



Take a Look

4 Building Your Team

Introduction

The Take a Look Series are short videos with instructions on specific topics to learn with instructions of doing homework in a practical exercise.

They are designed to help you understand exactly what needs to be done so you can apply what is learned and then go build your business.

As you gain an understanding of each topic your skills and ability will improve dramatically.

I hope you enjoy the series.



4 Building Your Team

Hello,

Today I'm here to tell you all about building your team, where to start, what to talk about and what to do to find the right people for your team and what to expect.

When you are finished listening, you will want to get with your sponsor and lay out your plan and how you will proceed to start building your team.



Dave Rolfe





Building Your Team

A Team by definition; a number of persons associated together in work or activity.

Now because of what you learned in the last video **Show Me the Money**, basically what you are building is a Downline Team of Distributors.

This team is made up of many individuals, each having their own agenda. Now very early on in my business I realized that I was not the **ONLY ONE** with the problem or condition I was in; there were plenty of others and that was the answer.

What I found was, the more someone else wanted to do what I wanted to do, the more engaged both of us were. Look at best friends or young lovers, or team mates in a game or sport.

The reason is based on “a common want, need or desire”, let’s take a look.



Agreement

The one thing I couldn't predict was "who that someone" was going to be, until things started to gel, which sealed the idea being

worked on, friends, partners, or business partners, into a reality.

Lets look at the best friends, it probably started when you were young or maybe not. You started to play and everything just worked out, it was fun and rewarding and never stopped.

How about a romance where things were fun and enjoyable and real easy lots of communication back and forth and it was just really nice to be in each others company, right.

Well I remember that with a business associate and we would socialize, lots of trips to Vegas as this was fun and we were both on the same page; we both liked the "Vegas Idea" and you know what happens in Vegas stays in Vegas, right! LOL

Well then the REALITY of any of these situations above came about because of **agreement based on a mutual want.**



The Basic Idea

In the previous video **Show Me the Money** you learned that you earn any income from specific activities and that these activities come from what someone else does.

For example you are now apart of your sponsors team any product you purchase for yourself creates an income for you sponsor and other benefits for upline (those above your sponsor)

When you find a customer who buys a product then you earn a commission and when you find a Distributor, well fortunes can be made, that's the basic idea.

Therefore finding members for your team is a rather important activity and the **KEY TO YOUR FUTURE SUCCESS**

The point I want to make clear is that the economic benefits you get come about because others are acting and doing, buying products and building Distributorships.



Almost Mistakes

The associate I spoke about was my friend and Vegas partner, Howard. I owned a marketing business in the Gold Mining Industry and he was my top sales rep and the mines were near Vegas and the refinery near Reno, so there were lots of “business trips” to those locations. Living in Sothern CA made the trip real easy 35 min to Vegas and 1 hour to Reno. We had an absolute ball, a lot of weekend trips with clients of course.

When the contract I had was finished Howard and I went into business together and this was the Cleaning Products that actually ate oil; you know the rest but when I started building my Nikken team Howard **was not** on my list. I’m not sure why but I think I assumed that he wouldn’t be interested as it was so different from what he was used to. What a mistake that almost happened!

After I learned what I should be looking for in a team member, I called Howard and he joined.



What You Don't Know is the Issue

Most who start to do this business really don't know much about it, how it works and all that stuff, but one of the key ways it does work is **when someone sees and understands that by being involved they could possibly get what they want.**

Now their thinking, how they process information and their experience, play a roll along with what you tell them and how what you tell them is explained or documented, a key point.

With Howard there were two issues, product need plus income need and after he had a product experience on **the product I lent him**, he wanted to know everything, how it worked , what to say, who to talk to. I mean he was into it BIG TIME.

With that frame of mind it was easy to PLAY together, PLAN together and WORK together. That's what you want in a team member.



How it works

What is really, really, really important to understand is that you will find your teammates by doing the activities and lots of them that are known to create the results you want. What are the activities that are known to work?

Talking to lots of people and finding out what is needed and wanted. That is actually **how the whole thing works**. Wishful thinking is not going to work without actually doing something.

