

LEADERSHIP



New Presidential Diamond-4

Betty Torres

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Betty Torres

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Congratulations on Reaching Presidential Diamond

Betty Torres

SAN ANTONIO, TEXAS, USA



Tell us about your journey to Presidential Diamond.

My journey actually began many years ago when my family came to the United States to escape communism in Cuba. I watched my parents work diligently to provide for our small family in a country that was foreign in every way. After eight years of struggle, an opportunity presented itself, and my parents grabbed at the chance to realize the American dream. Their work ethic and sacrifices led to success in our new country, and they were able to provide opportunities for their daughters to become highly educated.

This might sound like a happy ending, but I soon found that my career as a college teacher would lead to a life of imbalance and financial insecurity. I kept thinking about everything my parents had done to secure freedom for

our family, and it didn't honor their sacrifice to be living a life where I felt like a prisoner in a demanding career. The blueprint they had laid was present in my mind as I found the confidence to leave my teaching position and reach for my own American dream.

Along the way, I learned many hard lessons when my traditional business and marriage failed, but I found that perseverance, consistent effort, belief, and work ethic prevail every time.

What advice would you give to someone who is trying to reach Presidential Diamond?

If you want to have every option available to you in life, keep growing and moving forward every day. Steer away from

“If this were easy, everyone would reach Presidential Diamond. It’s much more than a title—it’s who you become along the way.” —*Betty Torres*

negativity and drama. Decide where you are going and don't let anything divert you or knock you down. Stay close to the dōTERRA® community by attending local and corporate events and participating in Diamond Club and other special opportunities to grow your team. Constantly work on becoming a better person and leader.

If you have more than your share of challenges, you are being given a special opportunity to rise and get stronger so you can help others find their way out of their adversities. Understand that if this were easy, everyone would reach Presidential Diamond. It's much more than a title—it's who you become along the way.

No one builds to Presidential Diamond alone, but it's important to understand it's ultimately your business, and you must respect the fact that others are on their own journeys. My enroller is a Premier, and I am grateful to her every day for sharing dōTERRA with me. Justin Harrison changed my life when I saw the way he shared his passion in the basement of an old folks' home in a small town in Minnesota, with only seven people in attendance. Lil Shepherd was the upline who “found” me and made sure I had the friendship and support I needed along the way. Dr. Hill was the perfect guardian of the culture when he looked in my eyes the first time we met and explained how dōTERRA was different from all the other companies I had previously experienced. Emily Wright has believed in me since the first day I met her, and over the years she has pushed, supported, and trusted me. Most importantly, I would like to thank my extraordinary team, especially my qualifiers—Dr. Laurie Langfitt, Dr. Lynn Thompson, Paulla Davis, Nancy Johnson, Alicia Torres Lisabeth, and Sandy Kalisch. They have become family and are my best friends in life.

Some people don't want to reach Presidential Diamond because of how much work it involves.

What are benefits you've seen?

During my journey to Presidential Diamond, I've never felt the kind of stress I had in my college teaching position. Year after year, my life passed by, and my daughters were growing up with a mom who was never fully present. One of the most stressful things was the constant preparation of lessons, and

I was in disbelief when I realized the most effective way to build a dōTERRA business is to teach the same introductory class repeatedly to new people. This was truly a teacher's dream come true.

I've worked hard in both careers, but the personal and financial rewards of building to Presidential Diamond with dōTERRA in just eight years far exceed those of my teaching career.*

What motivates you to continue building your business?

It's extremely rewarding to be able to use my hard-earned wisdom and experience to inspire and support others who have the desire to profoundly change their lives the way I have. Everything I would do in the retirement of my dreams, I get to do daily in my dōTERRA business. I support others, especially women, as they find their voice and their freedom, I travel and have great times with great friends, and I continue to learn and grow all the time.

How has your dōTERRA business changed your life?

dōTERRA has changed my life in every way possible. When I started my dōTERRA business, I had just lost my home during the financial and housing collapse, and I was drowning in credit card, IRS, and student loan debt. If that wasn't bad enough, I was 54 and had no retirement, so my future looked dismal.

It's been a long road, but I've been able to pay off all the debt, and my future looks bright because—in addition to the substantial continuing income I've built with dōTERRA—I have also started investing for retirement and future generations of my family.* This is something that just a short time ago seemed completely out of reach.*

In the beginning, my Why was all about survival and paying off debt. Now, it is much bigger than my personal needs and is all about helping others realize their potential as far as their health, their dreams, and their lives. I'm so happy to share that both my daughters, Alicia Torres Lisabeth and Gabriela Torres Falk, have transitioned from professional careers to their own dōTERRA businesses, and it's become our family legacy. We are living the lives we create for ourselves, which is the true American dream. 💧

Congratulations on Reaching Presidential Diamond

Daniel and Amy Wong

BELLEVUE, WASHINGTON, USA



What advice do you have for someone building the business?

I was a business owner myself before building with dōTERRA. Hardships are normal and challenges are supposed to come. My advice is to love the oils and live in a way in which you use the product daily. Before you get started, evaluate and study the business model to find out if it is right for you. Most importantly, work hard! People will quit on you but be consistent and be persistent.

What do you look for in a builder?

I look for people who are honest. I like to see persistence in their past business ventures because I want to work with people who I know are committed. You are going to be working closely with your builders, so choose to work with people you get along with. Whoever my builders are, I try to bring out the best in them, understand them, and know their needs. I try and see where I can motivate their desire to work within this business.

How have you learned to balance running your business and taking care of your family?

A very simple principle I strive to follow is that my family always comes first. I have always known that I'm doing this business for

the betterment of my family; therefore, it has been easy to set my priorities. Once you have that value in your heart, it makes it easier to prioritize things.

What advice do you have for couples working together?

Set a mutual goal and then remind each other of that goal. We have found that when you are working toward something together, incidental inconveniences or discrepancies are overcome more easily.

What are the benefits of reaching Presidential Diamond and why should someone else want to reach it?

Consider doing it for self-improvement. Also, remember your team needs a leader to look up to! As you advance in rank, your ability to motivate potential builders will improve. It's a win-win situation when you hit that sweet spot.

At this stage, what motivates you to continue building your business?

There was a time when I wanted to slow down and stop building the business; I was very worn out. I have a huge team in China, and I had been traveling a lot. At dōTERRA Convention 2016, I found the strength to go on when I heard how many people were receiving help through the dōTERRA Healing Hands Foundation®.

Before dōTERRA, we would donate to disaster funds or charity organizations to support those struggling. However, I had never put myself in other's shoes to understand their hardships. Through trips and activities with dōTERRA, I have stepped into a world I've never seen before and completely changed my views into humanitarian works. I've realized that there are still many in need and there is so much we can do to help! And most importantly, I've learned that through dōTERRA Co-impact Sourcing® as well as the dōTERRA Healing Hands Foundation, all of us have a chance and the means to solidify our financial future with the opportunity a dōTERRA business provides, while pitching in on the fight against many human adversities! Through these opportunities, I have become much softer in my heart. It has changed me and my whole family. This is why I continue to build, because I am able to help and make a difference in others' lives. 💧

"Be consistent and be persistent."

—Daniel Wong

恭喜Daniel和Amy Wong

達標總裁鑽石

BELLEVUE, WASHINGTON, USA

對於經營這個事業的人，你們有什麼建議？

我在經營dōTERRA前是企業家，艱辛和挑戰在所難免。我的建議是鍾愛精油，將精油融入日常生活中。開始前先衡量並研究事業模式，看是否適合自己。最重要的是努力工作！人們可以放棄，但你要堅持不懈，始終如一。

你如何尋找你的經營者？

我尋找誠實的人。我喜歡看到他們在過去的職業生涯中的堅持不懈，因為我希望和盡心竭力的人合作。我們會和經營者密切工作，所以請務必選擇合得來的人。無論我的經營者是誰，我都會激發他們的潛能、理解他們、知悉他們的需求。我會竭盡所能地激勵他 / 她來努力經營事業。

你如何在經營事業以及照顧家庭中獲得平衡？

我一直秉持著一個原則，家人永遠排第一。我是為了讓家人有更好的生活而經營這個事業，如此一來在排定優先順序上就非常簡單。一旦有這樣的價值觀，就輕而易舉。

對於一起工作的伴侶們，你有什麼建議嗎？

設定共同目標，並時常提醒對方。我們發現攜手共進時，就更容易克服偶爾的不便、以及彼此間的差異。

有些人不想達成總裁鑽石，因為感覺需要投入許多的心力以及承受許多的壓力。這個級別有什麼好處？為什麼其他人應該努力嘗試？

把它視為自我提升，並記得你的團隊需要模範！當你級別晉升時，激勵潛在經營者的能力也同時提升，當你達標時就是創造雙贏。

現在的你，還有什麼可以激勵你持續建立事業呢？

有一段時間我想慢下腳步，並停止經營事業；我筋疲力盡。在中國我有一個很大的團隊，時常飛來飛去。2016的dōTERRA年會裡，聽到多少人受益於療癒之手基金會後，給我無比的力量堅持下去。

經營dōTERRA前，我們會捐款給救災基金會、或慈善機構來援助受苦的人。但我從未設身處地地了解他們的苦難。



與dōTERRA一同展開的旅程及活動，我踏入了從未見過的世界，徹底改變了我對於人道救援的見解。我理解到透過dōTERRA的互惠合作採購計劃、以及療癒之手基金會，在把握dōTERRA商機的同時，我們都有機會以及方法來鞏固財務未來，並為人們對抗逆境付出一己之力！這些機會，軟化我的心，改變了我和我的家人。這就是為什麼我持續經營，因為我可以協助並提昇他人的生活。💧

堅持不懈，始終如一

 Olga Goddard

TWIN FALLS, IDAHO, USA



To Russia, with Love

Olga Goddard is on a mission. “When I started my dōTERRA® business, I had a clear Why for building in Russia. I was there before anyone else, paving the way,” she says. When Olga started, there was no information in Russian, no shipping system, no experience, and no builders to work with. “To say that it was hard is an understatement. I wanted to quit multiple times. Everyone was telling me that I’d do much better if I started building within Russian

communities in the US,” she recalls. “But I wanted to bring these amazing products to my people in Russia.”

Shipping products to Russia was one of the earliest challenges Olga encountered. As her team grew, so did the demands of shipping. “It got to the point that I was spending 10 days each month doing nothing but packaging. My husband took pictures of every inch of our living room,

dining room, laundry room, home office, entry, and kitchen, all covered with dōTERRA products,” Olga recalls. She experienced moments when the time and effort required felt insurmountable, even with help.

When she reached a breaking point, Olga’s upline reminded her of something important: her team put their trust in her and cherished the products she was working so hard to get to them. At the end of the day, she knew what she was doing mattered. “It was worth it.”

No matter what, Olga knew she couldn’t give up. She leaned on her team, her family, and her own belief when discouragement struck. When she wanted to quit, her loved ones helped her get back on her feet, push forward, and continue sharing essential oils with those in need.

After watching her stick with her dream through thick and thin, Olga’s team knew she wouldn’t quit, no matter the challenge. “They’ve seen me put my whole heart and soul into supporting them and into finding solutions to the problems we’ve encountered along the way. They know I believe in them, I believe in Russia, I believe in dōTERRA, and I believe that anything is possible with enough determination.”

Olga’s vision for her business remains clear. Everything she’s experienced with her dōTERRA business—the good and the bad—and her belief in the power of the products give her confidence in her ability to conquer any obstacle. “It doesn’t matter what happens. I’m ready.”

“Believe in your dreams, especially the craziest ones!”—Olga Goddard



LESSONS IN LEADERSHIP

When she first started building her business, Olga had a clear vision of how she wanted to grow her team. Her vision was so strong that she sometimes became forceful in her leadership approach. So she changed things up! If she could go back and give herself some advice, here’s what she would say:

Slow down and focus on the person in front of you.

Learn about distinct strengths and talents.

Set aside your vision for the future successes of team members and embrace their hopes.

Listen to the amazing individuals who were guided to your team.

Step back and let your leaders find their own paths when needed.

Take a deep breath and go one step at a time.

 Meghan Harlow

GRASS VALLEY, CALIFORNIA, USA

Committed WITH Clarity

When Meghan first said yes to building a dōTERRA® business, she was experiencing the most difficult season of her life. She says, “I was a recently divorced single mother. I had a seven-year-old son and was pregnant with my second son. The divorce was anything but easy, and I needed to get away fast. I walked away from everything.” Meghan continues, “What I want to highlight is what an incredible opportunity dōTERRA can offer to absolutely anyone who’s willing to simply show up, love, and share. You don’t have to be picture-perfect to change lives. You don’t have to have it all together. You just have to be willing to keep showing up.”

Since the beginning, Meghan has worked hard and practiced commitment to her business while raising her children. “I’ve quite literally built my business with littles climbing all over me. I’d have to get them set up in the corner of the room so I could teach or bounce babies to sleep while leading a circle. I’ve done calls while giving baths and had so many late nights on my computer. But all the craziness seems minimal for the return of the number of lives that can be touched and the kind of life I’m able to create for my family.”

As it has for many, 2020 brought unique challenges for Meghan. She joined Diamond Club in the 2020 season, and though she knew it would be difficult, she had no idea what was really in store. Diamond Club began in March, and for

Meghan and her family it also began with health issues. Despite valiant attempts to stay well, the long, sleepless nights of pacing the floor to help her baby sleep left Meghan’s health compromised. For the first two weeks of Diamond Club, Meghan and her children all took their turns with their health concerns. Just as they were feeling well again, the lockdowns and school closures started. “I needed to figure out how on Earth to juggle two different grade-level needs while caring for the baby and keeping up my Diamond Club classes.” And on top of everything, they also had a major home renovation going on.

Through it all, Meghan remained committed to finishing Diamond Club. She says, “I don’t think anyone could’ve properly prepared me for just how hard it was going to be, but I made it. I made a commitment to myself to at least complete all the minimum Diamond Club requirements, and in the end I actually finished in the fourth-place prize tier!”

