

I have some GREAT NEWS! Whatever your SHAPE You have what it takes to be successful in 2017! Isn't that refreshing!

As we look at the word SHAPE let's start with 'S'

S stands for your spiritual gifts and talents...it's the supernatural ability within you. Your spiritual gifts and talents come easily and require little energy. You may not even realize when you are using them, because they are an automatic part of your day.

It seems like some people are blessed with a multitude of talents doesn't it! John Maxwell explains in his book "Is Talent Enough" that people have equal value but not equal giftedness. The good news is that all of us have something we can do well and that is our God-given talent.

As we identify and develop our gifts and talents it is encouraging to remember that our talents become strengths that propel us in our businesses.

Let me throw in a caution here: You probably don't have the same gifts and talents as your sponsor or all the ladies you will see on stage this weekend. It's natural to try to be or do like these ladies but pause for a moment. Instead of jumping to adopt a booking activity or show agenda that works for someone else, let's think about our talents and how they fit together. Yes, we need to listen to what works and not recreate the wheel but we more importantly need to just be us and learn to connect with people naturally!

So, what are your Spiritual gifts and talents and how can you use them in your business?

H is for HEARTBEAT. What are the things you love to do the most in life?

These are things that when you do them, your excitement is visible. Your speech is faster, you stand a little taller. You feel alive and motivated when they are doing these things. If you don't know, ask someone close to you! Leaders – watch your jewelers. Listen to your jewelers! Don't just meet with them to train the nuts and bolts of Premier. Get to know them to see what makes their heart beat a little stronger!

Kris Ramsey who is a first level senior leader is the perfect example. When she is teaching (especially on fashion or style) or is in a role where her creativity can go wild, she explodes with excitement and ideas that I would never come up with on my own! Everything is "yummy" and she gets goosebumps all over. We need that energy, perspective and outside the box thinking.

Did you know that a passionate person with a strong heartbeat but with limited talent will outperform a passive person who possesses greater talent? Why? Because passionate people act with boundless enthusiasm, and they just keep on going and other people want to go with them! Talent plus passion energizes!

Once you know your passion you must protect your passion – If you have ever built a fire then you know this: the natural tendency of fire is to go out. If you want to keep a fire hot, then you

need to feed it and you need to protect it. Not everyone in your life will help you do that. Know who helps keep yours lit and strong and who tries to put out the fire of your passions.

What are you passionate about? What is your HEARTBEAT?

A is for ABILITIES.

These are the things you do well that you have learned or honed over the years. You may call them your strengths. **A strength (or ability) begins with a spiritual gift or talent that we talked about under "S"**. Your spiritual gifts are a breeding ground for your strengths. By starting with gifts/talents, you can accelerate your learning curve and get more return for the time and energy you invest. Remember your talents are the hand you are dealt. Developing your abilities or strengths is making the most of the hand you're dealt.

Kristy Boggs is a dynamic designer on our team who works a very stressful full time job with the state. I am so thankful she shared with us that she loves to train and teach and had been taught effective ways to do just that. Although she has been a jeweler for 6 years it was just in the last year that we really learned this and got to start reaping the benefits on our team. She created a new jeweler class that is interactive, hands-on, and very effective! I am so thankful she spoke up and offered to share her abilities! This in turn got Kristy more excited about her business.

Maxwell says ... In the beginning, talent separates you from the rest of the pack. It gives you a head start on others. For that reason, our Spiritual gifts and talents are one of life's greatest gifts. But the advantage it gives lasts only a short time. Talent is only a starting point. You have to keep working on the talent. Many talented people start with an advantage over others but lose that advantage because they rest on their talent instead of raising it. They assume that talent alone will keep them out front. They don't realize the truth: if they merely wing it, others will soon fly past them. What separates the talented individual from the successful one is a lot of hard work.

What are your abilities? What talents have you worked to develop?

P is your PERSONALITY. You may be introverted or extroverted, laid back or intense. There are successful Premier Designs Jewelers in each category! Your personality is a core part of your SHAPE.