Getting what you want depends on doing what creates what you want.

If you want to earn a great living that turns into residual income then this business has the potential but you need to do the right activities to make it come to fruition.

Part of your home work is to watch another video which is also just below this, on Take a Look. It is called **What to Say to Start Speaking to Someone about Nikken**.



Finding the Right People

There are a number of activities that are geared to find your team members. Unfortunately the individuals you are seeking are not standing on the street corner waving a flag. They might very well be on a street corner, but on which one, that is our work.

In surveying the most successful distributors, they did not know ahead of time that they were going to be distributors of Nikken before it actually happened.

So like you, they saw something that got their interest and they all saw the possibilities and they all had dreams they wanted to accomplish.

So you are in great company. They had to learn, they had to find their team members, it's what we all do.

What's Best



In the second video **How DO you get Started**, the focus was on getting all that was needed together and aligned so that you could move forward with some confidence and understanding and then begin learning what to say and how to tell your story.

In the third video **Show me the Money** you got a real good idea of where the money can be earned and a bit of a peek at the Structure that is built when you do this properly.

Another part of the homework today, you will review a video from the FAQ Monday Morning ZOOM calls titled, **I'm New to this, How does this work and How do I make a living**. You will find the link to this, following this video on the Take a Look Series page.

In that video you will see an example of what you are building, how it works , how it gets built, how the money is made with no surprises. It is what it is.

It basically starts with the idea that you need to find 3 key Teammates or partners if you wish, serious business builders like you and then as they say, the rest is history.



Providing a Workable Solution

This all boils down to finding out what is needed or wanted and then once you do, **having an answer in the form of a solution using Nikken.** Now here is where I found that **if you wanted an income then you need others that want an income, that's the "mutual Want."**

What I wanted to hear, when I spoke with someone else, is one of three things, dissatisfaction, desire or need of change.

Now most won't just come out and tell you so there is a bit of skill to be learned in asking the questions and listening for the right answer and that is where role playing with your sponsor becomes vital.

When someone has a problem or a situation going on in their life but they haven't figured out how to deal with it or resolve it one of two things happens. They decide to put up with it or they try and forget about it, right! But it never really goes away until it gets dealt with.



Exposing the Problem

Then you come along and start having a nice chit-chat and you ask some basic questions about what they do, what they like and then you ask “are you happy with what you are doing” and BANG they answer, “Hell no I hate what I do”, as an example.

So now you have found something, a possible problem or issue, maybe. Your not sure what it is yet, but it could be promising. I would ask more questions to see if I can nail down exactly what the real problem is or what is the situation they are trying to resolve.

After that then I would ask “would you be interested in taking a look at what I do with the possibility of making 10K per month ?” or something like that.

This could go anywhere at this point but what I have experienced is that if you have the right person and they play ball with you and you go to the next step then you have an even better chance of finding a good team player.



Beauty is in the Eye of the Beholder

How it Works

Here is what I observed and probably with every thing I have ever been involved with the requires the other person to make a decision, to do something, buy something or get involved with something.

If they can see and understand a benefit is possible by moving forward, and they like who they are dealing with and they have a real need or desire for what is being presented, offered or suggested, there is a real good chance that they will proceed, to either buy or commit, or join or participate in.

Not always, but more often than not, if many of the right ingredients are in place and line up. Now don't get alarmed the ingredients are not that many for what you want but they need to be understood and more importantly discovered by you in conversation.





Key Ingredients

Some Key Ingredients

Based on observation, these Key Ingredients, some or many, were what caused the majority of the Distributors to get involved.

1. Dissatisfied, need of change or desire
2. Understand the potential and would like to have what is being offered
3. Are willing to do what is necessary
4. Have the Intention to get the desired result
5. Know that they need to learn what to do
6. Are willing to follow instructions
7. Can communicate well, freely
8. Have never made it big before, but want to

Now there could be more but from my experience these are probably the most important attributes one should have for your team.

Asking Questions to Find Out What You Want to Know

Here then is some more homework that you want to do with your sponsor or a friend or your spouse. It revolves around asking questions that could bring out the answer you want.