One of the biggest takeaways Meghan has gleaned from her experiences is the importance of clarity and commitment. “It’s critical to have absolute clarity in what you’re creating. It’s incredibly difficult to leap forward with ambiguity. So decide with all your might and vision exactly what it is you want. Then give thanks every single day for that vision. When we have clarity, everything has a magical way of aligning.”





**“WHEN WE
HAVE CLARITY,
EVERYTHING HAS
A MAGICAL WAY
OF ALIGNING.”**

—Meghan Harlow

ADVICE FROM MEGHAN

Over the course of building her business, Meghan has had many learning experiences. Here's one of the most important things she's learned: “When people show you who they are, believe them. Many people will say they want it, but only some will move toward it. You don't need to drag everyone along or be concerned about who isn't there. Simply nurture the ones who do show up and take nothing personally.”

FACING THE STRUGGLE



Miranda Hebert

PASS CHRISTIAN, MISSISSIPPI, USA

In October 2017, Miranda Hebert was a solid Gold. She was earning bonuses and feeling good. Then her husband lost his job unexpectedly. "My income couldn't cover our bills," she remembers, "but I never felt nervous about how we would get through it. I immediately became laser focused on what I could do to help our family."

She studied her back office and started to work on different strategies to grow her dōTERRA® business. In November 2017, she became Mississippi's first dōTERRA Diamond. "I hit Diamond again in February 2018. The income I made from my dōTERRA business allowed us to enjoy the holidays without stressing over finances."* That's when Miranda's focus started to shift. She began to see the control and possibilities of building her business to greater heights.

"I'm so thankful for that moment of struggle. I needed a push to light a fire that would open my eyes to the opportunity I'd been given." Miranda knew she had the chance to completely change her family's lives and it was

"With every part of my being, I believe there's no hurdle that can't be overcome. Each obstacle is an opportunity to learn a lesson. Any issue we face has been overcome by someone else who refused to settle."—Miranda Hebert

time to take advantage of it. So she went for it with everything she had.

This habit of tackling adversity is a pattern in Miranda's life. Every time she's encountered an obstacle, she looked at it as an opportunity. She faced the struggle, learned valuable lessons, and moved forward. "I know there's always a way to get to the finish line, one way or another," she says.

Before she began building, Miranda worked as a dietitian. With three young children, she found it difficult to balance her career and family life. Her job was in jeopardy because she often had to miss work to care for her children when things came up. "I felt helpless. We had no family nearby, and the career that I'd worked

so hard to achieve was slowing slipping away."

Faced with these difficult circumstances, Miranda made the decision to start her own private practice, Mission Nutrition, LLC. Around that same time is when she reconnected with an old friend from high school who introduced her to dōTERRA essential oils. She didn't know anything about essential oils and had no intention of building a business around them.

"Never did I dream I would even consider this kind of work," she says with a laugh.

When Miranda looks back, she sees how far she's come and how much she has grown. "I can honestly say that I wouldn't have truly lived my life to the fullest if this business opportunity with dōTERRA hadn't come into my life. It has made me realize my potential and what I want to create in this world."

Now, Miranda doesn't have to worry that taking care of her family will jeopardize her career. Together with her husband and children, she travels the world, creating memories that will last a lifetime.*

THE RIGHT MINDSET

If Miranda could go back and teach herself one lesson, it would be to treat her business like a business. Here are some of her suggestions for taking things to the next level:

1 Learn the compensation plan, inside and out.

2 Pick a business-building system and stick with it. Dive into each step yourself so you can teach others to do the same. Don't try to reinvent the wheel.

3 Set boundaries and have crucial conversations with new builders from the start.

4 Match the energy and dedication given to you by your leaders. It'll only hurt you in the long run if you drag others along who aren't as committed and capable as you are.

Kellie Lancaster

BOWIE, TEXAS, USA

RISING FROM THE ASHES

Kellie joined dōTERRA® after a near-death traumatic brain injury her youngest son suffered. She recalls, “It was the hardest time for our family emotionally, physically, and financially. As we’re self-employed doctors, I missed half a year of work, and my husband was only able to work part time as we devoted all our energy to my son’s recovery.”

Kellie and her husband saw starting a dōTERRA business as an opportunity for both of them to help others,

while also bringing another stream of income to their family. Kellie says, “I was determined to see it become a reality. My Why was so strong that I never once thought of quitting, even when the hours were long and the progress seemed slow. The pressure of running two clinics and building a dōTERRA business was difficult. It took sacrifice from every family member, but ultimately it was worth it. Now, with my initial goal of Diamond met, I’m determined not to slow down, but to

reach my next goal, knowing that the long term benefit is worth the short term sacrifice.”

As a leader, Kellie strives to offer the best support she can. “Whether it’s helping teach, hosting events, or engaging other builders, I want to be totally available to my team. I feel strongly about servant leadership. I’m here to help, to build with you, and to lift and support you any way I can. Your victory is my victory; your success is, my success. The beautiful thing about



“dōTERRA has given me the perspective to allow others to develop their business to be uniquely theirs, to make it their dream, and to serve others with their individual strengths.”

—Kellie Lancaster

dōTERRA is that we’re a team. We do this together.”

Kellie says, “I work from the perspective that you can bring beauty from ashes and victory from past defeat. I think being able to help people be the best version of themselves is one of the most important things a leader can do to grow his or her team. I try to be consistent with my team, showing up every day and leading by example. My motto is be the builder you would want to have. I can’t expect my team to do something I don’t do.”

KELLIE’S ONE REGRET

Kellie has only one regret from all her time and effort building her dōTERRA business: “My only regret is not engaging with a woman I knew could be an amazing Wellness Advocate. At the time, she had another business, and I never had that conversation with her because I knew she used another company. One day, her husband told me that his wife had decided to quit her previous business and build dōTERRA instead.

“Until he told me this, I hadn’t known she was unhappy with her previous business. I’d simply assumed she was satisfied with her other already thriving business. I was so sad that I’d never said anything to her. It goes to show you never hold back. **You could be just one conversation away from your next rock star builder!**”



Derrick and Tara Laughlin

MEDFORD, OREGON, USA



FINDING RHYTHM

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“Be genuine and be you. Your leadership skills and the way you teach are one of a kind. Stay true to yourself and always lead from the heart.”—Tara Laughlin

As a mom of three boys and the wife of a firefighter, Tara has worked hard to find a rhythm to make building her business work. “With my husband’s job comes a lot of sacrifice. He works strange hours and sometimes (during fire season) he can be gone for weeks or months at a time. We have finally found a rhythm to his schedule and how to fit mine in just right. It has been tricky, but I love what we have created.” Tara compares this to a puzzle where you have to find where the pieces fit just right. “I’m supportive of him when his job calls, and he is supportive of me when mine does.” Both Derrick and Tara are grateful to help people in their own unique and impactful ways.

Despite her passion for natural wellness through essential oils, when Tara began sharing, she had to tackle

her fear of public speaking to move her business forward. “I had agreed to meet with a friend to talk about dōTERRA, and she was going to bring one or two ladies to learn, too,” she remembers. “I was rattled about it. When she arrived at my house, there were almost 20 of them! As I began teaching, my fear was front and center. But as I shared my story, it was as if those cares just melted away.” That day Tara realized that she didn’t need to know all the answers, all she needed to do was share her heart. “Since then I’ve always led with that. It has changed everything for me.”

Overcoming the myth that you have to know everything to start building has been key for Tara and her team. Rather than just telling them information, Tara takes a “let’s learn together” approach to show how doable this business

really is. Tara uses their questions as opportunities to direct her downline toward the materials that dōTERRA offers, that way they become self-sufficient in their own business-building journey. “Sharing from your heart makes it so simple and easy. People are drawn to that and want your help because they can feel that it’s genuine.”

Tara attributes much of her success to her consistency. “Being consistent is key. Life has its ups and downs but staying consistent is vital in this business. Remember, if you stop, things don’t just stand still—they move backwards! And when you come back to it, you’ll have so much more work to do to get yourself back on track.” Tara insists that finding your flow and sticking with it will make you a better, more reliable leader for yourself and your team.



LEAD BY EXAMPLE

Tara teaches her team to lead from their heart. “Teach from your heart,” she advises. “Then your leaders will do the same. You are their example. They will lead people according to what they’re led by.”

dōTERRA Social Media Academy: Stop Wondering and Start Doing



The dōTERRA Social Media Academy is a 30-day course that gives you tools and insights to guide you through social media every step of the way. It'll tell you everything you need to know about using social media to take your business to the next level. Whether you're wondering how to improve your brand or how to set up a Facebook account, dōTERRA Social Media Academy can help you succeed.



Is this course for you?

- Have you been wanting to market your business on social media but felt afraid to try—or that you don't even know where to begin?
- Have you ever felt uncomfortable or overwhelmed with social media?
- Do you worry you'll say the wrong thing on your posts?
- Do you find yourself wishing you could create beautiful graphics for your business?
- Have you ever wondered whether your social media accounts are helping your business grow?

By the end of the 30 days, you'll have:

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- Discovered your social media voice.
- Built a strong brand with a beautiful logo.
- Created an effective schedule for your social media accounts.
- Designed original graphics for your business.
- Learned how to maximize the efficiency of your posts.

Visit training.doterra.com for more information



Stefanie and Gabe Birrer

REXBURG, IDAHO, USA



"My dōTERRA journey isn't about me. It's about my team, who put their hearts and souls on the line. It's about my customers and future customers, who are looking for a better way of life. Relationships are the key to success—they're what this life and dōTERRA are all about. We're here together for a reason, and as we learn from, work with, forgive, and love each other, we will continue to move mountains together. I'm only here because of my faith-filled, powerful team." —*Stefanie Birrer*

Stefanie recalls being a teenager who just moved from Utah to Oklahoma and was struggling to make new friends. After a particularly difficult day, her dad came into her room with a glass of water and asked, "Stefanie, how much water is in this glass?" Stefanie

said it looked like the glass was half full, to which her dad responded joyfully, "You're going to be okay!"

Stefanie thinks back on that day whenever she needs to remember the importance of positivity. She says, "How I see my dōTERRA® business is up

to me. I can look for the struggle and problems or I can seek out the beauty and joy!"

Not only did Stefanie's experience with her dad teach her the importance of looking on the bright side of things, but it also showed her the impact of

believing in others. When her father believed that Stefanie was going to be okay, it empowered her to feel like she could truly conquer the challenges she faced. Stefanie feels the same way about her team members today. “As we encourage our team members to use their amazing talents, we become a mighty force for good! Believing in each other makes all the difference,” she says. “Belief in others helps them believe in themselves.”

Stefanie knows firsthand the strength that comes from believing in yourself and remaining positive amid struggle. She remembers during her early years of dōTERRA that she felt inadequate when she compared herself to other leaders. She shares, “In the beginning, feelings of failure and not being good enough were overwhelming. Comparison was my kryptonite. I realize now that what I needed in that moment was to stop and to recognize my own gifts. I had to look within and celebrate what I’ve accomplished and the precious relationships I’ve created, as well as celebrate others’ gifts with my whole heart.”

Now that she’s discovered some of her own unique talents, Stefanie no longer feels despair when she runs into challenges in her business or when she sees others succeeding. She simply remembers the lesson her dad taught her earlier in life and focuses on the positive. She says, “No two people have the exact same path. Remember, we all came to Earth with certain talents and gifts, and when we’re using those gifts, our hearts and lives are full of light. Focusing on the gifts we’ve all been blessed with helps us show up on a whole new level, with pure peace and confidence.”

WORKING IN TANDEM

When Stefanie first started her business, she remembers, “Sadly, I wanted something just for me. My husband had his hobbies and his own business, and—out of selfishness—I didn’t want him to have anything to do with my business. I didn’t seek his advice, I didn’t invite him to be a part of much of the building, and because of this I really lost out.”

For those building a dōTERRA business as partners, Stefanie suggests keeping the following in mind:

1

Learn to work through the selfishness and the kinks.

2

Allow your partner to join forces with you teaching classes, putting in orders, and managing the back office with you. You’ll be glad you did!

3

Remember that two sets of gifts and talents are much better than one.



Rainbeau Mars

VENICE, CALIFORNIA, USA

FINDING HER OWN WAY



“As I’ve grown in my business and as a person, I’ve learned that we can only succeed to the level that we believe we’re worthy of. Every time I want to look outward for an answer or a reason why something hasn’t gone my way, I know that if I look within myself that I can find a solution.”—Rainbeau Mars

We’re often told to lead by example when we want a team, group, or organization to be successful. Rainbeau takes this idea even further by putting herself in the shoes of her team members. She considers how they feel, what they’re struggling with, and what they need from her. She says, “Empathy is one word that comes to mind when I think about how I’ve been able to lift and support struggling builders. To be effective leaders, we must lead by example and listen with empathy.” After years of experience as a leader, Rainbeau has found that “people do what we do, not just what we tell them to do.”

Rather than simply telling her team what to do, Rainbeau has led her team by example, working on herself first before giving her team correction or instruction. “As a leader, my commitment has always been toward my own personal work and development, and then I share those tools with my fellow builders,” she says. “By doing the work myself and then sharing, I’ve been able to support and empower my team members.”

As a creative thinker, Rainbeau admits that some of the administrative aspects of the business were a struggle for her, and she quickly became overwhelmed.

Instead of letting this hold her back, Rainbeau showed her team that, as a leader, she’s willing to tackle her challenges head-on. She committed to learning how the back office works and even reached out to her team members for help getting organized. Looking back on the experience, she says, “I fought through that hurdle, and I now find the administrative side to be fun, grounding, humbling, and empowering.”

