

RECRUITING FOR RESULTS!

SHAW'S POWERFUL PERFORMERS. Mastering The Interview Process

SETTING UP THE INTERVIEW

Make it worth their while to listen to you and to help you even if they decide Mary Kay is not for them. Remember that we have a tremendous product and opportunity to offer. Use this script to Set Up the Interview

"If you listen to how we make money in Mary Kay, I will give you 50% off of your next order with me. After you hear the 6 reasons why people join Mary Kay and how we make our money, you may decide it's not for you.. However, if you recommend someone and they are accepted by the company and are qualified, I will give you 50% off of your orders for 6 entire months! But, after hearing the marketing plan you will probably want to do it yourself and then you will get 50% off of your orders for life."

Schedule and confirm the time. Provide an incentive for keeping the appointment (i.e., free eye shadow).



BEGIN THE INTERVIEW

Ask her to fill out an Agreement. . . (Remove the left panel of the Agreement discussing Inventory).

"For my records, I'll need you to fill this out so I can get credit for conducting this practice interview."

Clearly instruct her which sections to fill out and include signature.

If she hesitates . . "Nothing happens to this unless we attach money to it!"

HAVE THE CAREER MOVES VIDEO

- **Ready to view**
- **Watch the video together**



On Confidence

By Kathy Drobish

Confidence comes by doing – not thinking. I guess this business has gone from my brain where I thought it would work, to my heart where I know it will work! Confidence isn't knowing everything there is to know, but knowing that you can get an answer to what you want to know.

And confidence isn't something you just get all at once. It is something that starts as a seed within you and just starts growing and growing as you nurture and feed it by doing and doing.