

DIRECTOR IN QUALIFICATION

LEADERSHIP PROFILE

1 Always	2 Usually	3 Occasionally	4 Seldom or Never	A GOOD LEADER:
				SELLS THE PRODUCT WITH CONFIDENCE
				Sets a good example for her team by consistently holding skin care classes and collection previews
				Is confident in her booking and coaching skills
				Knows how to open and close a sale
				Uses the four point recruiting plan at each class and collection preview
				Is a consistent Start Consultant, ordering and selling every month
				Has a strong customer base
				CONDUCTS AND CLOSES TEAM-BUILDING INTERVIEWS
				Schedules, conducts and closes her own team-building interviews without assistance
				Conducts team-building interviews for her team members
				EDUCATES HER TEAM MEMBERS
				Takes team members to selling appointments to “learn while she earns”
				Encourages team members to attend unit meetings and other educational sessions
				Attends New Consultant Orientation with team members to show support and to learn how to conduct her own orientation sessions
				Explain inventory options and effectively helps new team members place their initial orders
				COMMUNICATES WITH TEAM MEMBERS
				Listens effectively to understand team’s strengths, weaknesses, fears and goals
				Encourages and inspires team members both verbally and in written communication
				Knows how to sell the dream
				RECOGNIZES TEAM MEMBERS
				Is specific in recognition, letting team members know why they are being recognized
				Encourages team members to stretch for even high goals

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...continued

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				ASSUMES MONTHLY PRODUCTION
				Observes the right way to do things and incorporates them into her own presentations
				Is comfortable conducting the entire unit meeting or Orientation session
				AFFECTS MONTHLY PRODUCTION
				Encourages team's production without asking for an order
				Knows how to read and understand team reports
				Helps team members set and achieve monthly production and team-building goals
				SETS A POSITIVE EXAMPLE
				Attends unit events and company functions
				Supports her Independent Sales Director, her NSD and the Company
				Embraces her Mary Kay's philosophies
				Appears professional
				PERSONAL CHARACTERISTICS
				Has initiative and the ability to inspire others
				Is ethical and truthful
				Is enthusiastic and displays a positive attitude at all times
				Is a team player
				Has a strong sense of focus
				Is persistent
				Is flexible and adapts well to change
				Is dependable and a woman of her word
				Is self-confident
				Has a good work ethic
				Is empathetic
				Is courageous