Knowing what it’s like to feel overwhelmed, Rainbeau never wants her team members to feel as if they’re being swallowed up by business problems. She believes that one of the best ways

DISCOVER YOUR WHY

For anybody who wants to succeed in his or her dōTERRA® business, Rainbeau suggests solidifying your Why. She says, “Find what stands out to you in this company and let it drive you. Take the time to find your unique voice, brand yourself, and figure out your own strengths and weaknesses. Stay close to your Why and let it drive you with force!”

Once you’ve found your Why, Rainbeau believes the next steps come naturally. With your Why at the center of your business, you’re ready to extend your reach beyond dōTERRA and out into the rest of the world. Rainbeau shares, “You may think you’re just one person out of seven million, but what if seven million people focused on providing the world with solutions? Then we’d have a ripple effect and could all be a part of the solution for the world, for ourselves, and for the generations to come.”

to combat insecurities and weaknesses is to examine them up close. 'What's in the way, is the way' is something I often teach. When we look deep into those areas of weakness together, we can see which ones hold us back.”

By helping her team members address their weaknesses while simultaneously addressing her own, Rainbeau has seen her team grow stronger. “As a team, we’re only as strong as our weakest link. It’s about what we’re doing, and when I speak to my team members, I’m also speaking and coaching myself. It’s allowed me to truly listen as a student and as a teacher.”



Oksana Master

BROOKLYN, NEW YORK, USA

Walking the Path of the Heart

"In moments of despair, I always asked the universe to help me. I would take a break, rest, cry, and in my mind, I would feel like giving up. I would even tell myself I was quitting dōTERRA. But every time, something would happen, and the universe would show me that dōTERRA is what I should be doing. After a couple of days, I could not imagine my life without dōTERRA. Taking a break allows me time to clearly remember my Why."—Oksana Master

Oksana knows the importance of treasuring your own talents and abilities when it comes to building a successful business. When she first moved from Russia to America, she knew that she would need to rely heavily on networking to accomplish her goal of building her own business. After her introduction to dōTERRA, Oksana knew that the products and the business were the perfect fit for her. She recalls opening her first box of oils at home saying, "The puzzle finally fit perfectly together. I knew that this was exactly what I was looking for."

Oksana immediately began building her own dōTERRA business and would soon learn the value of honoring her own gifts. She admits, "When I first started, I would look at successful leaders and compare myself to them. Because I felt like I didn't have similar qualities, I was constantly running into dead ends and lost all hope of

becoming successful." This was a discouraging time for Oksana, as she did her best to try and change herself to become like the successful leaders she knew. She looked at her upline, full of women who were organized and excelled when it came to structure and felt that she was falling short in these areas, and even worse, that she would never be successful because of these weaknesses.

Finally, Oksana experienced the breakthrough she needed. She remembers, "I finally understood that I was unique, that my strengths were in other areas, that I was different and special because of my own qualities." Once Oksana realized that she didn't need to be exactly like her upline to succeed, she truly came into her own where her business was concerned. "As soon as I accepted myself and allowed myself to be different, I reached new heights."

Having discovered the liberating feeling of using her own unique strengths to build her business, Oksana knew this was something she had to teach her downline. When discussing her own business methods, she says, "My main goal is to help each leader on my team find their own strengths and help them become successful." Oksana believes that the first step to discovering your own strengths and how to use them for your business is to establish your own Why.

Oksana's Why boils down to three mantras—follow your heart, enjoy the journey, and celebrate your success. Once she established these three points of focus, Oksana felt like she could use her talents and gifts to make them a reality. For anyone struggling with comparison, Oksana simply says, "Walk the path of your heart and follow it no matter what."



Keeping Inspiration On Hand

When asked how she stays focused amidst the stresses of running her own business, Oksana shared that she wears three bracelets around her wrist with the following inscriptions:

- Follow your heart
- Enjoy the journey
- Celebrate your success

These three elements are what drive Oksana in her dōTERRA business. She says that the bracelets are a constant reminder to find joy and stay focused on what truly matters every day.

For those who might be struggling to remember their Why or find joy in the journey, Oksana suggests placing your mantras somewhere where they are easily visible throughout the day—in the same way that her bracelets remind her of her purpose every time she looks down at her wrist.

Finding Strength in Adversity

As seasoned dōTERRA® Wellness Advocates, Teresita Ruiz and Raul Ortiz know what it takes to build a strong, thriving business. However, this has been put to the test, particularly over the last three years as their home of Puerto Rico has experienced several disasters and emergencies. Not only have these emergencies caused challenges for Teresita and Raul personally, but they've seen their team members struggle to continue amid extreme circumstances.

Living through such times hasn't been easy, but Teresita believes it's made her and her team stronger. She says, "We've faced challenges that threatened our lives and financial stability. From each event, we learned how important it is to work proactively to keep our organization prepared, plan ahead, and make sure everyone manages their own personal and family care as their first priority."



*Results not typical. Average earnings are less. See dōTERRA Opportunity and Earnings Disclosure Summary on [doterra.com](https://www.doterra.com).

Teresita Ruiz and Raul Ortiz

GUAYNABO, PUERTO RICO

Through the literal and figurative storms of the past few years, Teresita has made it her priority to stay strong for her team. She attributes her strength to her previous experiences in the aromatherapy industry, which gave her a fierce passion for her work. Teresita knew that building a dōTERRA business was her calling in life and simply couldn't give up on it, even when things got and stayed tough. She says, "Being part of the wellness industry is my life's calling—

one I could never give up. I've achieved balance by never giving up and staying focused on my purpose, even in challenging situations. That is the motor that keeps me going."

Following Teresita and Raul's example of strength, their team has not only survived, but actually thrived. Their unique challenges have made them better business builders and leaders. "During even the worst situations,

our team has been able to continue growing and has strengthened their business skills," Teresita says. As leaders, they've not only helped their team navigate each emergency in Puerto Rico, but they've also given their members the tools they need to help them prosper in their personal lives. "I believe that our team has become an amazing example for anyone who wants to learn more about our life-changing movement."

Whether you're in tranquil or turbulent times, Teresita has a few tips to help you build your dōTERRA business:

- **Use one digital platform to communicate with your team.**
This will result in duplication.
- **Communicate directly with your team a couple times per week.**
This will sustain projections on an individual level.
- **Share leadership responsibilities with your frontline and have them take responsibility for educating other team members.**
This will help them feel valued and allow them to be a role model for someone else.

"The value of each team member—their uniqueness, their diversity of ideas and backgrounds, and their willingness to teach and learn from each other—increases your team's reach and achievements."—Teresita Ruiz

Carolyn Anderson

RENFREW, PENNSYLVANIA, USA



ENJOY THE JOURNEY

The dōTERRA® journey," Carolyn says, "is one of personal growth, learning, and releasing." Like many, when Carolyn was first introduced to dōTERRA and essential oils, she was in a low place in life. As she used the oils and supplements, felt better overall, and began connecting with a community of health-minded and

interesting people, she realized that there was more she wanted to do. "Throughout my life, I've always looked for natural solutions. I also knew that punching a clock wasn't what I wanted to do. I wanted to be my own boss and have more control. I love meeting new people, traveling, and being proactive about health.

Choosing dōTERRA as a business has enabled me to do the things I love."

Carolyn has found great success by focusing on serving and loving her team members individually. She loves this quote by John Maxwell: "People don't care how much you know until they know how much you care."

“If you quit, you don’t get to cross the finish line or take in the beautiful vista at the top of the mountain. Keep going. We don’t know what we’re capable of until we give it our all.”

—Carolyn Anderson

Carolyn says, “I’m still learning. I try to lead by example, serve, and support my team members. I fail and I get some things right. I’m honest with my team—no pretense. I don’t consider myself above them. We’re all rowing together.”

Another aspect of building that has influenced Carolyn as a leader is the importance of mentorship. She says, “When you get a builder, you get a gift! Stay in contact regularly, serve and help him or her, and build the relationship.” Nurturing and encouraging builders is incredibly important to Carolyn. “I want my builders to achieve their goals sooner rather than later. The best advice I can give is to find team members or cross lines to share the journey with and to have a weekly mentor call with your upline. These were game-changers for me.”

Of course, building a business takes time and tenacity. Carolyn shares, “Take the time to map out where you want to go and how you want to get there and when. Then break it down and do it. Just like a road trip, expect delays or roadblocks and trust that they serve a purpose. Enjoy the journey! Getting in the right mindset has made all the difference to me. It helps me relax more, so I feel better, think better, and make better decisions.”



TO THE STRESSED-OUT WELLNESS ADVOCATE

Carolyn says, “I always tell my team that I don’t want us to be stressed-out Wellness Advocates. I’ve been one, and it doesn’t work!” Her advice to avoid being stressed out?

1

Make a weekly schedule of when you’re going to work and when you aren’t going to work. When will you work your business? You have the freedom of choosing your hours, but you need to know when you are going to work.

2

Ensure spending time with friends and family is a priority, as well as practicing self-care.

3

Whether you’re doing the business full-time or part-time, give it 100 percent effort. You’ll surprise yourself on how much you get done in a shorter amount of time when you’re fully focused.

■ Carolina Uribe

PERRYSBURG, OHIO, USA

Finding Strength

Through her experience building her dōTERRA® business, Carolina has realized anyone can find success. "I believe every human being has a unique capability to impact this world in a positive way." She understands that real growth can happen when you stop comparing your progress to others and focus on your unique strengths.

While growing her business, Carolina discovered that one of her strengths is connecting with others through social media. Most of her business is in Columbia, her home country, even though she doesn't currently live there. While living in the US, she is one of dōTERRA's Colombia Founders. She's been able to find success there through sharing more than just information about essential oils online. She uses her social media to make genuine connections with others by

sharing her lifestyle, family life, and passions. It's through her authentic social media strategy that Carolina has built relationships with people around the world.

Additionally, when someone reaches out to her and decides to join her team, she goes the extra mile to make him or her a part of the community:



“BE YOU. BE REAL. BE HUMBLE. NEVER COMPROMISE ON BEING AUTHENTIC.”

—*Carolina Uribe*

“I try to make everyone feel at home. I try to be less of a business coach and more of a friend. I listen to others and help them maximize their talents.” And when they get discouraged, she reminds them to “focus on their strengths instead of their weaknesses.” Through her efforts to make real connections on social media, Carolina has been able to build a global

dōTERRA community. “We’re one big community of coworkers, friends, and family.”

Carolina learned just how valuable community can be when she was struggling herself. At the rank of Gold, she felt she didn’t have the organization she needed to continue building her business. Her work and family life with four children, three under ten, felt off balance too, which made Carolina feel guilty and overwhelmed. At one point, she considered quitting, but instead she stepped back and analyzed what was causing that feeling. Carolina restructured her plans, prioritized her

objectives, and created an effective schedule. Since then, she’s found the balance and growth she was looking for. “I’m more organized, and now have time for my business, my children, my family, my friends, and myself.”

Carolina understands what it’s like to face challenges as you try reaching for your goals. But when you recognize your potential and take the time to develop your strengths, great things can happen. She believes that as you focus on your unique contributions and use your talents to help others, you’ll find true success and make the world a better place.

CAROLINA’S SEVEN TIPS FOR SUCCESS

When it comes to building a business, everyone encounters struggles and roadblocks. Sometimes, it can be hard to know what to focus on and how to move forward. Carolina offers these tips to help Wellness Advocates find success on their journeys:

- 1 Take the time to organize and prioritize your day.** Separate the urgent and important from the nice to do and develop the appropriate plans.
- 2 Listen to all your leaders to understand their goals and ambitions.** Don’t build beneath them before talking to them.
- 3 Be close to your team.** Let them know you’re there to support them and that they can come to you for help.
- 4 Focus on the steps you should take to reach your goals, and even more importantly the steps you should avoid.** It is better to do a few things very well than many average.
- 5 Make the ones you care about a part of your agenda.** Remember, what’s the point of being successful if you don’t have loved ones around you to enjoy it?
- 6 Be passionate about and fall in love with the products before building.** When people can feel your passion, it makes a huge difference.
- 7 Always bring a positive attitude to any challenge.** You cannot control most things that happen to you, but you can control how to react to them.

Samantha Huddleston

PINEHURST, NORTH CAROLINA, USA

WITH MY OWN TWO HANDS

“My most important work is teaching my children and the next generation that there is a more natural way to take care of themselves.”

—Samantha Huddleston

As an Army wife, Samantha is used to moving around. Since starting her dōTERRA business in 2013, her family has lived in seven different states. While many would see this as a roadblock, Samantha sees it as an opportunity. “I have met so many more people moving around the country. I am also able to do a majority of my business online. The oils have brought so much into my life through the power of social media.”

New builders and customers are drawn to Samantha’s team because of her and her team’s “no pressure” approach. “I have noticed that others, as well as myself, sometimes feel not capable of doing this work because it’s not considered a ‘normal’ career path. You have to meet people where they are and help them achieve what they are willing to do. It is also important to be there as their cheerleader to keep pushing them forward.” Samantha celebrates every success whether it be enrolling their first person, making

a bonus, or reaching any rank. “Every member of my team has value!”

On her road to success, Samantha admits that she has had to do a lot of work and learning to get where she is today. Samantha has a gift for going all in and it is her nature to care deeply about people and their successes. While these are positive strengths, it has been a process of trial and error to find balance. “I was trying to make sure everyone was taken care of, which is normally a good thing, but I was burning myself out trying to please everyone. I learned I needed to be more protective with my time for the sake of my sanity and my family.” Over time, Samantha has learned to set boundaries. Samantha recommends time blocking, taking breaks, and remembering that it’s okay to not respond to everyone immediately.

A song by Ben Harper that inspires Samantha’s day-to-day says, “I can change the world with my own two hands, make a better place with my own two hands, make a kinder place with my own two hands.” Her dōTERRA business plays a huge role in her ability to make the world a better place. “Keep planting seeds and letting people experience our oils that can change their lives,” she says. “Essential oils can pull us back to the present moment, which is very powerful in this day and age.”

