LEADERSHIP QUESTIONS

Submitted by Priscilla Harrison

(These questions & answers were submitted by me for a recording I did on leadership in 1998. Now, 10 years later, the answers haven't changed much from my view, which reinforces the fact that there are no new secrets to success, just mastering the fundamentals. How would you answer these questions?)

1. **HOW DO YOU FIND LEADERS?** Just like you do any other distributor. You talk to everyone. Follow up and do the process. In the beginning of my network marketing business, I used to think that some of the people I would see on stage just got lucky. I wanted to get lucky too, so I decided I would just talk to as many people as I could to see if that would happen to me. That's how luck works, being in the right place at the right time….so talk to everyone! Finding leaders is nothing more than the natural outcome of consistently applying the basic process to everyone you meet. The leaders will rise to the top.

2. **HOW DO YOU IDENTIFY A LEADER?** Leaders do what you ask them to do. They don't question it, they don't make excuses; they just do it. You always know because they are the ones who make their list, write their goals, schedule presentations, do 3-way calls, attend every event and get involved! They attend every city meeting that is a 3 hour drive away, regional events and of course the convention and they are ALWAYS on the phone to you with questions or with people they want you to meet or talk to… and they are consistent!

3. **HOW DO YOU DEVELOP AND GROW A LEADER?** By pushing them out of their comfort zone a little every week or every month. The only way any of us develops and grows is by stepping out of our comfort zone in some way. As a sponsor it is our job to guide our future leaders toward growth. Don't be afraid to ask people to stretch.

4. **HOW DO YOU TEACH LEADERSHIP?** By example. You can't teach someone to do something that you are not doing or haven't done yourself. So you must be a leader first before you can lead and you must be a follower before you can be a leader.

5. **WHY IS LEADERSHIP SO IMPORTANT**? Because it is the only way that growth and change can occur. Somebody must want it bad enough that they are willing to take the risk and guide the team. Once you have a team, then you can look for other leaders to

do your job and you can move on to another group. This is how you duplicate and grow by constantly replacing yourself.

6. **ARE LEADERS BORN OR DEVELOPED?** Both. I think that every person is born with all the skills they need to be a leader, some of those skills just have to be developed and some people will never choose to develop those skills and will be happy with what life has to give them instead of asking of life what you want out of it. Leadership is not only the difference between success and failure but it's the difference between a good distributor and a great distributor.

7. **WHAT IS THE DIFFERENCE BETWEEN LEADERSHIP AND MANAGEMENT?** I like what Steven Covey says. "You manage things and you lead people." Management duties are necessary but not income generating and should be delegated to other people to share the load, hired out or done when everybody else is asleep or not done during productivity time. Leadership is finding like-minded people and finding out their goals and saying "lets" go do it. Leadership is not getting caught up in the details but in always seeing the big picture, staying focused and painting the dream.

8. **WHAT KIND OF QUESTIONS DO LEADERS ASK?** Evaluating questions vs general questions like "how's it going"? As a leader you must ask the hard questions. So how many people have you talked to today? Who can we call? Lets work on a new list. Do you have your group lined up for the meeting? Who's coming? If not why not. Let's set a date now for your first home meeting. Leaders also teach people how to evaluate themselves by asking probing questions instead of telling. For example. How do you feel that went? If you had it to do over again, would you change anything? How did that make you feel? Why do you feel that way?

9. **DO LEADERS TALK OR LISTEN THE MOST?** The toughest thing of all is to ask the right questions and *listen* for the hidden answer. The answers are so many times in what people don't say instead of what they do say, so we have to learn to listen well. When we do talk, the challenge is to inspire, teach and allow people to identify with you and respond with a " me too" attitude instead of "so what" attitude.

10. **DO LEADERS HAVE WRITTEN GOALS?** ALWAYS. Goals are how you chart your course in life and if you don't know where you are going how are you going to lead others. When I was struggling in network marketing, I only had vague written goals. I took a weekend off and worked on three goals that I wanted to accomplish. I got one of my favorite books on goals by Zig Ziglar, **Over The Top** and spent a weekend

on a 7 step process for each goal. It was hard work because you really have to think… what you want, why you want it, what skills you need to acquire, who you need to associate with and a Daily Method of Operation and a completion date. I read my 7-step goal sheet every day and reached my goals within one month of the completion date. It's great fun to check off a written goal. DONE! Date the check mark and file it away and work on another one.

11. **DO LEADERS ALWAYS STAY IN THEIR COMFORT ZONE?** No, that's how you become a leader by getting out of your comfort zone and that is how you stay a leader because leaders are always growing, stepping out of their comfort zone, improving and inspiring others to do the same.

12. **ARE LEADERS SELF MOTIVATED?** They absolutely have to be. Not all leaders are self-starters, especially in the beginning, but they are self-motivated. You have to depend on yourself, the people you associate with the books you read and the CD's you listen to, to keep you motivated. Life in general can constantly take withdrawals out of your emotional bank account so you must always be putting deposits in by what you listen to and read. One of the biggest motivators is knowing your WHY. The why for doing this business needs to be so powerful that it makes your blood boil, your heart race and your deodorant fail! It has to be emotional, not logical. It needs to be something you can draw on paper or see pictures in your mind. Most people want more money or time freedom and that's great, but what are you going to do with that money and how are you going to spend that time?

13. **WHAT IS MOST IMPORTANT FOR LEADERS TO DO – HELP OR TEACH?** Leaders help by teaching. So many people in this business have such great hearts they think doing for others is helping but it's not, it is really hurting because people don't have the opportunity to learn and grow. It's tell, show , try and do. Tell them what you are going to do, show them how to do it, have them try what you have shown them and then they can solo. I always remember the saying that "If you give a man a fish, you feed him a meal, if you teach him how to fish you feed him for a lifetime". I also believe that help comes from deserve not need. Success comes from deserve not need. As a leader, you must let people know how to deserve your help.

14. **HOW DOES A LEADER JUDGE PRODUCTIVITY AND RESULTS IN OTHERS AND THEMSELVES?** By keeping a record of your daily activities. Keep track of

your out going calls and incoming calls, 3-way calls and appointments daily in a notebook. Outgoing calls should be more than incoming calls, especially when you are building. You judge the results of what others are doing by asking the right questions. Leaders teach people the difference between being busy and being productive. They teach them what income generating activities are – presentations, follow-up, 3-ways, home meetings and getting people to Corporate City Meetings etc. Leaders always need to be guiding their distributors to success by keeping them on track and avoiding distractions.

15. **HOW DOES A LEADER SPEND THEIR TIME? AND WITH WHOM?** A leader spends their time filling their calendar up with income generating activities, planning their month, week and day that will build their business and help their group build their business's. Their calendar should be full of daily activities that lead to growth. Leaders spend their time with the people who are "making it happen" vs people who "hope it happens". Everybody would love to have the big checks, but a leader must learn to identify who is willing to make the commitment, put in the time and do the daily activities necessary to achieve success. Leaders stay around people who inspire them, people who want to develop more wisdom, more skills and more knowledge. People who stimulate them not depress them. Leaders want to spend time with people that cause them to stretch so they can continue to grow.