- 1. Dissatisfied, need of change or desire.** Do you like what you are doing? Can you see yourself doing this for the rest of your life? Is there anything you like about your job?
- 2. Understand the potential and would like to have what is being offered.** Can you see what we are talking about? Would you love to have that or what?
- 3. Are willing to do what is necessary.** Ok this is going to take some work, I'm willing are you? Do you think you can handle what it's going to take?
- 4. Have the Intention to get the desired result.** When I saw this I decided I was going to do whatever I had to make this work. Can you see yourself going flat out with this?
- 5. Are willing to follow instructions.** I was told that I need to listen to my upline team and mentor, as they knew more than I did, are you ready to do the same ?



What's the Objective

When you are out and about the objective you have is to find someone that you can engage in a conversation about what you want, a business partner.

Whether that happens at lunch, in an office, in their home or yours, doesn't matter, but the whole idea is to discuss in an intelligent way what this is all about.

What are the benefits of the the business, the products and technologies

How does it work and what do the two of you do together as a team and teammates.

Where this could go and all the plus points of being involved.

How they learn

When the work gets done and whatever else is necessary for them to say yes, just like you have done.



How to Go About Your Work

It didn't take me long to realize that the more I put out the more I eventually got back. By understanding my job title, CEO and understanding what that meant then dictated what I did. Here is the idea.

You talk to whoever you can until you get someone to join you. Once someone joins you, you now have another job and that is to help them, as well as talk to as many people as you can. Once they are well established and doing what they are supposed to you can let off a bit and find your second person.

You do that by talking to as many people as you can until someone says yes and when they say yes your job changes to help them, while you keep your eyes on the first because you will probably still need to help them.

Other Ways to find Team Members

There are several other ways that you can find your team members and as the CEO of your own business these should be part of ongoing campaigns.

People you know

People you run into

Running ads

Social and Business Clubs

Asking for candidates, referrals

Putting up Business Flyers in stores

Phone calling

Social Media posts





Persistence and Patience

Now there is no prediction on who will sign up or when some one will sign up and that then dictates how much you will need to do or it can also depend on the time you have available.

So here is an important fact; results are going to be related to the time you can spend doing this, and the number of sources you use to find your key partners

As an example I Got together with my sponsor and we put out heads together to plan and strategize what I could do. I had a list of about 15 potential teammates and understood I knew very little.

We went over each one and basically came up with 7 that might fit the bill to talk about the business. I called the other 8 but they were simply not interested and didn't want to hear anything. OK Next Chapter, ad to the list; find another source of people to speak to. I got George my fist real distributor put Howard back on my list and he was # 2 and then I needed a new source.



What Makes it Work

The key to success in this business is getting out in society and talking to as many people as possible with the idea of finding out what others need and or want and then when you find those that are on the same page as you “**Marry them.**” In other words help them build their business and build a distribution downline with other distributors and customers because this is your business. Two is better than one and four is better than two.

Now what you have to do to get this job done needs to be discovered by you and it will. **First** make a list of possible candidates, **Second** go over that list with your sponsor, **Finish** off your story and how you will approach each one.

Learn how to do an ABC presentation with your sponsor as the A, you are the B and your prospect is C. You all get together in person, on the phone or on Zoom and you introduce your prospect C to your Sponsor A and let your sponsor do the work. Your job is listen and learn. You will want to practice this ahead of time.

Summary

You have some homework to do. If you have finished the previous videos and the associated homework proceed with the homework from this lesson.

Watch or listen to the Video **What to Say to Start Talking about Nikken**

Watch or listen to the Video **I'm new to this, How does it work, How do I earn a living**

Practice asking questions so you can find out where your prospect is at you will find a PDF of this following the Videos and you can get the questions from here there.

Create your initial list of possible candidates either product or business.

Plan with your sponsor how to launch and get active

The Next Video will be Planning and Strategy

Remember if something doesn't make sense or you seem puzzled about what to do, ask your sponsor, mentor or reach out to me.



Thank You

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