



KEY: PERSONAL DEVELOPMENT There are four key areas where leaders need to be equally balanced! The third is continuing to develop yourself as a leader. There are many different areas of personal growth: As a Business Owner, strategic thinking, speaking, teaching, dealing with people, motivating people, and spiritual growth are some main examples. Use these trouble shooting questions to assess your personal development and to also help you effectively lead your team. As a leader we must be able to help our jewelers develop into the leader that is within them!

Questions on Commitment to Personal Growth

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| 1. Do I have a game plan for personal growth? | YES | NO |
| 2. Is my life and business talents example for others to follow? | YES | NO |
| 3. Am I willing to pay the price to become a great leader? | YES | NO |

Exercise: Write the word “attitude” with your *writing hand* and then again with your other hand. When you look at the word “attitude” written by the hand you do not naturally write with, you see a picture of the kind of attitude we usually have when we are trying to do something new. You see the print as shaky, messy and it most likely took longer to write. The more you write it though, the better it becomes! So it is with all things we try that are new! Have a great attitude and know it will take time to grow and develop as a leader! The great news is being an effective leader can be learned!

‘—’ Not confident in this area ‘+/-’ I can do with effort but I’m not confident ‘+’ I so got this!
All items in red are possible “helps” when a line item is answered with a ‘-’ or ‘+/-’. All handouts mentioned are on www.MitchellGems.com
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In your personal life outside Premier DO YOU

(The jewelers on your team need to know there is more to life than Premier for you! Some of these MUST be in accomplished to completely develop as an effective leader in Premier)

- _____ Know and understand your personality type and therefore understand your strengths and weaknesses?
Personality tests and explanations are under the leadership tab
- _____ Have a daily devotional that you DO and are excited about? **Jesus Calling is great for a start!**
- _____ Place importance on your health and marriage, and work on each regularly?
- _____ Have friends (in and out) of Premier that are positive, encouraging and supportive?
- _____ Have fun and dreams outside of Premier that you work toward with those you love?

For your business DO YOU

(These first 5 are about developing yourself as a business owner)

- _____ Treat your business like a business and not a hobby? **A business makes money and a hobby spends money**
- _____ Attend trainings on a regular basis for YOUR personal development? Do you implement new ideas learned at trainings to your business? **It’s great to get your team to a training but you need “juice” too! If you are “in charge” of the local training then find others for you to attend to be a participant!**
- _____ Attend regional rallies for the purpose of your personal development in addition to that of your team? **This isn’t just a girls’ get away or a time for you to love on your team. You will come away a stronger jeweler and leader if you go with the right perspective**

_____ Attend national rallies for the purpose of your personal development and not just for your team? (same)

_____ Wait for Premier's home office to announce a promotion or do you create one if it is needed in your business?

_____ Have a book that you are currently reading for personal / business growth? **Just a few ideas ... New jewelers: The handbook and By Chance or Design, Those that want to sponsor and build: The slight Edge, Developing the Leader within you, Dare to Dream / Work to Win. Leaders: Teach Your Team to Fish, Developing the Leaders around you, 25 Ways to Win with people**

(These next 4 apply to thinking strategically for your business)

_____ Know the purpose for your Premier business in THIS season of your life? Is Premier fulfilling its purpose? **You must know this in order to know where you need to grow most.**

_____ Have written goals with end dates? Share your business goals with your family? **Some of these may be in growth areas. These should stretch you cause you to grow personally**

_____ Know where you want your business to be in 3-6 months? Do you know what steps to take to get there?

_____ Know where you want your business to be this time next year? Do you know what steps to take to get there?

The more we speak, train, motivate and problem solve; the more comfortable we become! As in real life, the first child is parented differently because of our knowledge and confidence. These grow our personal leadership skills (The next 5 questions)

_____ Speak or train comfortably in front of other jewelers? **Work with the leaders in your area to do parts at your local training. Start with short, simple parts and build from there! Ask for feedback! You can always volunteer to tell your story.**

_____ Have an effective process to teach your jewelers the basics of their business? **I do / we do / you do – make sure to understand and practice Elizabeth Drapers approach – it works! We learn more ourselves, when we prepare to teach, than those we teach!**

_____ Effectively motivate and energize your team? **Read and Apply 25 Ways to Win with People and Teach your team to Fish!**

_____ Call your sponsor / upline when you have discouragement or challenges in your business to learn how to make changes or improvements? **Before calling, come up with possible solutions. Continue to ask for advice until you come up with the same or effective solutions that you are given.**

_____ Handle conflicts and challenges with your jewelers before calling your sponsor? **(same as just above)**

_____ Let go of control and delegate and trust your jewelers to get a job done without micro-managing?

_____ Allow others to get recognition and praise and find that more important than you receiving the same? **(When things go right, your team gets credit. When things go wrong, you take the blame)**

_____ Regularly get outside your comfort zone while working your business?

_____ Have a mentor for your business? (Someone that you are working with that is closer to where you want to be)

_____ Handle constructive criticism as a way to grow and develop personally?