Samantha’s Tips for Success

Show people love with the oils and your time. Give back and make people smile.

This is a lifestyle. Walk the walk. Don’t expect others to walk the walk if you aren’t. Lead by example.

Keep planting seeds! Even the biggest skeptics can always come around.

You can build this business however you want. Online, in person, or a mix of both. You just have to be consistent.

Encourage everyone, even if they make the smallest growth. Every step forward matters. You have to crawl before you can walk.





IT TAKES A TEAM

Julie Barron

IOWA CITY, IOWA, USA

“What I’ve realized over the years is that when we truly care for each other and pour into the success of everyone involved, we all win.” —Julie Barron

Julie believes strongly that what her team accomplishes together has made all the difference in her dōTERRA® journey. She strives to make her team a community, where collaboration and support are key. Her team members teach classes together, cheer each other on, and share resources. In many ways, they’ve become more than business partners; they’ve formed deep friendships.

Julie feels this level of trust comes from their shared expectations. “We started out with the expectation of this being heart-centered work. We knew we all thrived when we worked together, when we were taken care of, and when we shared intimately with one another.” Ultimately, Julie’s genuine investment in her team members has helped her build to where she is today.

But it hasn’t always been an easy journey. Julie knows the disappointment that comes when building your team doesn’t go as planned. “So often we lose faith when people step away from their business, and it impacts ours. We often second-guess and blame ourselves, which can cause us to shut down.” Julie has learned from experience that it’s better to be patient with yourself. Focusing on what’s working and putting your efforts behind that, will help you find your way. “Your positivity is contagious. And when you get your energy right, you’ll find amazing solutions pop up where you least expect them.”

She experienced this firsthand just four years into building her dōTERRA business. Julie was 20 weeks pregnant and working towards Platinum when she discovered she had renal cell

carcinoma. After taking some time to reflect, Julie realized that she could either view this as a challenge or a unique opportunity. With the loving support of her dōTERRA team, Julie focused on the positive, and continued moving forward. Two weeks after surgery, she celebrated with her team at convention. “I knew seeing my people was exactly what I needed to fill my cup back up. It was the sweetest celebration, full of so many hugs and tears. Two months after that, we hit Platinum together. And two months after that—with a tiny healthy baby—we hit Diamond.”

Julie believes that when you invest in your team members and believe in yourself, anything is possible. “Don’t let anyone tell you you’re too tired or too busy for your dreams. If they light you up, nothing can stand in your way.”

FOCUS ON YOUR ENERGY

Julie understands the importance of one’s energy. “Your energy announces you before you enter the room. If you can keep that in perspective, your business will thrive—and you will too. When we maintain an energy of positivity, joy, growth, and abundance, everything around us expands with it. When we feel small, afraid, and unsure, we allow scarcity to run the show. Celebrate the success of others and know that your success is coming, too.”

Hannah Haller

SAN DIEGO, CALIFORNIA, USA

One Step at a Time

**“If you know in your heart that you’re on the right path,
people will resonate with that and be inspired to join your cause.”**

—Hannah Haller



Anyone who knows Hannah knows she is energetic, passionate, and constantly evolving—all skills which have helped her dōTERRA business thrive. “We are all uniquely individual,” she says. “Capitalizing on what makes me different is a way I am able to connect with my audience.” Hannah believes that having confidence in what you are doing is key. “Standing in your power is so important in a business like this! If I’d backed down when I first began putting my new business endeavor out there, I wouldn’t have gotten anywhere. People cling to doubt unfortunately and aim to bring you down with them if you seem unsure. Educate yourself so that you have your answers and are connected to your Why. When you are, those same people will come around asking to join your movement. Looking back, I can clearly see my mistakes and successes as the stepping stones to my own progression.”

Hannah knows that with the successes inevitably come hardships. “After a tremendous year of climbing ranks and winning prize after prize I was not prepared for the downfall come the

APPRECIATE WHERE YOU ARE

"Every month we are faced with the challenge of whether to push forward to the next rank or be happy with where we are. I'm always happy to appreciate where I am and allow what is meant to be, be. I think it can be easy to become attached to ranks and goals in this business, but I prefer to allow the health of my team to override my desire to hold on or push forward if everyone is not entirely onboard."

next January. Things got hard, my team fell, and I took that to heart. Ultimately, I had to look myself in the mirror and ask myself if I was the type of leader that quits when things get hard; I already knew the answer to that. I've learned so much in such a short time and I told myself at the beginning that if my team was to crumble tomorrow, I would still be thankful for this opportunity I have had to learn and grow and develop my leadership skills."

Like many others, there have been times where Hannah has fallen into the pattern of helping those that may not prioritize dōTERRA or see her vision. "I've chosen to build differently than I've been advised, rewarding those that I see trying their hardest, whether their work has been acknowledged through generating enrollments or not," she says. "I'm happy to support builders I see doing their work, builders I know see the value in helping people through plant science, regardless of whether they hold a qualifying leg for me or not. I'm happy to hold off on rank advancing, knowing I have true teammates at my side."



INTRODUCING
THE
dōTERRA®
*Business
Building*
—GUIDE—



“ Use the guide as a general roadmap, but also a library where you can tap into different resources for your success. Study a particular section and enhance your capacity! It is our pleasure to link arms with you to help you achieve your dreams. ”
—Laura Jacobs

Full of fresh ideas from top Presidential Diamond leaders, the new **Business Building Guide** was written for potential builders, new builders, and existing builders. This amazing resource can help you take your business to the next level or help you to tweak your approach if you get stuck. The thorough and thoughtful content inside shows you a systematic approach to building a successful dōTERRA business, while still leaving room to let your unique qualities shine through.

Join the
thousands of
business builders
already using
this guide!



Jessyca Bilodeau et Martin Giroux

QUÉBEC (QUÉBEC), CANADA

GRANDIR AVEC CONFIANCE

Le lancement d'une entreprise dōTERRA était un projet de couple pour Jessyca et Martin. « Le travail d'équipe a une valeur inestimable à mes yeux, affirme Jessyca. Martin est mon pilier; il m'aide à rester concentrée sur mes objectifs pour ne pas être impulsive ou prendre des décisions en fonction de mes émotions. Il a beaucoup d'expérience en gestion des affaires et des ressources humaines, alors il me rappelle toujours ce dont notre équipe a besoin. Je comprends que ce n'est pas possible pour tout le monde, mais si vous le pouvez, demandez le soutien

de votre conjoint et de votre famille dès le début pour vous assurer qu'ils comprennent vos objectifs et vous aident à les atteindre. »

Malgré le bonheur qu'éprouve Jessyca à gérer son entreprise, il y a eu des moments où elle a voulu abandonner. « Si c'était facile de transformer sa vie et d'atteindre la liberté financière, tout le monde le ferait! », dit-elle en riant. « Avec du recul, je vois que ça a été des périodes de transformation pour moi. J'ai dû laisser aller les croyances et les barrières qui m'empêchaient de vivre

plus librement. Chaque fois que je me sens dépassée, je me répète qu'un arbre ne pose pas des centaines de questions quand il grandit et pousse vers le ciel. L'arbre grandit lentement et change chaque saison, sans jamais se questionner sur sa croissance ou sa chute. C'est simplement le temps qui lui permet de devenir grand et majestueux. Nous sommes comme cet arbre et nous grandissons, lentement et avec confiance, malgré les tempêtes. »

Jessyca croit fermement qu'elle doit donner à chacun de ses bâtisseurs la



Scan here to
read in English



« Maintenez une vision constante. Chaque jour de votre parcours compte. Chaque petit pas est important. Voyez grand et visez haut! »—Jessyca Bilodeau

chance de créer son propre succès. « Encouragez-les à vivre leur propre réussite et non la vôtre », conseille-t-elle. Lorsqu'on lui a demandé si elle changerait quelque chose à son parcours, elle a répondu : « Je me dirais de faire confiance. Vous avez choisi vos partenaires d'affaires et ils réussiront à leur façon, selon leur vision. N'ayez pas peur, donnez-leur seulement l'espace nécessaire pour réussir. Permettez-leur de briller en les inspirant à réaliser leurs rêves, et non en faisant tout à leur place. »

C'est en se concentrant sur les réussites des autres et en créant un bel esprit d'équipe que Jessyca et Martin ont réussi à s'épanouir dans leur travail. « Ce n'est pas seulement votre parcours qui compte, dit-elle. Les gens ne se souviendront pas du rang que vous avez atteint, mais ils se rappelleront les changements que vous avez inspirés dans leur vie et combien ils aimaient travailler avec vous. Encouragez le travail d'équipe et créez un sentiment d'appartenance et d'entraide au sein de vos équipes. Aidez vos membres à surmonter les obstacles qui les séparent de la réussite. Soyez inspirant et rappelez-vous que si vous faites bien votre travail, vous lirez un jour leur histoire dans le magazine *Leadership*. »



LES CONSEILS DE JESSYCA POUR DÉVELOPPER UNE ÉQUIPE SOLIDE

Ne donnez pas à vos bâtisseurs le soutien que vous aimeriez recevoir. Offrez-leur plutôt le soutien dont ils ont réellement besoin.

Prenez le temps de comprendre leur vision, puis aidez-les à découvrir leurs forces.

Respectez les forces de chacun d'eux et donnez-leur le temps et le soutien nécessaire pour trouver leurs propres solutions.

Lâchez prise, soyez à l'écoute et donnez le meilleur de vous-même. Vos bâtisseurs sauront qu'ils peuvent toujours compter sur vous et cette relation de confiance vous permettra d'aller loin ensemble.

Tammy Braye

NOKOMIS, ILLINOIS, USA

Do the Hard Thing

No success story is free of challenges, and Tammy's dōTERRA® story is no different. Since she began, Tammy has supported struggling builders, pushed herself to learn new skills, and worked through personal challenges in her own life. It hasn't been easy. But she's found success through choosing to do the hard thing to better herself and her team. She does this through consistently challenging herself to grow and be better.

For Tammy, prioritizing team members is an important part of being a leader. When times have gotten tough, Tammy has done everything possible to support her team. In the past, that's meant stepping up when a builder was experiencing health challenges or motivating teammates who have become discouraged. Tammy has found that one of the best ways to support struggling team members

is to relate to how they're feeling. "I remember what it felt like to be stuck, and I take responsibility for helping guide builders to regain their passion." By drawing on her own experiences, Tammy inspires and leads her team from a place of empathy and strength.

Tammy has also chosen to do the hard thing when it comes to personal growth. As she was progressing, Tammy realized there were aspects of the business she was avoiding because they were outside of her comfort zone—something many people struggle with. A common example Tammy gives is the fear of using technology to share her business.

Trying new things in order to grow can be daunting and intimidating. But Tammy believes that, with some patience and determination, you can reach any goal you set your mind to.

"If I can do it, anyone can!" She's learned to embrace the opportunity to master new skills. "A tip I'd offer is to stay active in your quest. I've found that the best way to do that is to challenge yourself. Set your mind to learn to do the things you have avoided." Tammy feels that her team continues to inspire her to become a better leader. "Now that my team depends on me more and more, I see myself rising to work harder and more diligently."

Tammy has come a long way on her dōTERRA journey. By choosing to do the hard things, whether that's meant supporting struggling team members or pushing herself outside of her comfort zone, she's been able to find happiness and purpose in her dōTERRA business. "Learning to wisely invest in my business has been a joy!" She looks forward to new opportunities to learn and grow.

THE IMPORTANCE OF FOLLOWING UP

Looking back on her journey growing her dōTERRA business, Tammy wishes she'd realized earlier the importance of following up with her contacts. She knows from experience that following up can be an intimidating part of finding customers. In the early stages of building her business, Tammy struggled with confidently reaching out and keeping track of prospective customers. She describes it as a block she had difficulty getting past.

But Tammy soon discovered it just took practice stepping out of your comfort zone. "If I could go back, I'd tell myself to stop believing the subconscious fears that paralyzed me."

As she's gained experience, Tammy has learned just how critical following up is when finding new leads. "Follow up is actually as important as making contacts." Tammy now takes a more organized approach to developing new leads. She gives confident customer service and brings her customers and builders into a system of support. Tammy encourages others to push past their fears and recognize that they're giving potential leads the support and encouragement they need to reach their goals.



“I would say I’m a work in progress. Quitting isn’t an option, though. Even on the worst days, I don’t think of it. This has been the most rewarding job I’ve ever had.”—*Tammy Braye*

Ashley Daige

LEICESTER, MASSACHUSETTS, USA

KEEP YOUR EYE ON THE GOAL

Prior to discovering dōTERRA, Ashley was working in the corporate world. It began wearing on her and she was encouraged to seek out natural solutions. In 2013, Ashley met Marcy Snodgrass who introduced her to the natural solutions she was looking for, including dōTERRA's essential oils. Ashley naturally developed a passion for sharing the "Gift of the Earth." "I'm incredibly grateful to have found such powerful solutions that work, and desired to help others know there are natural options for managing their day to day struggles."

When Ashley realized she could gain financial success with dōTERRA's business opportunity, she set her eye on Diamond. As a single mother with

more bills than income, she had hit her financial breaking point, but her faith kept her going. She was determined to prove she could reach her goals and help others along the way. "I received criticism from family members for leaving my 'secure' job, so I felt I couldn't ask my family for help despite having a young child to feed." It was only a few months later she started getting her Power of 3 Bonus, which was the turning point for Ashley.

"This business has changed my life for the better in so many ways. In the beginning people didn't think I could make this work, and I had a lot of discouraging voices around me." However, these struggles have helped Ashley gain perspective and experience that she uses to help others going through similar things. "I've learned so much about running a business and financial literacy. Helping people find solutions brings me so much fulfillment. The financial control is an added bonus! dōTERRA is so much more rewarding than any other job I've had—I truly believe if I can do this, anybody can."

