

The challenge of
LEADERSHIP

is to be strong, but not rude;
be kind, but not weak;
be bold, but not bully;
be thoughtful, but not lazy;
be humble, but not timid;
be proud, but not arrogant;
have humor, but without folly.

— Jim Rohn

Angie

ATLANTA



Shaklee Global Conference 2017 August 9 -13, 2017 | Atlanta, GA

Register and pay in monthly installments

Francine

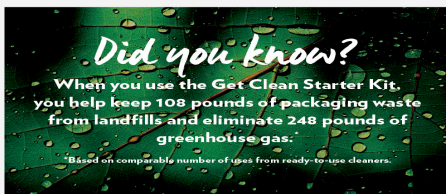


Through April 30 ONLY.
Get a head start on your Earth Day
Celebrations this year with
FREE SHIPPING
on the Get Clean Starter Kit.*

SAVE NOW

Contains no harmful fumes
or hazardous chemicals

Rivals or outperforms 20 leading brands



Growing Green Promo

- Shipping (up to \$20)
- Eligible on orders placed through MyShaklee.com and mobile.
- Includes join orders on PWS.
- Offer includes online AutoShip orders, including a new join order that begins as an Autoship.
- This offer does not apply to orders placed through the Call Center or SBOSS7
- All members, distributors and associates are eligible for this discount

francine

Get Clean Kit

- **The Get Clean Starter Kit contains:**

- Basic H²[®] Organic Super Cleaning Concentrate, 16 oz. (1)
- Germ Off Disinfecting Wipes, 35 Wipes (1)
- Nature Bright[®] Laundry Booster and Stain Remover, 32 oz. (1)
- Dish Wash Concentrate, 16 oz. (1)
- Dish Washer Automatic Concentrate, 32 oz. (1)
- Fresh Laundry Concentrate HE Compatible, Regular Scent 32 oz. (Liquid) (1)
- Soft Fabric Dryer Sheets, 80 sheets (1)
- Dish Washer Automatic Concentrate Dispenser (empty) (1)
- Nature Bright[®] Dispenser (empty) (1)



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PLUS Get Clean Starter Kit also contains ...

Including all the accessories you need to get really clean:

- Organizer Caddy (1)
- Spray Bottles (3)
 - Windows and Mirrors
 - All-Purpose
 - Degreasing
- Dropper Pipette (1)
- 1/4 oz. Dispenser Pump for 32 oz. Bottle (1)
- Laundry Measuring cup (1)
- Dual Measuring Spoon (1)
- Cleaning Accessories (4)
 - Super Microfiber Cleaning Cloth
 - Super Microfiber Window Cloth
 - Super Microfiber Dish Sponge
 - Miracle Scrubber Pad



Shaklee Independent Distributor

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Get Clean/Allergy Combo – Perfect Pair

Get Clean Starter Kit = 50 PV + Allergy Action Kit = 74 PV

Allergy Action Kit:

- Optiflora 15 PV
- Nutriferon 30 PV
- Vita C 16 PV
- Alfalfa 330 13 PV

Allergy Action Kit \$97 MP

Get Clean Starter Kit \$99 MP

TOTAL: \$196 and 124 PV



Savings \$20 free membership, \$20 free shipping, \$16 member savings

Benefit ... Save money on cleaning products, save money on allergy meds,
save the Earth, save on Kleenex... AND you have yourself one happy
healthy family !!!

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1000 PV Plan for April – Get Clean Starter Kit and Allergy Season

Allergy Action Kit

74 PV

(Nutriferon, Vita C, Optiflora Cap, Alfalfa 330)

Get Clean Starter Kit

50 PV

(

year's supply on some items)

124 PV



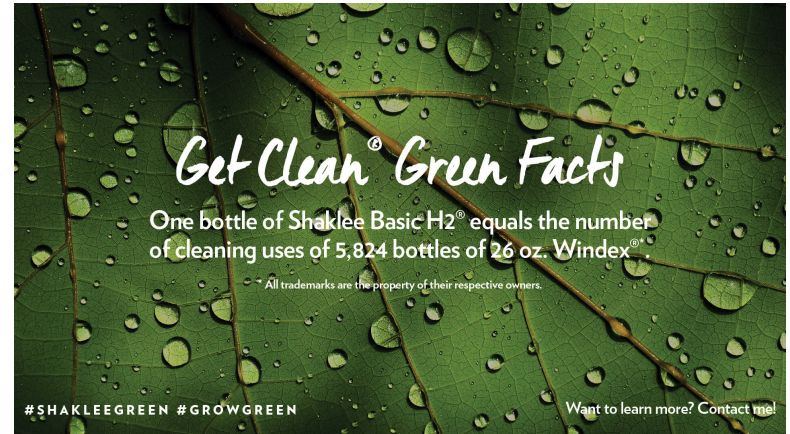
10 customers X 124 PV = 1240 NEW PV

francine

Earth Day Ideas

- Participate in a local Earth Day event through your community as a vendor
- Organize a neighborhood litter clean up
- Kids events – nature walk, craft, planting
- Hand out tree seedlings or small seed packets with Basic H2 samples
- Health Chats (in home, Zoom, FB...)

