

# Refine Your Mentoring

“Magnify or breathe life into your leader’s strengths.”

– Kyle Kirschbaum

## CREATE VALUE

As a mentor, your focus is to help the person you are mentoring succeed by showing them the necessary tools needed to increase their sales and grow their business. Much of the outcome depends on your mentoring skills and consistently checking-in with your leaders.

It is vital that builders experience some degree of financial success within their first 90 days. Help your builders identify their action steps to advance to the next rank and how much money they want to make. Then create a 90-day plan to reach these goals.

## COMMON PITFALLS & SOLUTIONS

**Is their class attendance low?** Practice or role play how to effectively share and invite prospects.

**Is their enrolment rate low?** Listen to their presentation and closing. Encourage them to use the products and share success stories at the class to create value and strengthen belief.

**Are prospects enrolling but not sharing?** Listen to and refine their Business Overview presentation, building belief in the value of the opportunity and dōTERRA.

**Are their prospects committing but not following through to Launch?** Evaluate how they are committing, following up, and mentoring new builders. Offer a 3-way call with you and the involved parties.

**Is their retention rate struggling?** To increase LRP orders and retention, have them study and refine their Lifestyle Overviews and look at their team structure and Power of 3.

**STILL NOT MOVING?** Listen and take the time to address any emotional needs preventing them from moving forward. Decide on a plan to remove these barriers.

**Mentor Self-Evaluation** Strong leaders develop excellent mentoring skills. Evaluate the quality of support you offer your team. *Rate yourself on a scale 1–10, 1 being the lowest and 10 being the highest.* Celebrate where you are shining and refine as you go!

- I ask questions to promote constructive thinking and self-expression.
- I take time to relate to my builders, and to honour their feelings and experiences.
- I listen more than I talk during mentoring.
- I help my builders recognise their strengths and I encourage their passion in dōTERRA.
- I avoid giving all the answers and act as a guide.
- I invite them to make commitments and hold them accountable.
- I find joy in and celebrate my builders’ wins, victories and continued success.

**At the end of the process, the person being mentored:**

- 1 Feels strengthened and uplifted
- 2 Can clearly see their next steps
- 3 Is ready and able to continue independently