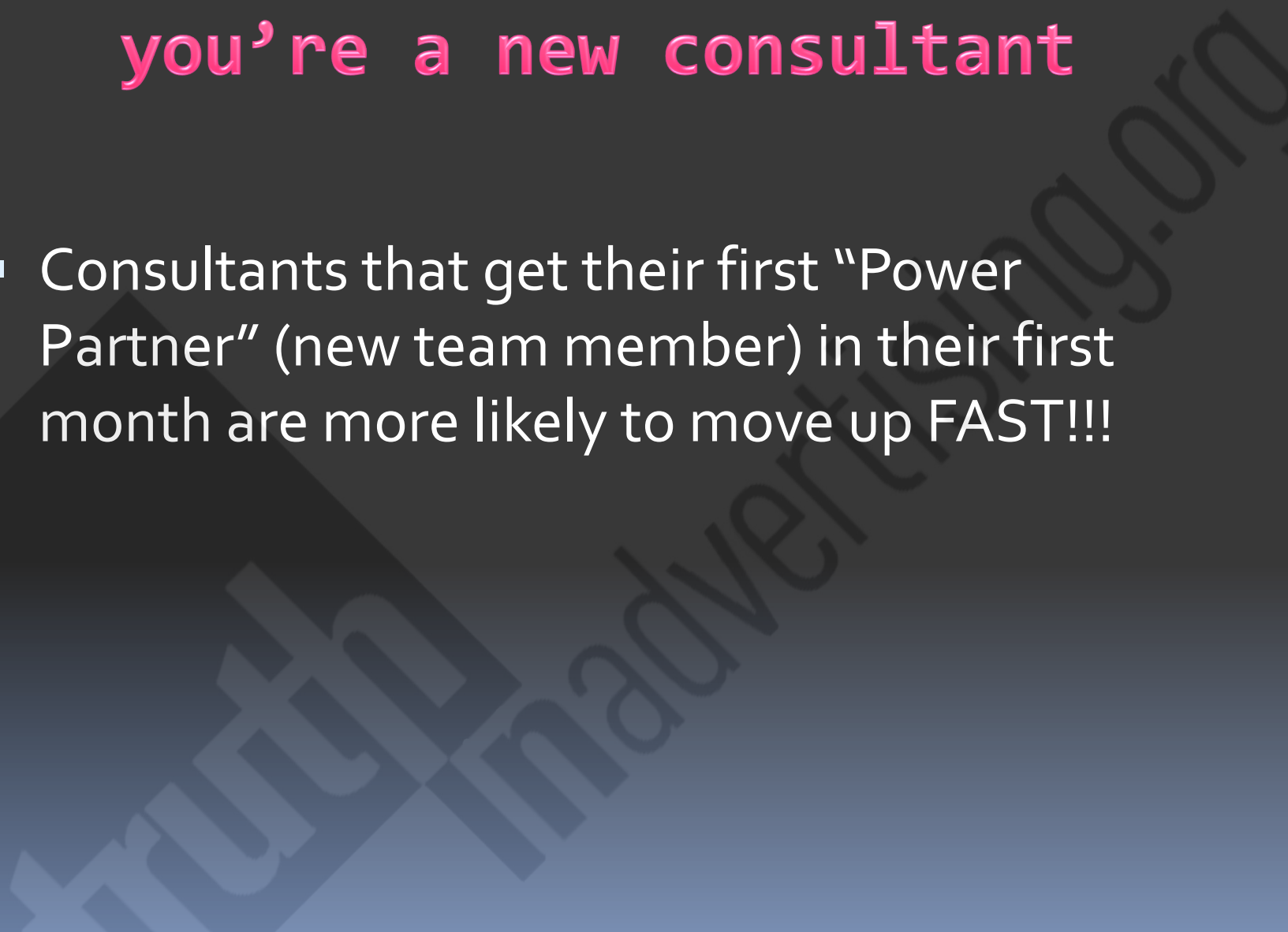
- 3 basic questions to ask yourself:
 1. Do I like her?
 2. Does she love the product?
 3. Would I be upset if someone else recruited her because I didn't ask her first?

If you answer YES to all 3, she is a
RECRUIT PROSPECT!





Sharing the opportunity when you're a new consultant

- Consultants that get their first “Power Partner” (new team member) in their first month are more likely to move up FAST!!!
- 
- 

1000000

-

What's in it for her?

- Just for listening, she gets entered into the contest to win \$1000 CASH! If she WINS, YOU WIN too!
- To enter yourself and all your prospects, go to www.lindatoupin.com and click on the schedule page. Select the Adoptee contest.
- The money is given away every 4 months.



What to say...



- Here's your DIALOGUE:
 - *"You know Susie, my job is to select SHARP ladies from every party to share more info with and I've picked you! I know you may or may not be interested in Mary Kay but I would love to share some more information and get to know you better and see if this could be for you. I will really value your opinion PLUS you'll be helping the Hostess to win her GIFT."*
 - She will be flattered that you consider her SHARP and that you've PICKED her!
 - Women also LOVE to give their opinion and of course they always want to HELP!

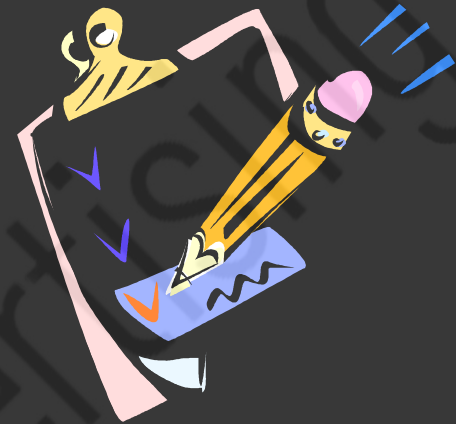
Follow-up in 24-48 hours!