Angie



Report from Playa del Carmen Dream Trip

- What it meant to Kristen
- What it meant to her children ... Madison 6 and Morgan 4
- Could never have been able to give her family this experience on a teacher's salary .. Memories that will last a lifetime.



Kristen Jakubowski at
Paradisus Welcome Dinner



Madison's Travel Journal – age 6

Today I am thankful
for:

1. My Mom ~~took~~ this trip

My mom earned this trip!

Create a Plan to Qualify for Next Shaklee Dream Trip to Cabo San Lucas

- First requirement – become a Coordinator by September (so you can hold the rank 4 months to be fully qualified).
- Think bigger ... who do you want to bring with you ? Make a plan to get THEM to Coordinator by September .
- In the process of developing business leaders, you will accumulate plenty of points to qualify ...



Just Aim for Coordinator ...

- Sit down with a teammate or your upline and plotting out your next moves.
- Making a decision to set your sights the next dream trip and then figuring out how you work backwards into monthly weekly and daily tasks.
- Talk with your family
- Become accountable to them and explain that you may need time away in order to focus on Shaklee work.
- Bottom line is that all of that consistent work will lead you toward earning the points and gathering momentum so that you too can experience Shaklee Dream Trip.



Shaklee Strategies Forum 2017

Keys to Coaching

Ideas to help us grow our businesses and ourselves

Session 3 April 18, 2017

Step 1 in Coaching is
Getting People Smart –

Understanding 4
Personality Styles





Master Coordinator
Barb Lagoni



Senior Coordinator
Becky Choate



Key Coordinator
Margaret Trost



Key Coordinator
Lisa Anderson



Senior Director
Angie Thomas



Director
Francine Roling

Our Strategy Forum Team Winter 2017

Objectives Spring Series 2017 –Keys to Coaching

As we challenge ourselves this year to reach higher and think bigger, we want to learn the skills essential for developing a strong dynamic organization of leaders .

The 2 most critical skills are:

1. Identifying and ATTRACTING business partners --- Understanding the leaders we will want to become in order to attract well-qualified leaders.
2. To learn how to coach, guide, and mentor our teams to help them grow as people even as they grow their businesses.

So in this series on Keys to Coaching, we are making a study of people .. starting with ourselves .. and Leadership .. and the art of Coaching. becky

Objectives for Session #3 – Understanding the 4 Personality Styles

- To understand each of our dominant personality styles ... and more importantly ... to appreciate who we are and the contribution our style makes to the good of the organization.
- To understand and appreciate the personality styles that are different from our own and how they contribute to the strength of our business teams.

lisa

Understand the basic need of
all human beings is to be
loved and accepted.

1. Driver.



We are in a
relationship
business...

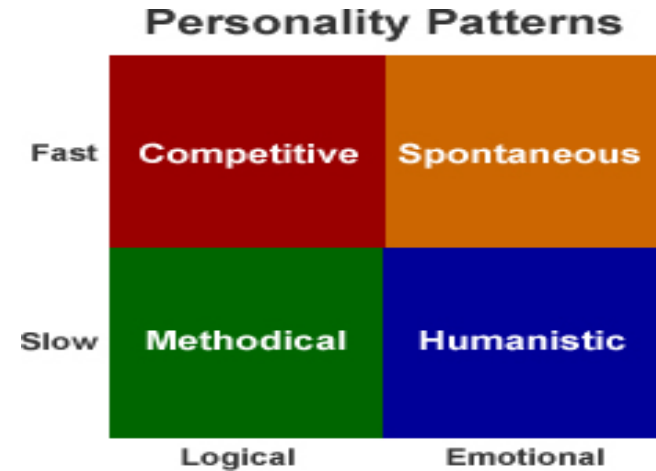


Without relationships,
we have no business.

So the more we learn about people.. the
better we become at building relationships .. and
building strong businesses

Four Personality Styles

Each personality style is important for the
good of the team...
the organization...
the neighborhood...
the community



No one style is better than the other styles

To develop a healthy growing business team, a leader will want to appreciate each style and coach to their strengths.