Whether you have taken personality tests or not you can notice what you do differently than everyone else. Especially those things that are working! In a situation where you are truly using your personality and strengths you will stand out from a crowd. Your approach will be unique. Think about your business. What feels comfortable and what you are forcing to happen? God may be growing you in certain areas and the "real you" may be a bit covered up by life but chances are you can tweak your business to just be YOU and be a success!

Leaders – never forget that different can be good! Fresh ideas and perspective are good! Let's find ways to help our jewelers use their personality, abilities and talents to be successful in their business.

As many of you know, Chalisa Hagan is a very high retailer. She loves working with her hostesses, customers and downline and she is very detail driven. She has systems in place for her hostess coaching and style sessions. She has themed shows which her fun mail and invites match. Chalisa is very loyal and loves serving others and does all of this with energy. What would overwhelm some of you energizes Chalisa. She is working her business using her personality which is part of HER SHAPE! If you tried the same approach and systems, it may or may not work!

E is your EXPERIENCES These are the good and bad things you have been through that God can leverage and recycle to help others. Let's think about your business...

Have you:

Had a \$1000 show?

Been on a designer trip?

Had a broken piece of jewelry?

Had a show not reach \$100?

Had a \$5000 commission check?

Had a jeweler not renew?

Felt comfortable and a part of a training?

Been in a room of ladies and felt awkward and like you didn't fit?

All experiences. Are you using those as excuses or stepping stones to greatness? Our experiences are a very important part of our SHAPE!

People who work within THEIR SHAPE:

1. Are happier 2. Are more confident 3. Have higher levels of self-esteem 4. Have higher levels of energy and vitality 5. Experience less stress 6. Are more resilient 7. Are more likely to achieve their goals 8. Perform better at work 9. Are more engaged at work 10. Are more effective at developing themselves and growing as individuals.

So "What is your SHAPE? To take it one step further since everyone in here has sponsored Do you know the SHAPE of the ladies on your team? Do you know how to empower them to use their strengths and talents?

Let's look at an Example:

You LOVE people and making new friends and LOVE the idea of hostesses and customers becoming new FRIENDS. How can you use that in your business? Be a greeter at trainings! (not the one taking the money or doing the registration paperwork) Make an effort to talk to new jewelers if they are in your group or not! Make reminder calls for trainings or your shows! Hostess Coach in person! Make sure your check out station is separate so you can chat, Share the plan in person.

This is part of Tina Slone's SHAPE! She knows her customers, hostesses and downline in very deep, genuine ways and because she uses this strength in her business she has a very loyal following and has successful business.

What I've found is that what often hinders us isn't lack of talent – its lack of trust in ourselves – a self-imposed limitation. So, start by telling your upline! We need YOU! Offer to help at trainings. Look at the different elements of your business and see how you can intentionally factor in your strengths! Your upline and sideline friends will be able to help and empower you. Please don't wait till you try to develop your talent into a great strength. Let us come along beside you! If we wait until we have it all perfect, we may miss the opportunities in front of us!

Leaders, let me ask you a few questions

1. Is your energy level high or low right now? That is most likely in direct relation to how high or low your passion is or if you are working within YOUR SHAPE.
 2. Are you encouraging jewelers on your team to use their talents or trying to fit them in a mold? Many of us are strong, loud personalities and if we aren't careful and observant we won't even see in people what they already don't see in themselves. Let your jewelers work within their SHAPE! Be flexible and patient and understanding. Help them develop a business that works for them!
 3. Are you creating a sense of belonging. It is our greatest need so we should help our people fit in based on their talents. Find a place for everyone. Delegate where you can and connect people with similar strengths, situations, and business goals or opportunities.
 5. Are you trying to fix things, circumstances, and people? If so, stop trying to "fix" them and focus on their strengths and passions and just love them. Believe in them and help them to see what is possible.
 6. Are you building and using a diversity of talents for a well-rounded team? If you hold a training how might that look different at your next training? Ladies using their strengths bring new perspectives and energy!
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I Love the 2017 verse of the year. There's no better reminder that you have a special gift and whatever your SHAPE You can be successful in 2017!

- 1 Peter 4:10-11 New Living Translation (NLT)

¹⁰God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another.

Don't forget, whatever your shape, you can be successful in 2017! Go be you as you shine, share and serve in 2017!