Despite her circumstances, Ashley has never considered quitting. "We really need to understand the value of what

we have here. We all have gifts and the more we tap into them, the more success we will find. It was because of my mentor's belief in me and our weekly mentor calls," she remembers. "When I was behind on my rent, I was still doing my LRP because I knew it was investing in my future and that was not something I was going to give up on."* For anyone struggling, Ashley suggests they evaluate their mindset. "If we focus on what could go wrong or what's not going right, then we are energizing those things. They say worrying is praying for what we don't want. When there were people telling me I couldn't do it, I used it to fuel my determination to prove them wrong."

For Ashley, it doesn't matter how high she ranks, she will never stop sharing the oils. "These oils have helped me so much with my overall health. I know there are so many people out there who are struggling. Many people are miserable in their jobs and they aren't able to share their own gifts because they are staying in a job out of fear.* It's the oils that really drive me to keep going. Beyond that, there is such an amazing opportunity for people to find financial control and to be able to live in alignment with their divine purpose."





“Obstacles are things we see when we take our eyes off the goal.” is a quote from a fortune cookie that’s always stuck with me. We can choose to focus on why building a business with dōTERRA wouldn’t work, or we can focus on what we need to do to make it happen. Mindset is everything!”—Ashley Daige

THIS BUSINESS IS FOR ANYONE

Ashley offers the dōTERRA business opportunity to just about everyone. “This business can work for anyone who has the passion for helping others,” she says. Ashley often compares dōTERRA to a buffet. “People have the misconception that if they get a wholesale membership that they need to order monthly

or become a distributor. I was a customer for about seven or eight months before I got into the business. I love that we get to decide what we put on our plates. Our job is to educate people on what’s available to them, so they have the freedom to decide what they want to put on their plate. If someone finds

it easy to share these products, it’s important for them to know they can get their oils paid for, or even create additional income. How do we know who’d be interested if we never ask? I wouldn’t be where I am today if someone hadn’t educated me on my options.”

Kari Davis

NAPLES, FLORIDA, USA

Rise Up

Those who know and work with Kari describe her as a fighter. Since starting her dōTERRA® business in 2013, Kari has run into some major roadblocks. In 2015—just three weeks after hitting Silver—her husband passed away. “This was such a hard time as my kids were so young,” she remembers. Thanks to the nature of her work and her team, Kari was able to take time to grieve and focus on her family.* “I think this strengthened my leaders to see that I hit Gold while still taking time for myself.* In those next

few years of being a single mom before I met my husband, Bobby, teaching the power of repeat income was so faith-strengthening for us all to experience. Your dōTERRA business can grow and thrive. The power is in the essential oils and in your story!”

Despite these difficulties, Kari never once considered quitting her dōTERRA business. “I love it too much!” she explains. “I love that I can travel when I want, take days off to spend time with friends or family, and change up my time-blocking schedule every season.”

When things get tough, Kari’s biggest piece of advice is to not give up. She encourages doing IPAs (income-producing activities) every day, no matter how overwhelming they might seem. “Even when a leg falls apart or a leader doesn’t deliver on promises, you can always fill in holes and keep going.” Kari balances her family of seven and her business by applying this advice.

Kari and her team are passionate about helping women see themselves not as they are, but rather as they can become. “I think one of the most difficult parts of





building a dōTERRA business is overcoming your limiting beliefs. I work with my leaders so they can see their potential to grow their businesses in a way that's unique to them. When we dig into our Why and start to dream, we see our strengths, and that's when we soar."

When Kari graduated with her degree in education, she never imagined that a continual income potential would be possible in her future. Now, thanks to her dōTERRA business, Kari can be home with her kids and do what she loves and is passionate about. "People don't dream big enough. This work is faith-strengthening and can fulfill our most amazing dreams!"

"This world needs essential oils, and the people in your life need you to get them into their hands."—Kari Davis

FINDING HER VOICE

Kari understands the importance of speaking, teaching, and leading in her own way. "Early on in my business, I made a terrible mistake: I started mimicking what I saw other leaders doing and didn't use my unique strengths and leadership voice. When I remembered my passion for teaching and helping guide others to find their unique voices, I not only was re-energized, but I also hit Diamond!"

Marie-Michèle Delisle

SAINT-LAMBERT (QUÉBEC), CANADA

SUIVEZ VOTRE INTUITION

Tous les membres de l'équipe de Marie-Michèle savent qu'elle accorde la priorité à ses bâtisseurs. Ses relations d'affaires sont extrêmement importantes et elle sait que le mentorat permet de bâtir une équipe solide qui maîtrise les éléments clés d'une entreprise dōTERRA fructueuse. « Je crois qu'avoir de bonnes intentions est la seule façon de vraiment aider vos bâtisseurs, dit-elle. J'ai eu la chance d'être témoin du succès de plusieurs membres de mon équipe. C'est ma plus grande victoire! Le fait de voir des femmes s'épanouir, gagner de la confiance et atteindre leurs objectifs

personnels est le plus beau des cadeaux. »

Marie-Michèle reconnaît que le mentorat varie d'une personne à l'autre et qu'il doit répondre aux besoins de chacun. « Avec certaines personnes, le mentorat permet d'étudier le point de vue commercial et stratégique. Avec d'autres, il s'agit d'aborder les croyances qui freinent leur croissance. » Elle se souvient d'un moment où elle a simplement dû ouvrir son cœur et faire comprendre à l'autre personne qu'elle et son équipe seraient là, peu importe la situation. « Il n'y a pas de

méthode ou de réponse magiques. Demeurez attentif aux besoins de votre équipe afin de tisser un lien de confiance solide. »

Pendant longtemps, le plus grand défi de Marie-Michèle était de croire en elle-même. « Je ne me voyais pas du tout comme une leader! La beauté de la chose, c'est que j'ai appris, à mon rythme, à élargir ma zone de confort et à améliorer mon estime personnelle. » C'est en affrontant cette croyance limitante que Marie-Michèle a réussi à prospérer. « Rappelez-vous que le seul contrôle que vous avez est la



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façon dont vous réagissez aux événements. Il est impossible de plaire à tout le monde. J'ai appris que c'est beaucoup plus important de rester moi-même. Avec le temps, je suis tombée amoureuse du voyage plutôt que de la destination. J'ai compris que chaque obstacle avait sa raison d'être et était là pour me faire grandir. »

Un autre obstacle que Marie-Michèle a dû surmonter est sa quête d'une vie équilibrée. « Avec mes années d'expérience, je suis devenue la reine de l'externalisation. Je délègue tout ce qui n'est pas essentiel pour ma famille ou mes activités à revenus. En choisissant judicieusement les choses auxquelles elle consacre son temps, elle a constaté qu'elle est beaucoup plus présente et concentrée. » Faites confiance au processus, conseille-t-elle. Il pourrait être long et difficile. Mais soyez patient et concentrez-vous sur les gestes quotidiens qui feront progresser votre entreprise. Le succès repose sur nos habitudes quotidiennes et notre assiduité! Tombez amoureux de ce que le voyage vous offre. »



Lâcher prise

Depuis la création de son entreprise, Marie-Michèle a compris que lâcher prise sur certaines choses l'aide à atteindre un équilibre et une harmonie. Voici ses conseils :

- **Vous n'avez pas besoin de tout savoir.** Comme beaucoup d'autres, Marie-Michèle avait l'impression qu'elle devait tout connaître avant de pouvoir en parler, mais ce n'est pas vrai! Commencez où vous êtes.
- **Oubliez la perfection.** Marie-Michèle se demande maintenant : « Est-ce que c'est acceptable? » Si elle juge qu'un projet est bon à 80 %, elle peut en faire part.
- **Lâchez prise pour ce que vous ne pouvez pas contrôler.** Demandez-vous : « Est-ce que j'ai le contrôle sur cette situation? » Si ce n'est pas le cas, accordez votre temps et votre énergie ailleurs, sur quelque chose que vous pouvez contrôler.
- **Ignorez le jugement des autres.** Depuis qu'elle a appris à lâcher prise, Marie-Michèle est soulagée et davantage en paix. Elle est reconnaissante parce qu'elle a pu clarifier ses raisons de bâtir de son entreprise et en a profité pour travailler sur elle-même.



Tiffany Momberger

HOUSTON, TEXAS, USA

Worth It

**“It’s time to flip the script. You are the author of your story.
Pick up the pen and make it a good read.”—Tiffany Momberger**

There’s this thing that happens when you have a core belief,” explains Tiffany. “It guides your thoughts, which guide your emotions, and then your emotions lead you to act in certain ways. Afterward, you get results.”

When she began building her dōTERRA® business, Tiffany leaned on her belief—both in herself and in the opportunity. In the early days of her dōTERRA business, she was working full-time as a teacher, and then teaching classes on

nights and weekends. “I used to worry that I was taking time away from my daughter. I’d drag her to every class, and she’d sit in the back and draw pictures, do homework, or listen.”

It was difficult, but Tiffany learned a valuable lesson. “When we build a business with dōTERRA, we’re building a legacy that has the potential to give control to our family finances for generations. Generations. Think about that.” The time Tiffany put in at

the beginning means she has more time now than ever before. Plus, “My daughter calls me her hero. She saw firsthand what we built, and my hope is that, by watching me, she’ll know she can also do whatever she sets her mind to.”

When Tiffany first began building her business, her Why was her daughter. Now, that vision has evolved. “I’m completely committed to doing everything I can to help my teammates



CATCH THE VISION

One of Tiffany's keys to building her business has been a clear vision, which begins with writing down a vision statement. If you've never written one before, here are a few ideas to get you started.

1. Think of your life in terms of categories—physical well-being, personal development, relationships, finances, business, and so on—and write down four or five things in each category that you want so badly you can taste it.

2. Write them as if they've already happened and you're grateful for them. The idea is you're imagining what you want, but you're speaking it into the world as if you already have it. Here are some examples:

"I'm so grateful that I'm a dōTERRA magnet and that people are coming out of the woodwork every day to join my team."

"My team is full of happy, healthy, ambitious, and life-giving people

who want to share their gifts with the world."

3. Visualize it and try to feel the emotions. Picture that vision and focus in on what you want to create.

4. If you have a hard time dreaming big, pick a small dream. Work toward that. When you achieve it, you'll find that you can start to see a path. Your belief in yourself and hope for the future will grow. And you'll be able to dream again.

achieve their dreams. For most of them, I know exactly what those dreams are, and I'm linking arms with them daily as we work toward those dreams. They know I have their backs. I've failed if I'm the only one on our team who achieves her goal."

It can be easy to imagine that successful people had simple or straightforward paths. Tiffany is quick to set the record straight. "Many times in my dōTERRA business, I've

wanted to throw in the towel—when things weren't moving as quickly as I wanted them to, when things got more complicated than I had anticipated, when I was fighting an eroding belief," she recalls. "Let me assure you, there'll be days in this business where you want to quit. You wouldn't be a business owner if you didn't! But I'm also here to assure you that quitting isn't the answer, because right around the bend there's

a miracle waiting to happen, and it's got your name on it."

When she reflects on her journey, Tiffany acknowledges that it was one of the hardest but best things she's ever done. "No one ever said growing this business was easy. But think about all the best things in life, the things that make you feel alive and fill your existence with meaning. They're all hard. And so worth it. This is, too. Keep going."



dōTERRA® WELLNESS ADVOCATE *Recognition*

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DOUBLE PRESIDENTIAL DIAMONDS



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DAVID & TAWNYA HSIUNG



MARIE-KIM PROVENCHER

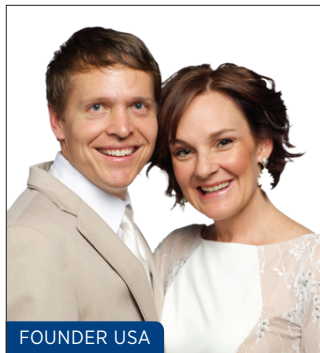


BOYD & SANDY TRUMAN

DOUBLE BLUE DIAMONDS



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ANDY & NATALIE GODDARD



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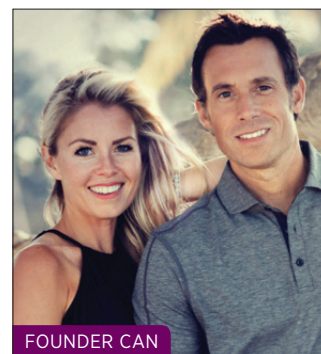
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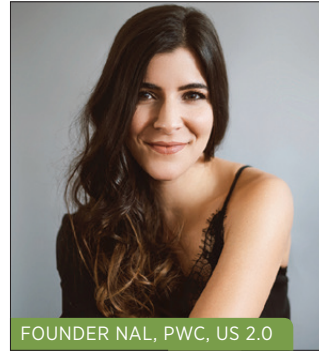
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PAUL & DELMAR AHLSTROM