- If you let too much time pass, she'll lose her enthusiasm!
- Try to meet with her face to face if possible...maybe at her Check-Up facial.
- Remember, there is a ***FORTUNE in FOLLOW-UP!***



4 POINT RECRUITING PLAN

- *Skin care classes and collection previews offer the best place to find prospective team members.*
- Mary Kay herself developed the ***Four-Point Recruiting Plan*** when she first began holding skin care classes. Since then, it has been used successfully by thousands of Consultants and Sales Directors.



POINT #1

Let's take turns reading...

Before every skin care class, ask the hostess, **WHO** is coming today who might be interested in doing what I do?



POINT #2

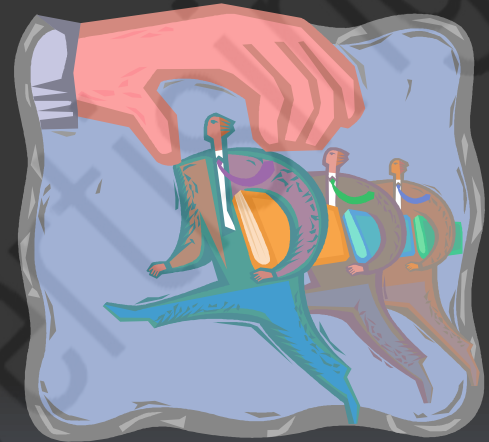
Present your heartfelt, *enthusiastic I-story* at every skin care class. Share **why** you began your Mary Kay business and **what** it means to you.



I LOVE
my Mary
Kay
business
because...

POINT #3

Select 2 people at every skin care class and offer her the Mary Kay opportunity. You may want to plant seeds by sending guests home with a cd, then meeting with them to tell them more about the Mary Kay opportunity.



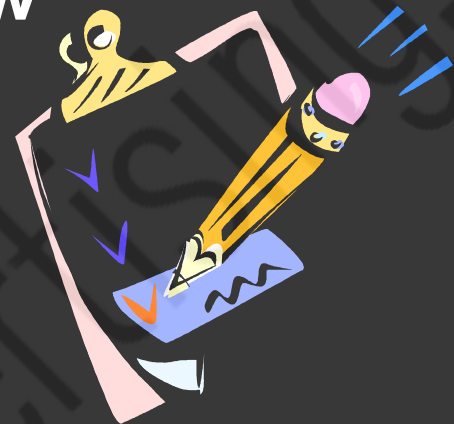
POINT #4

- *Offer a special gift* for any person she suggests who becomes an ACTIVE Independent Beauty Consultant on your team.
- You could offer a GIFT CERTIFICATE for some FREE product or a Satin Hands kit, etc.



Let's review

1. Who's coming that might be interested in what I do....how about you?
2. Share your enthusiastic I-STORY.
3. Select 2 people to share with at every class.
4. Offer a gift for new recruit referrals.



1000000

- 



meet your NSDs

Be sure to visit the Mary Kay InTouch® Web site for inspiring success stories about Mary Kay Independent National Sales Directors. Click on the "Meet Your NSDs" link. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?

Online Tools...

www.marykayintouch.com

Click on MY CALENDAR BUTTON
See #6 and \$1000 Questionnaire



Your personal website

- Check out the AMAYSING videos with live testimonials!
- This is a great way to share information with someone who is super busy or even out of town!

NOTE:

Pull up your website and check out the video clips yourself.



COMMON CONCERNS THAT HOLD WOMEN BACK FROM STARTING THEIR BUSINESS:

- A. Too busy! NO TIME!
- B. Too shy
- C. Not the sales type
- D. Don't wear makeup
- E. Don't know anyone
- F. Don't have the money
- G. Don't want to take time away from my family

POP QUIZ:
**WHAT DO YOU THINK IS THE
MOST COMMON CONCERN?**



IF YOU SAID “TIME”, CORRECT!

- At the Career Conversation, have her fill out a Weekly Plan so she can see where she could fit Mary Kay into her busy schedule.

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
9 a.m.							
10 a.m.							
11 a.m.							
Noon							
1 p.m.							
2 p.m.							
3 p.m.							
4 p.m.							
5 p.m.							
6 p.m.							
7 p.m.							
8 p.m.							

- Use your FOCUS CARD to keep track of your faces and their RECRUITING LAYERS.

[illegible]

CONDUCTING AN “INNERVIEW”

- Again, your job is to SELECT people to share the information with.
- Release the OUTCOME of the appointment and just focus on her.
- Ask her lot's of questions...WHO, WHAT, WHEN, WHERE, HOW.
- Get to know her heart. Find out what's important to her then share what SHE wants to know...NOT EVERYTHING you know about Mary Kay.



Congratulations!!!

- ◎ You've completed your **class #4** which is one of the LONGEST classes!
- ◎ Just remember, it will take time to MASTER everything you learn from these classes.
- ◎ You can always go to www.melissamays.com, and review this class on the New Consultants page.



HOMework

1. Practice your Career Conversation with a friend, family member, or another Consultant.
2. Send a prospect to your website to watch one of the videos under the SELL MARY KAY section.
3. Conduct a Career Conversation with her and ask her about the video she watched. What appealed to her most?

*Get 5 TICKETS in our MONTHLY
PRIZE DRAWING for
completing your HOMEWORK!
This is on the Honor System.*