**All 4 personality styles are successful in developing Shaklee
businesses**

angie

Drivers

Expressives



Analyticals

Amiables barb

Drivers – Power Achievers - red



Dominant.

- Type A personalities.
- Like immediate results, make quick decisions and love to manage trouble and solve problems.
- They're decisive and competitive... “natural born leaders.”
- The people who move us forward. (like to see progress)
(ex – Roger Barnett – “Figure it out as we go”)

DRIVER ALERT

- Tendency to be too self-reliant, the ones who hate group projects in the classroom (can you see how that could negatively impact your team?!)
- They can be so blunt that they're hurtful to others. lisa

Greatest Need – To Be First

Drivers / Power Achievers / Red Personalities:

- Want to be in charge
- They're the bosses and the captains of industry
- They don't like telling others what to do, they **love** telling others what to do
- Usually great organizers, tend to think systemically, big-picture oriented
- They don't listen because they know everything already
- Can get overly aggressive when under stress
- Are bottom-line people who are results-oriented.
- Earn the most money in network marketing. They organize their teams and results. They use money to measure their success.

lisa

Driver –Power Achiever -- Red

Get out of my way!

Occupations: bosses, managers, attorneys, airline pilots, CEO's, politicians, Bull in a China Shop...Their way or the highway...

Make a decision quickly and confidently

“Always right”..Not very compassionate.. In command..

Competitive, great organizers, want results

Voice -- Forceful with volume

Dress: Dress for success

Strengths: focused ...goal-oriented ...intense

Weaknesses -- Ego, Short temper, impatient, dominating, un-teachable.

Key Words: Money, power, control, to the point, achievement-accomplishment

Dislikes: Indecision, chit-chat, losing control.

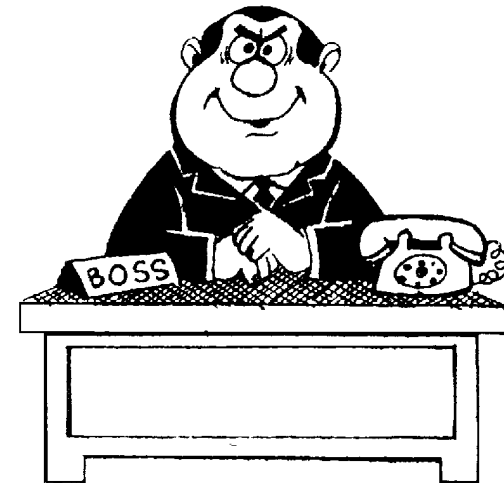
lisa

BASIC MOTIVATION

Challenges

Choices

Control



Expressives – Influence --



- They're the ones who everyone gravitates toward, the life of the party.
- They're your players who fire up the team .
- They are quick to welcome new people and make them feel at home.
- Expressives just need to remember that life isn't all play and no work ...that they've got to get down to business at some point. angie

Greatest Need – To Be Liked

Expressives (Blue)

Famous Blue Personalities:

Robin Williams, Julia Roberts, Will Farrell

- Love to party
- Love to have fun
- Live in the now and enjoy life
- Love trying new things
- Love to travel
- Love meeting new people
- Always talking, think 200 miles an hour
- Born Promoters
- Easily distracted angie

Expressive - Influential - blue

Fun, Fun, Fun

Occupations: Sales, Entertainers, Public Speakers

- Tend to be BIG THINKERS!
- Love to tell stories to get point across
- Will assemble the team and be a leader
- Often talks with hands..risk taker

Voice: loud and fast

Dress: stylish, flamboyant, colorful

Strengths: promoters, convincing, high energy, enthusiastic

Weaknesses: talk too much, poor follow-up, unorganized, tend to exaggerate

Key Words: fun, excitement, freedom, lifestyle, trips

Dislikes: Not having fun, facts & figures, boredom angle



BASIC MOTIVATION:

- Recognition
- Approval
- Popularity

Analyticals -- Conscientious - green

- They'll drill all day long and never feel as they've gotten it down.
- They're perfectionists.
- Great at detail and analysis.
- Their downside is that they ask so many questions that they may drive their coach to drink!
- And they have such high standards for themselves and their teammates that they may be destined to fail. becky



Greatest Need– To Be Right

Analyticals

- Attracted to engineering, accounting, computer science and other sciences
- Slow to make decisions
- Loves data, research, collecting information, pondering all the possibilities and future scenarios
- Comfortable with books and computers, uncomfortable around people
- Spend far too much time thinking and far too little time acting
- Once they decide, they stick with it
- Likely to know answers to questions about the compensation plan, ingredients and more.
- Spend their time doing because activities help them avoid talking to people
- Extremely loyal
- On the serious side, poker face

becky

Analytical – Owl - Conscientious

Let's get the facts and figures

Occupations: accountants, engineers, research

- Skeptical/always asking questions/Always need more information. No round numbers
- Be specific! Organized and neat

Voice: Soft and polite

Dress: Formal and conservative

Strengths: Organized, planners, accurate, persistent follow through

Weaknesses: Overly-analytical, hard to please, depressed, lonely.

