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# Section 3

## SUPPORTING YOUR TEAM



One of the most important steps you can take in generating a significant organization is encouraging your team to follow the Paparazzi Business Success Plan themselves. As they are able to follow the simple steps to success outlined in this program, they will be better prepared to build success for themselves. In turn, you will personally benefit from that activity and reach a higher level of success yourself.

As you have discovered, reporting your monthly numbers to your Business Building Advocate (BBA) and being responsible for your actions (or inactions) in your business is critical to your success. This is also true to members of your team. Encourage your team to not only follow the Paparazzi Business Success Plan, but also offer yourself to your personally sponsored Consultants as their BBA. Be willing to see them through the successes of their business and be willing to take time every month to follow up with them on how they are doing with the Paparazzi Business Success Plan.

The worksheet in this section is designed to help you track the progress of members of your team that have committed to building success using the Paparazzi Business Success Plan.

### Offering Yourself as a Business Building Advocate

When you enroll a new Consultant, reach out to them and encourage them to follow the Paparazzi Business Success Plan. This is a great time to explain the program to them and offer to be their Business Building Advocate (BBA). This is also a perfect opportunity for you as their Sponsor to show interest in their success. Remember that only when they succeed, do you succeed.

As members of your team commit to the Paparazzi Business Success Plan and accept your invitation to be their BBA, express your excitement for their success and work at developing the camaraderie that comes from working together. Help them understand that they are not in this alone and that you will be there to help them along the way.

When they have committed themselves to working the program, take a worksheet from this section and label it as their Success Page. Each Success Page should be specific to a single member of your team as **their progress should never be compared to anyone else's but their own**. Write their contact information at the top of the page, and any goals or other information that they share with you (family, jobs, etc.).

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## Section 3

# SUPPORTING YOUR TEAM (CONTINUED)



### Check In Monthly

You should consider checking in as often as you feel appropriate for the member of your team. At a minimum, you should reach out monthly to have them report their numbers for the month. Record this information on their Success Page. Point out what they were able to accomplish as you will be able to easily compare to the prior month. Note: Only one member of your team is recorded on a Success Page so that you can track their progress over time. You should not have any other numbers recorded on that page, as you should not be comparing their activity to anyone else's but their own.

You should be able to notice a direct correlation between the increase (or decrease) of points reported each month, and the results reported in all of the other metrics offered. Take time to make other notes from the phone call.

### Give Positive Feedback and Encouragement

Make it a point to provide positive feedback and encouragement. Take this time to look for things to compliment your team member on based on what they have reported. Notice the positive changes in their business and point them out with praise. Recognize their successes, and let them know how much you appreciate their efforts.

There may be times, as there are in everyone's business, where they need encouragement. Let them know that you believe in them, and that you are confident that if they stick with the Success Plan they will continue to build greater success.

There may be a temptation here to offer directives, or to force strong goals or commitments on them. This can occur when their activity dips a little bit for various reasons. Do your best to make these reporting opportunities positive. Avoid making anyone feel shame, unappreciated, or misunderstood. This is not an opportunity for "should" comments, where you tell them what they should be doing. This is an opportunity to tell them the great things that they are doing.

During these check-ins, it is also important to remember that you are not helping this team member achieve YOUR standard of success. You are helping them reach their own levels of success at their own pace. Because you may have a personal goal of selling 500 pieces of jewelry within the month, don't project that onto this team member who may be thrilled with the 75 pieces they sold. Keep in mind that everyone's goals are personal and different. That's one of many reasons why we love our Consultants!

### Review Regularly and Recognize

As a Consultant works the Paparazzi Business Success Plan, there will be milestones that will be recognized by the Paparazzi corporate team. These are often set by the company through the Compensation Plan and through other promotions. The most powerful thing a leader, Sponsor, or BBA can do in their business is find opportunities to recognize and honor those who have achieved important milestones in between corporate sponsored acknowledgments.

Review these forms regularly and look for activity trends. Find opportunities to reach out and acknowledge someone's steady accomplishments towards building their business. This is a small action that will yield significant dividends.

NAME \_\_\_\_\_ CONSULTANT ID \_\_\_\_\_  
 PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_  
 BIRTH DATE \_\_\_\_\_ BEST TIME TO CALL \_\_\_\_\_



# SUCCESS PAGE



MONTH/YEAR	TOTAL PARTY POINTS	MONTH'S RANK	ORGANIZATIONAL VOLUME (OV)	PERSONALLY SPONSORED ACTIVE	PERSONALLY SPONSORED DIRECTORS	NOTES