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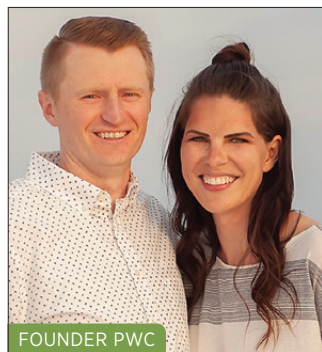
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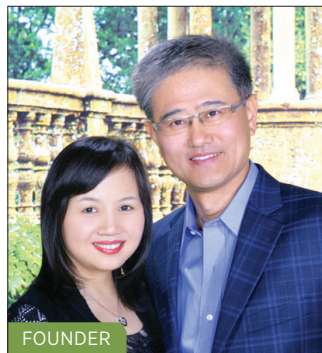
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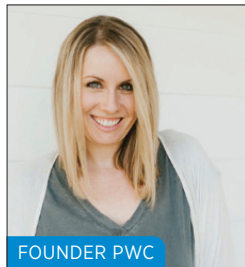
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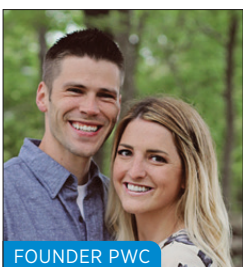
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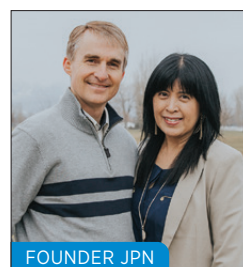
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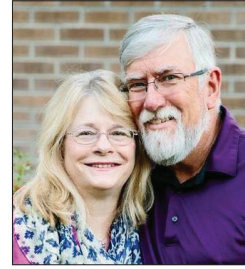
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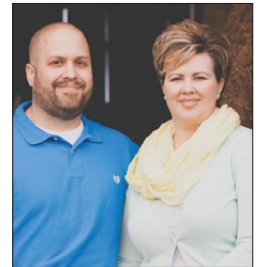
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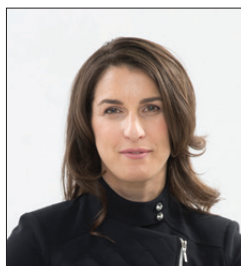
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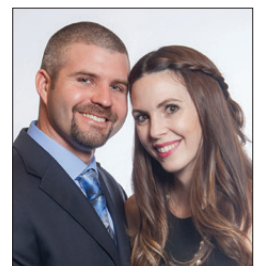
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LINDSEY GUNSAULS



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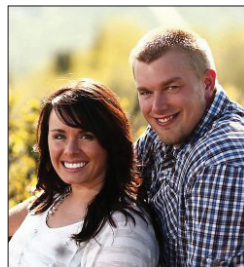
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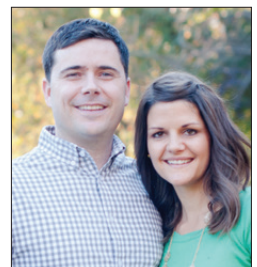
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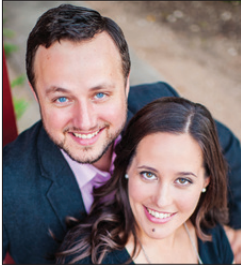


NICK & DYANNA
KILLPACK

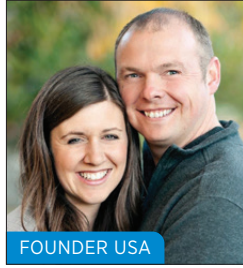


LAURA & SHAWN KING

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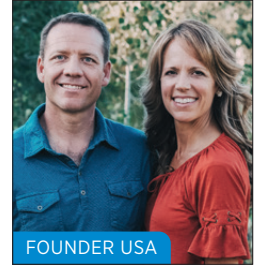
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ZHANG



LILLIAN LIU

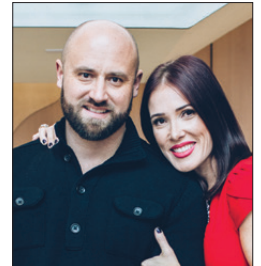


FOUNDER CAN

GABRIEL & HOLLY LO



STEVE & RACHEL LOTH



STEVE & TRACY LYMAN



DAVID & HEATHER
MADDER



KALIKO & MAILE MAIL



FOUNDER PWC

KELLY MALLINSON



ALONTO & DESIREE
MANGANDOG



FOUNDER

JULENE MARTINDALE



AARON & TONYA
MCBRIDE



ROGER & CAROL-ANN
MENDOZA



BECKY METHENY



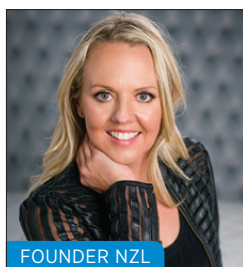
DAVID & TAMMY MILLER



SOPHIA MORRISON



JARED & NICOLE
MOULTRIE



FOUNDER NZL

DR. MARTHA NESSLER



JONATHAN & DEANNA
NICHOLS



DR. ZIA & KY NIX



CRYSTAL NYMAN

BLUE DIAMONDS



JENNIFER PANSA & JIM ROHR



DR. JOHN & HEATHER PATENAUDE



CHRISTINA PETERS & MICHELLE MCVANEY



BETH & RYAN PHILLIPS



LASSEN PHOENIX & BRYAN HUDDLESTON



GERALYN POWER & DANIEL SALOMONS



MAYRA & STEPHEN POWERS



AUBREY & BOBBY PRUNEDA



ROD & JEN RICHARDSON



WINDI & SAMUEL RIFANBURG



BURKE & NATALIE RIGBY



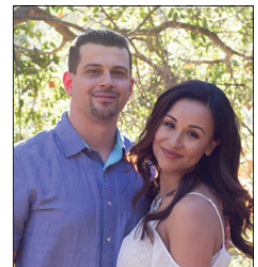
SETH & JENNY RISENMAY



AUDRA ROBINSON



JUDY RUSHING



CLAUDIA SAPUTO



ADRIAN & ROXY SARAN



JOSIE SCHMIDT



TENILLE & MATT SCHOONOVER



JEFF & DIANE SHEPHARD



TERRY & LIL SHEPHERD



KIM & DARREN SMADIS



DAVE & PEGGY SMITH



DR. MARIZA SNYDER & ALEX DUNKS

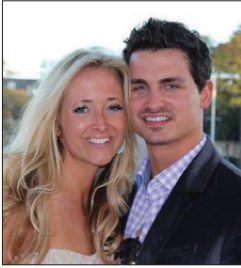


MEGAN SPOELSTRA



NATHAN & MINDY SPRADLIN

BLUE DIAMONDS



STEFANIE & BRANDON
STAVOLA



JIM & TAMMY
STEPHENS



JAMES & CHELSEA
STEVENS



JEFF STYBA



FOUNDER MEX

JUAN CARLOS SUÁREZ &
ARACELI VALENCIA



BILL & MEAGHAN
TERZIS



FOUNDER CAN

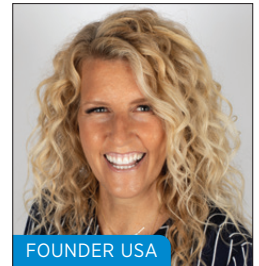
BRAD & DAWNA
TOEWS



MATT & ALICIA
TRIPLETT



JASON & ALLISON
TRIPP



FOUNDER USA

GINA TRUMAN



KARI UETZ



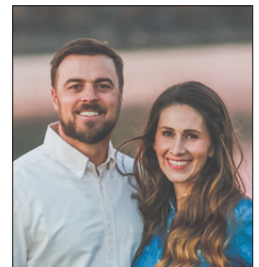
MARK & LORI VAAS



SHANE & KRISTIN VAN
WEY



CIERRA & TANNER
VANDERPOL



MICHAEL & SARAH
VANSTEENKISTE



EDDIE & ANGELA
VILLA



JOEL & SHERRI
VREEMAN



JOHN & KALLI WILSON



LISA WILSON



MAKO WILTON



JULIE WINDER



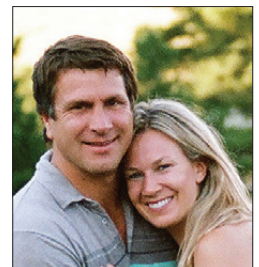
CHRISTIAN & JILL
WINGER



JARED & SHEREE
WINGER



MARK & TINA WONG



KEVIN & NATALIE
WYSOCKI

BLUE DIAMONDS



EDWARD & LINDA YE

DIAMONDS



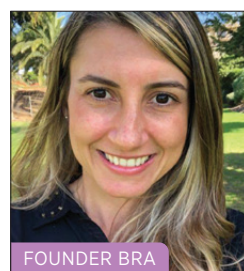
DR. JOHN & JENNIFER
ACCOMANDO



ATANASKA ADAMS



KATIE ADAMS



MICHELLE ALAVASKI
BRUNS



CHARLOTTE ALCALA



KATHY & BRAD
ALLDREDGE



JANEL ANDERSEN



CAROLYN ANDERSON



DAVID & SHANNON
ANDERSON



NEAL & ERIN
ANDERSON



KELLY ANDREWS



CLAUDIO & JANAЕ
ARANCIBIA



JUSTIN & BRIDGET
ARNOLD



ROBIN ARNOLD



MICHELLE ASMUS

DIAMONDS



KAREN ATKINS



ASTI ATKINSON



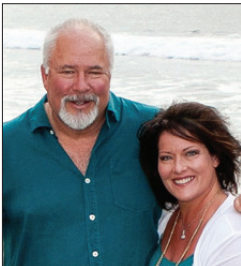
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BACOT