Key Words: Why? Graphs, charts research, exactly

Dislikes: Pushy people, no facts, being late, lazy people becky

BASIC MOTIVATION

- Quality answers
- Excellence
- Value



Amiables – Steady, Reliable



stable, sensitive, supportive

- They're quiet, but very loyal and love being a part of a team...they stay on your team even though they may not have goals for high ranks.
- They are skilled at calming an explosive situation while others are freaking out.
- Need to learn to assert themselves in group situations so that their teammates don't overlook their contributions.
- Amiables as well as Analyticals can be over-thinkers. So they will want to balance time for thinking and time for acting. - francine

Greatest Need – To Be Safe

Amiables (Yellow) Personalities:

- Love to help others
- They are loved and trusted by others
- Mission oriented, interested in how to help others through products and services
- High integrity, honest
- When leading with a mission, they overcome their fear of rejection, and become self-motivated
- Friendly, helpful and a pleasure to be around
- Great listeners They genuinely care about other people
- They dress casually and comfortable. They don't dress to impress or be seen as better than another.
- Soft spoken, polite and have a leisurely pace francine

AMIABLE-Golden Retriever - yellow

We need to get along. Let's be friends.

- Occupations: Teachers, Nurses, Counselors
- Givers: donate their time for benefit of others
- Like to help
- Indecisive/followers/often feel guilty
- Not money motivated.

Voice: soft and gentle

Dress: casual and comfortable

Strengths: dependable, team player, patient, supportive, nurturing

Weaknesses: content with the status quo

Key Words: team, together, family, relationships

Dislikes: Pushy people, bullies, conflicts francine

BASIC

MOTIVATION

- Security
- Appreciation
- Assurance



How To Work With Drivers – How Drivers Will Want to Work With Others

Drivers, always right, very focused, leader, goals, decisive

Can be intimidating and demanding .

They are successful when they understand how to navigate in a world populated by mostly Amiables and Analyticals

Logical. Not a lot of conversation. Brief and specific. angie

They like being the leader .. And will want to learn in our business the best leaders are “makers of leaders” and make room for their distributors to lead , too.

They don't join Shaklee to help you. Don't argue emotionally. Probably not a close relationship. Don't take anything personally. No constant interaction. Drivers set high personal goals. Others will not meet their standards... so they will want to learn PATIENCE.



Working with Expressives --

- Fun loving, outgoing, Playful teasers. Talk about incentives.
 - They NEED reassurance of acceptance. ..love, hugs and physical contact. Allow them to express themselves.
 - DO NOT get too serious in criticism or discipline.
 - Don't demand perfection. "Close enough is good enough." They don't dwell on problems. Eternal optimists. Give them some guidelines. Busy-ness is not necessarily the same as purposeful action. Set specific goals.
 - Expressives will want to learn how to prioritize and do activities in order of importance, what is necessary, not just fun. .. And learn how to make a plan for their distributors.
- becky

Working With Amiables (Steady & Stable)

Be gentle, take time.

Listen. Let them talk.

First Step Training, Plan of Action, Step1,
Step 2, Step 3. Be sensitive to their
feelings.

Analyticals want a lot of info. .. but not
Amiables.



Want to be a part of a mission.
Leadership may be
uncomfortable... work WITH them
to build in depth lisa

New thinking that could be helpful -- Help them see that creating goals,
making list, inviting does not have to be scary. Amiables REALLY don't like
rejection. Don't push too far out of their comfort zones . Let them inch out ...
to take a little risk. Easier for them to invite to conference calls/ webinars
than to conduct their own meetings. They will avoid conflict at all costs.

Working With Analytics



Be sensitive and soft spoken. Speak at their pace.

Be sincere and genuine. Limit risk level.

Most have regular jobs. Need security. Present Shaklee as a vehicle for more security for health And finances and offer lots of information to validate. Value accuracy. Tend to blame themselves when things go wrong and are not very verbal. francine

Appreciate them. Allow them time to collect their thoughts. Must think it through. Don't like change. Help them understand that everything doesn't have to be perfect. And they can't wait until they know everything to get into action . We learn as we go. We also learn we can't control other people.

Analytics ask lots of questions.