BEN & JADE BALDEN



KENDRA BAMFORTH



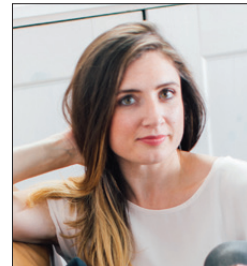
RICK & HAYLEY
BAMMESBERGER



MACKENZIE BANTA



ERIC & BECKY BARNEY



JULIE BARRON



JEREMY & CARLY
BAUTISTA



BRADEN & CAMILLE
BAWCOM



AMANDA BEACH



ASHLEY & CHRIS
BEANS



LISA BEARINGER



JUDY BENJAMIN



JOY BERNSTEIN



MELFORD & CONCETTA
BIBENS



JESSYCA BILODEAU



GABE & STEFANIE
BIRRER



JENNIFER BITNER



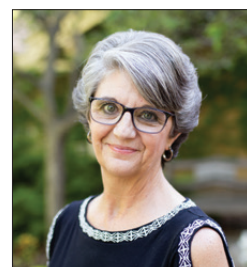
SUZANNE BLALOCK



JAMIE BOAGLIO



JON & KENDRA BODINE



LADONNA BONTRAGER



RYAN & JESSI
BOSCHMA

DIAMONDS



DR. JAMIE &
CHRISTINA BOYER



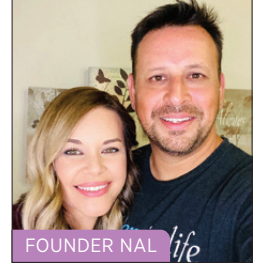
TIM & CARRIE BRADLEY



TAMMY BRAYE



AMELIA BREEDEN



JUAN BRENES &
ANDREA FERNANDEZ



JASON & KAMILLE
BREUER



ALLISON & BILLY
BRIMBLECOM



JAKE & ALEXA
BRODSKY



TIFFANY BROSSOIT



DON & CINDY BROWN



RUSS & CHAR BROWN



STEVE & BRENDA
BROWN



ANNIKA BUCKLE



KORINA BUEHRER



ERIKA BUTLER &
RICK HENRARD



CLAUDIA CALDERON



ISABEL & DANIEL
CALKINS



LISA CANIPELLI



MELISSA CANNON



ERIKA & JOHN
CAPPELMANN



ASHLEY CAREY



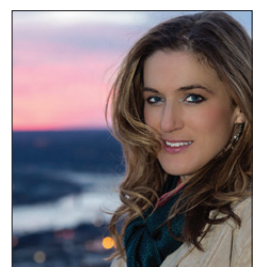
BEN & ADABELLE
CARSON



DAVID & ANDREA
CAUFFMAN



DAVID & ANA
CHAPMAN



NICOLE CHASE

DIAMONDS



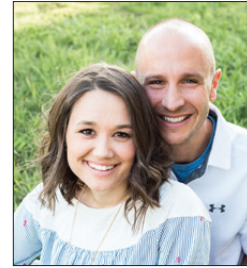
NATHALIE CHAUSSEAU



GINA CHO



GREG & MARTI
CHRISTENSEN



JOSIAH & MELISSA
CHRISTOFFER



TROY & DOROTHY
CIVITILLO



MARC & ROMI CLARK



ANDREW & SHANNON
CLOUGH



ALLISON COCHRAN



BRETT & FARRAH
COLLVER



MATTHEW & AMIEE
CONNER



JOAN COON



KATHY CORDELL



KARISSA COSENTINO



NANCY COUTURE



KENT & STEPHANIE
CRANE



ASHLEY DAIGE



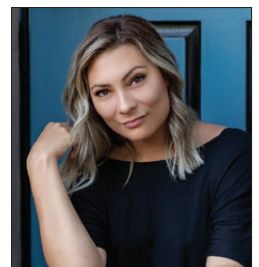
VICTOR & AMANDA
DARQUEA



DURELL DARR



BRAD & JULIE DAVEY



SAMANTHA DAVIS



KEITH & KENDRA DAVY



JOYCE DAY



EMILIE DE DECKER



MARIE-MICHÈLE
DELISLE



INGER DEVERA

DIAMONDS



ROBBIE & CARLY DIAS



JAMIE & TED DIBBLE



VICKIE DICKSON



MEGAN DILMORE



VERONIQUE DION



ANGELA DODGE



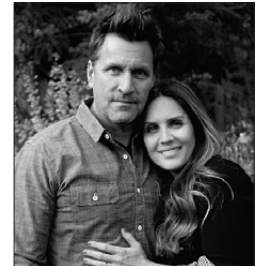
ERICA DOLAN



BONNIE DONAHUE



KARINE DOSTIE



CURT & TONIA
DOUSSETT



DAVE & LIZ EATON



ANDREW & BROOKE
ELIA



MARK & LINDSEY
ELLIOTT



ROSALIE ELLIOTT



DENNIS & MARY
ENGLERT



DR. MELISSA & EVAN
ESGUERRA



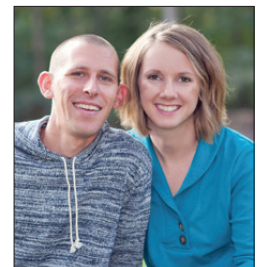
HEATHER ESSLINGER



ROLANDO & JESSICA
ESTRADA



CHERI & CHAD EVANS



FORREST & LESLIE
EXLEY



CHRISTY & ANDREW
FECHSER



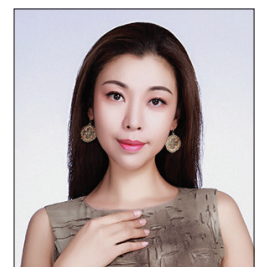
KNUT & CHRISTY
FEIKER



DANA FELDMEIER



DANIEL & MICHELE
FENDELL



MAPLE XIAOHANG
FENG

DIAMONDS



FOUNDER

YUWEI FENG &
CHANGPU YU



CATE FIERRO



BARRETT & CARA
FINES



MARLENE FLAX



SAMSON & LETICIA
FOLAU



BETH FORD



HALIE FORRE



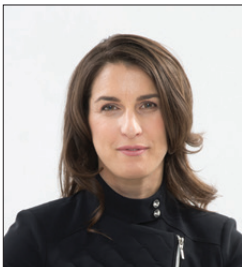
MEGAN FRASHESKI



AARON & WENDY
FRAZIER



LOUIS FUSILIER &
MONICA GOODSSELL



RAPHAELLE GAGNON



LESLIE GAIL



KENNY & LINDSEY
GALE



JENNY GANN-
DUDGEON



STEVE & LAURA
GARCIA



DAVID & CRYSTAL
GARVIN



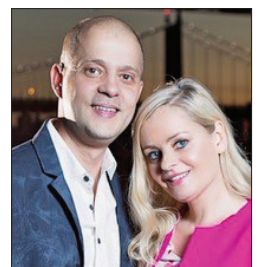
BRANDON & LINDSEY
GIFFORD



REBECCA & BRIAN
GILLESPIE



JENNIFER GILMAN



DIANE & VIKTOR
GJELAJ



KATHRYN GLADER



TAMALU GLENDE



THOMAS & AMY
GLENN



PAUL & OLGA
GODDARD



VERONIQUE GOLLOHER

DIAMONDS



CLAUDIA GOMEZ



APARÍCIO GONÇALVES



ERICK GONZALEZ



LUKE & TERESA
GOODLETT



JAY & DEBBIE
GORDON



LINDSEY GRAHAM



ADAM & LEAH
GRAHAM



ERIC & SUEANN GRANN



DARREN & ROSIE
GREMMERT



CHRISTOPHER &
KELSEY GUERRA



GRIFFIN GUNDERSON



TASHA HAKEEM



STEVE & KRISTINE
HALES



MIKE & SUZANNE HALL



KIRK & JENNIFER
HAMILTON



TERESE HAMILTON



RENE HANEBUTT



CLIFF & PJ HANKS



KARA HANKS



ROXANNE HARRIS



RYAN & JENYCE
HARRIS



TODD HART



SCOTT & SHYANNE
HATHAWAY



MIRANDA HEBERT



ELLIE HEDLEY

DIAMONDS



FOUNDER CAN

DRS. MARISSA HEISEL & PETER KRAVCHENKO



ANTHONY & DANIELLE HEIZENROTH



ERIKA HELBING



PAUL & TERI HELMS



SUSAN HELZERMAN



FOUNDER USA

GORDON & JULIE HERBERT



STEPHNE HILGENDORF



JESSE & NATALIE HILL



LEONARD & DANIELLE HILLMAN



JULIE & KAULIN HINTON



GREGORY & SUSANNA HOBELMAN



BILL & JODY HOFFMAN



SHALEEN HOGAN



TONI & ROBERT HOLLAND



CAROL HOLTZ



KATHY HOULE



JENI HOUSTON



KELLI HOWIE



MICHAEL & SAMANTHA HUDDLESTON



MARY KAY HUESDASH



AMY HUFFMAN



CHRISTY & REID HUGHES



JEANESE HUMBERT



RICK & KATHY HUNSAKER



BJ & MEGAN HUNTER

DIAMONDS



MARY HYATT



CYNTHIA INCZE



DR. DAN & KELLY
IRIZARRY



JASMINE JAFFERLI



ROB & WENDY JAMES



AARON & JESSA
JOHNSON



NANCY JOHNSON



KILEY & NORA
JOHNSON



TONY & DONETTE
JOHNSON



LELAND & ROBIN
JONES



BRIAN & RACHEL
JONES



JARED & RACHEL
JONES



LISA & RICHARD
JONES



TIFFANI JONES



PATRICK & RACHEL
JOOS



BILL & DEENA JORDAN



LISA JURECKO



LEAH KARRATTI



BILL & MEGGEN KEEFE



JILL KEIRAN



JACK & TRACI
KENNEBECK



MIKE & KALLI KENNEY



DR. JENNIFER KEYS



AMY KILLINGSWORTH



REBECCA KIM

DIAMONDS



CADE & DOMINIQUE
KING



MELISSA KING



JESSICA HERZBERG
KLINGBAUM



MIKE & MEGAN
KNORPP



DR. SEAN & WENDI
KOHLER



JENNIFER KOURTEI



JOE & AMBER KROPF



SPENCER & RETA KUHN



FREDDY & MANDY
KUHN



JESSICA KUIKEN



JON ERIK & LYNN
KVAMME



AUDREY LAFORGE



ANICK LALANCETTE



FOUNDER PWC
DR. KELLIE
LANCASTER



GARRISON & CINDY
LANDES



DAVID & LOIS LANE



JIM & CAROLYN LANGE



LAURIE LANGFITT



JAMES & MICHIE
LAYTON



FOUNDER USA
NOLAN & PAT LEAVITT



JOHN & CAROLINE LEE



JASMINE LEMOINE



ZACH & KYLENE
LESSIG



DR. DANIEL & KATIE
LEVERENZ



CHAD & JODI LEWIS

DIAMONDS



JOHNATHAN &
RACHEL LINCH



FOUNDER NACL

TITAN LIU



KATRINA LOTTS



JESSICA LOURIE



AVASA & MATTHEW
LOVE



FOUNDER PWC

MAX & LIZ LOWENSTEIN



JING MA & JINHUI
WANG



JASMINE MA



BETTY MAGILL



BROOKE MAGLEBY



RAINBEAU MARS



RICK & EMILY MARTIN



SUZY MARTYN



OKSANA MASTER



ELIZABETH & MANNY
MATSAKIS



CLINT & KALYN
MATTHEWS



PAUL & KRISTIN MAYO



VICTORIA MCADAMS



TONY & AIMEE
MCCLELLAN



KEITH & KERI MCCOY



BRITTANY MCDONALD



SHARON & JASON
MCDONALD



JEANNE MCMURRY



JENA MCNABB



PRISCILLA & JERRY
MESSMER

DIAMONDS



EMILY MIEREN



DAVE & DELYNN MILLER



JUSTIN & ASHLEE
MILLER



FOUNDER

LIU MIN



JANA MITTEN



TIFFANY MOMBERGER



FOUNDER PWC

KAYLA MONSON



GREG & DR. JULIE
MONTGOMERY



ANDY & TIFFANY
MOOSMAN



DRS. BRETT & RAECHEL
MORAN



MICHAEL & MELISSA
MORGNER



MARIE-CHRISTINE
MORIN



JANELLE & JUSTIN
MUELLER



HOWARD NAKATA



HOLAN & CASSY
NAKATA



TED & ALISIA NELSON



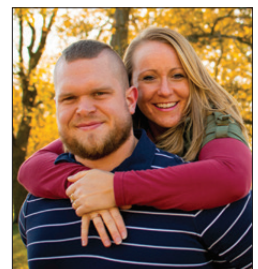
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CORY & STEPHANIE
NEWTON



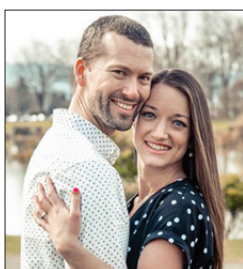
JULIA NICHOLSON



JEFF & BROOKE NIGL



ERIC & KRISSY
NORDHOFF



AUSTIN & AMBER
NORDSTROM



RENEE & CHRIS
NOVELLO



ADAM & TAMI NUHFER



NATHAN & JENNI
OATES

DIAMONDS



BERNADETTE
O'DONNELL



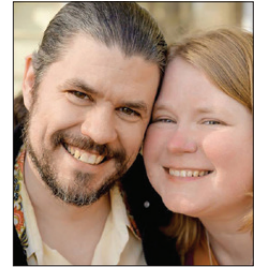
STEPHEN & DAWN
OLSEN



JOHN & AMANDA
OLSEN



HEATHER O'MEARA



CHRISTOPHER & AMY
OUELLETTE



JOHN & KIM
OVERPECK



KATHY PACE



TERRI PACE



MELODY PAINTER



CHAD & CASSIE PALS



MARANATHA PARKE



LAURA PARKINSON



ROBERT & JANELLE
PARRINGTON



RODNEY & ELAINE
PARSLEY



SANDRA PASCAL



JOHN & LAURA
PASTERNAK



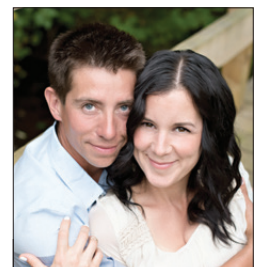
CYNTHIA PATIENCE



FOUNDER NAL
LUCIANA PAZ



DR. CHARLES & ANNA
PENICK



SARAH-JANE PEPPER &
TYLER HERR



SARAH PERKINS



PRESTON & TENA
PETTIS



MALCOLM & AMY
PHILBRICK



FOUNDER BRA
MIRELA BENVENUTI
CHAVES PIAZZI



EMMY PICKERING

DIAMONDS



BRIAN & JEN PINTER



FRANI PISANO & HERB HOELLE



STEPHANIE POE



TOM & CARRIE POLIFKA



KATRINA & MATTHEW POTTER



JULIE PREAS



JESSICA PRESS



JESSICA PRESTON



MATTHEW & RACHEL PRIMEAU



TRACY PRINCE



AMANDA & KEVIN RAHIJA



JACOB & ABI RAINES



KRISTEL RAMIREZ



KRISTA RANDALL



JAMIE & JUSTIN RATHJEN



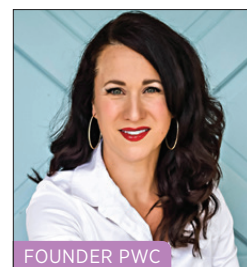
CORRIE RATZAT



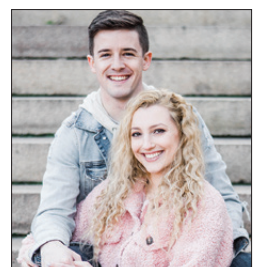
DICK RAY & STACY PAULSEN



HANNAH REASONER



ANGELA REED



MATTHEW & HEATHER REED



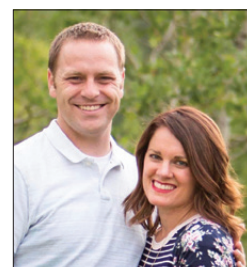
AMANDA REESE



MEREDITH REILLY



JIM & CHRISTY RICHMAN



ADAM & NISHA RIGGS



FRANK & JACQUELINE RITZ

DIAMONDS



CRAIG & MARY
ROBBINS



JENNIFER & VERON
ROBERTS



JAMES & KELLY
ROBISON



IVETTE RODRIGUEZ



MICHAEL & TRACIE
ROESBERY



BRITTANY ROSCHECK



FOUNDER CAN
CORT & KARLI
ROSZELL



FOUNDER NAL
TERESITA RUIZ & RAUL
ORTIZ



CHRISTINE RUSSELL



DR. ANDREA RYAN



JESSICA RYAN



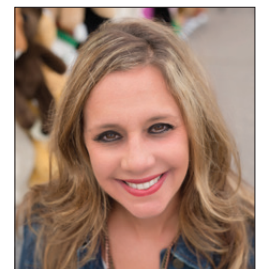
KARI RYAN



JOANNA SACCO



FOUNDER PWC
RUI & JEANA SANTOS



STACEY SARROS



DENA SCHULTZ



FOUNDER CAN
JANE SCHWEITZER



DENISE
SCHWENDEMAN



JARED & BROOKE
SCOTT



JUDITH SEARS



CHRISSY SEIBEL



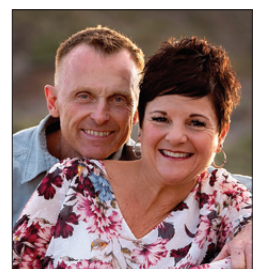
WENDY SHATTUCK



JENNIFER SHAW



KEVIN & KESHIA
SHEETS



LARRY & NIKKI SHORTS

DIAMONDS



BERNADETH SILVA



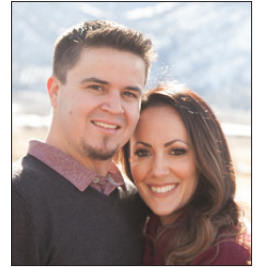
RACHEL & SCOTT
SIROTA



MARY SISTI



TOM & ERIN SMEIGH



KALI SMITH



STEPHANIE SMITH



ADAM & RIGEL SMITH



DRS. JORDAN &
TRACEY SMITH



LANA & KIRK SMITH



HEIDI & JARED SMITH



JENNIFER SNELL



MARCY SNODGRASS



JOE & LAURA SOHN



SHEENA & TASSAJARA
SOUZA



OLGA SPITZER



ALICIA & JASON
STEPHENS



TAMMY STEUBER



DAVE & CALLIE
STEUER



JULIE STOESZ



PHIL & LEEANN STORK



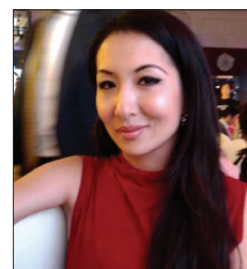
VICTORIA
STRELNIKOVA



DR. MARA SUSSMAN



SAMUEL & MELISSA
TAEU



CAROL TAN



FOUNDER BRA
PAMELLA TANIMURA

DIAMONDS



JOY TARPLEY



MICHELLE & SCOTT
TEASE



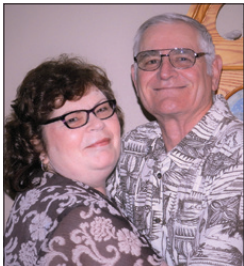
QUN TENG



JOE & ANNE TETZLAFF



PRAMELA THIAGESAN



DR. LYNN THOMPSON



TYLER & KRISTIN
TIGGES



JEFF & LINDA TILLEY



BILL & ERLEEN TILTON



MICHAEL & JEN
TOMAZINCIC



GLENN & JESSICA
TRAVIS



BRIAN & AMANDA
TRENT



GRACE TROU



FOUNDER COL
CAROLINA URIBE



RYAN & MELISSA
VALLELUNGA



JENNIFER VASICH



CHAD & ESTHER
VERMILLION



SONDRA VERVA



CARRIE VITT



BROOKE VREEMAN



HEATHER & AARON
WADE



CHERYL & ALAN
WAELBROECK



REAGAN & HEATHER
WAGONER



KENNY & STEPHANIE
WAHLBERG



CHAD & SUSIE WALBY

DIAMONDS



JED & PAM WALDRON



LORINDA WALKER



AMANDA
WALLJASPER-TATE



BRENT & JENNY
WALSH



LI LI WANG



ERIC & SANDRA WANG



MICHELLE WARD



BEN & MEGAN
WARDEN



LANE & ANGELA
WATKINS



ZACH & KELSEY
WATSON



ROGER WEBB



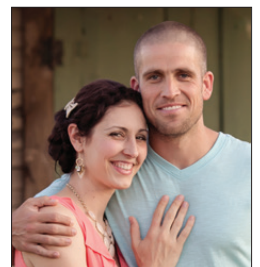
JULIE WEINBERG &
MEREDITH KELLY



KAREN WELCH



SHAUNA WETENKAMP



AARON & DR. RACHEL
WHALEY



MICHELLE WHITE



AMY & CHARLIE
WIDMER



SUZANNE & DEREK
WILLIAMS



ALANA & KYLE WILSON



ROB & MELISSA
WILSON



LINSEY & ERIK WILT



MEGAN WINFREY



RHIANNA WISDOM



JOHN & CHRISTINA
WOMBLE



NEAL WONG & LISA
NAKAMURA

DIAMONDS



MELISSA WOOD



KRISTIN WORLEY



JOHN & JESSICA
WRIGHT



JOEY & CACHAY
WYSON



JENNIFER YATES



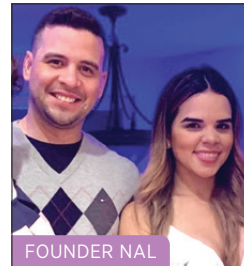
ELENA YORDAN



ELIZA YOSHIDA



JOHN & DEBBIE
YOUNGGREN



JEXIKA ZAMBRANO



KRISTI ZASTROW



GARY ZHOU & LAURA
WANG



SCOTT & LISA ZIMMER



CHRYSTELLE
ZIMMERMAN

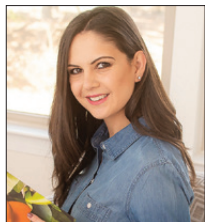


LILIYA ZOTTA

DIAMONDS NOT PICTURED:

GEORGE JR. KLEINSASSER
ANIS MEZZOUR

PLATINUMS



DAYANA ALONSO



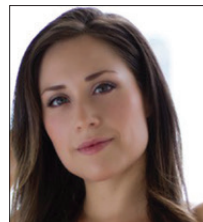
KELLY ALVIS



KATCHIE ANANDA



NATALIA ANGULO



MONIKA ARENAS



STEPHANIE AYRES



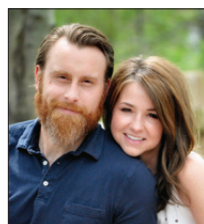
BAKTY & TAMAZEEN
BARBER



PAUL & LISA
BERGMAN



SARAH & CRIS BLAIR



MARK & REBECCA
BOTTS



PASCALE BOUCHER



MATHIEU BRIAND



PATRICK & KATHRYN
BROWN



STEFANIE CLARK



TONI BUNTING



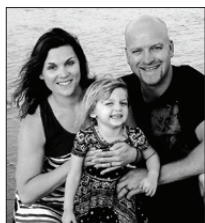
DEBBIE BURNS



JOHN & LAUREN
BUSCH



DAWN & MARCELLO
CALVINISTI



COREY & KELLY
CAROTHERS



MARIE-HELENE CARRIER
& YANN GAUTHIER



NATALIE & BRIAN
CARSON



JONATHAN & AMY
CARVER



ELICIA CASEY



DOUG & RACHELLE
CASTOR



WEI-CHEN CHEN &
HSIU-MIN HUANG



DAVID & JACLYN
CHILD



ANGELA CHILDS



JESSICA & NIC CLARK



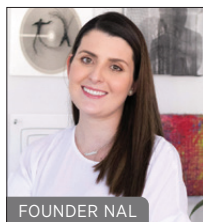
KENNETH & HOPE
CLARK



MIKE & RACHELLE
CLEARY



RICK & ALISSE COIL



VANESA COTO



LUISA CRANE



SHANNON CUTTING



DR. JAMES & KIM
DAHLIN



BRITTANY & ANDY
DAVIDSON

PLATINUMS



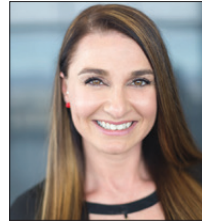
PAULETTE DAVIS



JOCELYN DAWN



AIMEE DECAIGNY



KARINE DROUIN



SUSAN DYESS



BLAKE & JESSICA
EASTER



JESSICA EDSTROM



JOEL & FAY EPPS



DAWN FARRIS



RINDY FENLON



GLENDA FLYNN



MARCIA FRIACA



PAUL & STEPHANIE
FRITZ



TINA FUSSER



HONG GAO



LINDSEY GARANSUAY



CHRISTINA GARDNER



DAREN & CRYSTELLE
GATES



FOUNDER NAL
LEIKA GARCIA
GESUALDO



NICOLE GIBSON



FREDRICK & ERIN
GILES



KEISHER GLYMPH



CARMEN GOLDSTEIN



AMANDA GOOLD



BROOK GRIFFIN



MELISSA GUTHRIE



ANASTASIA & AARON
HALCOMB



GRACIE HAMMER



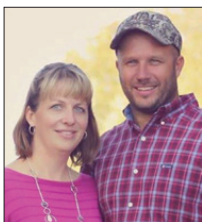
GIADA HANSEN



CURTIS HARDING



NATALIE HARRIS



STACEY HART



JALISSA HARTGRAVE



GARTH & JULIE
HASLEM



LAUREN HAYDEN



GUYLAINE H  LIE

PLATINUMS



DEB HELLMAN



TERRY & MARIA
HEUSER-GASSAWAY



PAULA HOBSON



JENN HOGE



BRIANNA HOLBROOK



DENA HOLMES



BRENT & ANNIE
HONE



JOY HORSEMAN



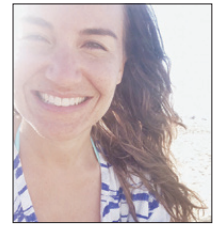
KRIQUETT HOWELLS



CHUN HSIANG



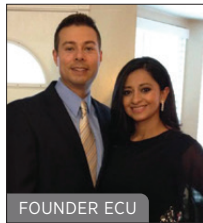
JEFFERY & MIRANDA
HU



KATIE HUSSONG



CAROLINE JACKSON



FOUNDER ECU
MARCO & ELISA
JAEGER



LINDSEY JAFFERLI



ERIN JOHNSON



RACHEL JONES



NIC & JESSICA
JOVANOVIĆ



MALIA KAAIHUE



SANDY KALISCH



JAMIE KASARDA



KRISTA KEHOE



COLIN & JEN KELLY



TRACY KEOUGH



CHRIS & GARY
KIRSCHBAUM



LINDSAY KNAPP



FOUNDER PWC
STEPHANIE
KUTTERER



HILLARY LAMAY



AMBER LANDRY



SHARA LANGFORD



ALISON LANGRIDGE



MIKE & NICKY
LAWNSBY



REBECCA
LEONARDES



CHUCK & CHRISTINA
LEROOSE



ERIN LEVEAUX



KRISTINA LEYMASTER

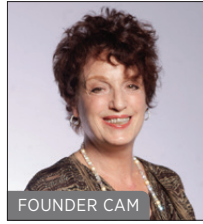
PLATINUMS



SHELLY LOYD



HEIDI LUEKENG



FOUNDER CAM
ADELE LURIE



SHANNON MACY



FOUNDER NAL
JOANA MAGNANI



ANDREA MANUS



BERNY & JANET
MARQUEZ



CRIS & PATTY
MARTINEZ



KEIKO MARUTANI



SHANNON MCCABE



COLLEEN
MCCARTNEY



CHRISTINE MCCUE



LISA MCCULLOUGH



SUZANNE & ROBERT
MCGEE



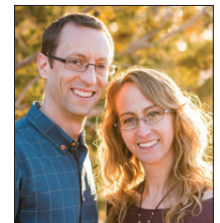
AMANDA MCHUGH



AMY MCKINLEY



JOHN & EILEEN
MCLEAN



BRAD & ANGELA
MELTON



DR. ALLIE & DAVE
MENDELSON



WENDY MENDOZA



JIMMY & DEIDRA
MEYER-HAGER



JENNIFER MIXDORF



BETTINA MOENCH



ANDREA & BENJAMIN
MORGAN



PAULA RAMOS
MORRISSEY



AISLINN MUELLER



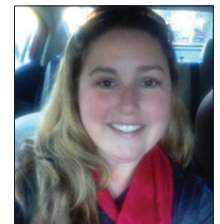
JILL NGUYEN



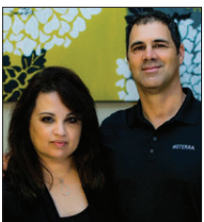
KERRY & DENISE
NORRIS



ROBERT & HOLLY
OLMSTEAD



JENNIFER OWENS



RONNIE & LOUANNE
PAGE



SHANNON PALMER



PAM PARKINSON



ESPIE & JOEL
PASIGAN



JAMES & CHRISTINE
PAYNE



KYLE & KATEE PAYNE

PLATINUMS



GARETT & MARIAH
PESKIN



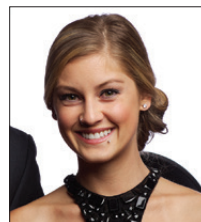
BETSY PETERSON



SPENCER & LAURA
PETTIT



ZHANG PING



BRITT PIRTLE



SHELLY POMEROY



SHERRI PRICE & MITZI
BYBEE MACLEOD



ELIANE PROVENCHER



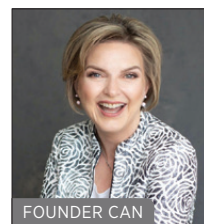
KATIE RAGSDALE



JANET RAMER



MELISSA RAMOS



FOUNDER CAN
BARBARA REMPEL



DR. LAURA RICCI



ADRIANA VICTORIA
RICOTORO



SHAWN & AMANDA
ROBERTS



JOAN ROSENBAUM



PATRICK & MANDY
ROWLAND



ANDREW & MINDY
ROWSER



BECKI RUH



AUDREY SAUNDERS



LESLIE SCHMIDT



KATIE & CARLYLE
SCHOMBERG



JULIE ANN SCOTT



STEVE & CHELSEA
SCOTT



CAROLYN KANANI
SERGENT



DEBBIE SHARP



COURTNEY &
NICHOLAS SHEPARD



MIRANDA SHROUT



AMANDA SILICH



ELENA SIMMONS



DIANNA SMITH



MELISSA SMITH



JOHN & JENNIFER
SORENSEN



THERESA SOUCY



ASHLEY SROKOSZ



FOUNDER BRA
BRAD & FERNANDA
STEWART

PLATINUMS



WADE & CHRISTINE
STOLOROW



TARYN STRONG



JEREMIAH &
BETHANY SWEET



JORDAN TAKEKAWA



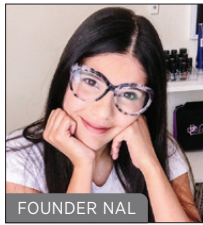
KEITH & KELLY TERRY



ALICIA THOMAS



EVAN & ADRIENNE
THOMAS



ADIARI TINEO



ANI TOROSYAN



ALICIA TORRES
GEARY



JENNIFER UPCHURCH



ALISON VAN
ZANDBERGEN



PATRICIA VEGA
ROSALLES



CASEY VON
IDENSTEIN



KIM WALTER



AUSTIN & JOCELYN
WARY



RAYNAH WASSON



DANA & DAVID WATTS



DAVID & MICHELLE
WEAVER



LILLIAN WENGER



EMILI & DALLON
WHITNEY



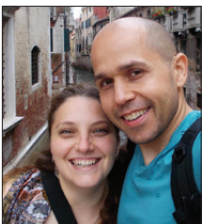
LORI WILLIAMS



FRED & MARTI
WINKLER



SARA WORTH



DANIELA YORDANOVA &
SAVA SAVOV



KRISTEN YOUSEF



FANNY ZALDUMBIDE

PLATINUMS NOT PICTURED:

MARISA DALTON
ADRYAN DUPRE
DAVID GOLDBERG

HUGH HALLER
YOUNG LEE
TONY NAVARRO

SAM OLDHAM
FRANCISCO RODRIGUEZ

STEVEN & CAROLANN
STREAM
PETERSON BAOSHENG
ZHOU

RECOGNITION IS BASED ON THE HIGHEST RANK REACHED TWO TIMES IN THE PREVIOUS SIX MONTHS. RECOGNITION IS CURRENT AS OF SEPTEMBER 2020.

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and reverse logo out of
background in white.