Driver (Red)

Strengths:

Proactive

Assertive

Action-Oriented

Powerful

Confident

Limitations

Arrogant

Bossy

Critical of others

Insensitive

Intimidating

Suzanne
/ barb

Amiables

Strengths

Nurturing

Analytical

Quality-Oriented

Limitations

Perfectionist

Overly sensitive

Self-Righteous

Suzanne/ barb

Famous Analyticals:

Dr. Spock from Star Trek, Albert Einstein

Analyticals

Strengths

Objective

Organized

Self-regulated

Limitations

Indecisive

Silently Stubborn

Unproductive

Suzanne/barb



Expressives

Strengths

Carefree
Charismatic
Positive

Limitations

Afraid to face facts
Disorganized
Undisciplined



Analytical

Amiable

DRIVER

EXPRESSIVE

The Masterminds

A good goal might be to work on developing skills and strengths from each personality style so we are more balanced and well-rounded leaders. Let's learn from each other barb

Drivers

Amiables

Analyticals

Expressives

Want:

Progress

Help others

Detail

Fun

Talent:

Leadership

Service

Clarity

Enthusiasm



suzanne



The Expressive in me couldn't resist :)

Action Steps for Week # 3

- Practice identifying dominant personality style of people you know ... in your family... in your business ...
- Make a list of the people to contact this week ... to invite to product or business events . Before calling, take a moment to consider the language of their personality style to better communicate and connect.
- Lay out your plan to generate 1000 new PV in April utilizing the Shaklee special promotion of free shipping(up to \$20) with purchase of Get Clean Starter Kit plus Allergy Action Kit for your customers and distributors.
- To qualify for next year's Dream Trip, we want to reach the rank of Coordinator by September(because we need to hold the rank for 4 months.) .. Are we meeting enough people .. creating a large enough pool of individuals we may want to invite to join our teams.



angie

April Strategy Forum Schedule

Keys to Coaching



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Session #1 March 28 – Presidential Master Charlene Fike --
Personal Development – Key to Exponential Growth

Session #2 April 4 – It Takes a Leader to Build an Organization

Session #3 April 11 – 4 Personality Styles-- Each Require Different Coaching

Session #4 April 18 – Charlene and Doug Fike –

The Mind Set That Unlocks the Door to Organizational Growth

Session #5 April 25 – Recognizing Self-Defeating Behaviors Part 1

Session #6 May 2 – Self-Defeating Behaviors Part 2



References

- 4 Color Personalities for MLM -- The Secret Language for Network Marketing
Tom “ Big Al” Schreiber
- Business Grows as We Grow – Summer 2015 ..#3 4 Personality Styles
BetterFutureStarts Today.com/_____ (your name) for podcasts and
archived training webinars as well.

Addenda

for the Analytics looking for more
detail 😊

Words that identify Drivers (Red)

Money
Power
Compete
Results
Control
Boss
Leader
Image

COACHING TIPS FOR Drivers:

Red Do's

Prepare yourself with facts and figures in advance of talking with them

Present issues logically

Support their leadership instincts

Red Don'ts

Argue from an emotional perspective

Be slow and indecisive

Wait for them to solicit your opinion

COACHING TIPS FOR Amiables (yellows)

Yellow Do's

Allow time for them to collect their thoughts

Take a sensitive approach

Be well mannered and behave appropriately

Yellow Don'ts

Be rude or abrupt

Demand immediate action or quick verbal bantering

Expect them to forgive quickly when crossed

Words that identify Amiables (Yellow)

Help

Contribute

Assist

Feel

Nurture

Comfort

Care

Share

COACHING TIPS FOR Analyticals

Green Do's

Create an informal, relaxed atmosphere

Show patience .Try not to rush them

Be open and direct when possible

Green Don'ts

Expect them to need much social interaction

Force confrontation

Demand leadership

Words that Identify Analyticals

Analysis

Thoughtful

Low Key

Methodical

They are only interested in information

Peace makers

Need to be fully prepared before talking to someone

More formal, respect their personal space

COACHING TIPS FOR Expressives

Blue Do's

Take a positive, upbeat approach

Accept some playful teasing, joking or comic relief

Promote creativity and fun activities with them

Blue Don'ts

Be too serious or sober in criticism

Ignore them

Demand perfection

Words that identify Expressives

Bubbly

Enthusiastic

Happy

Playful

Friendly

Fun

Easy Going

Loud

We are all Green .. And Growing

“To help others develop, start with yourself.”

Marshal Goldsmith

Leaders are perpetual learners
They recognize we can always get better

Shaklee Video & Audio Archives

This webinar is archived on BetterFutureStartsToday.net



5 Personalized Websites Included

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