

DOUBLE your PLEASURE ... DOUBLE your FUN ... YOU BELONG TO TWO UNITS – NOT JUST ONE!!!

HOW TO BE A GREAT ADOPTEE!!!

Mary Kay Cosmetics is founded and based on the Golden Rule and the “Go-Give Spirit.” We have a unique opportunity within our Company in which YOU have the privilege of participating - The Adoptee Program! YOU have *two* Directors - your Unit Director and a local Adopted Director. Although your Adopted Director does not make any commissions on you, she includes YOU in her Unit Activities knowing that her people who live away from her are receiving the same from another Director. We all work together for YOUR success! As your Unit Director, I 1) pay for any prizes and ribbons you receive; 2) send your Adopted Director our Unit Newsletter to share your successes; 3) offer to train or recruit for her in any city I go to ; and 4) include her and her Unit in Guest Events I do when visiting you.

These are suggestions for YOU to make this program work in the best way.

- 1.) Call your Adopted Director and find out when and where all events are being held. Exchange business cards with other Consultants there so that if you miss a meeting, you can call another Consultant for important details you may have missed.
- 2.) Be consistently and positively involved! The more involved you are, the happier you will be. Remember, it takes 3-6 meetings to “feel” a part of the group.
- 3.) Offer your help to your Adopted Director for meeting responsibilities — to set up, do product displays, greet at the door, work the sign-in table and help her tear down and pack up after meetings.
- 4.) Take the initiative to introduce yourself to other Consultants and guests. Treat each with professional kindness and open-mindedness.
- 5.) Always maintain that “go-give” attitude, treating others exactly the way YOU want to be treated! There is no other way in our Unit (or for lasting success).
- 6.) Decide to have the attitude “What can I give or what can I do to make this group better? vs. “I’m here—what will you do for me?” YOU may think: “I am only an Adoptee. My Director lives so far away. I don’t want to bother my Adopted Director. She doesn’t make any money off me” or you can think: “I am so fortunate to have two Directors with whom to work ... twice the ideas and twice the support! With all of this guidance, I am building a really strong, successful business!”
- 7.) Respect your Adopted Director’s time. Take advantage of her SUCCESS MEETINGS for guests and marketing. Respect that she needs to be with guest after the meeting. When you bring guests, call your director the next day for help in following up. Call your adopted director if you need information on local programs.
- 8.) Take guests to every function—guests make all events more fun! They will always leave more excited about the product, the company and YOU-and they may choose to join you as a team member!
- 9.) Choose always to be positive! Support your Adopted Director verbally to other Consultants and Directors. She will do the same for you! Expect only the best and that is exactly what YOU will get!
- 10.) Every Director is different. Personalities and teaching styles vary greatly and your Adopted Director may be very different from what you are used to. Her rules and guidelines may be very different from ours but just like you as a Consultant, she is an independent contractor and has the right to conduct her meetings in a manner that best suits the needs of her Unit or Area. By supporting her you show your professionalism and commitment to be a part of her group. Keep in mind, she *earned* the right to conduct her meetings and events any way she chooses. By sharing your ideas and following the guidelines above you will not only be enhancing her Unit members, YOU will grow in your skills and knowledge as well.
- 11.) YOU may participate in the contest of your own Unit or the Adopted Unit but not both! YOU decide and discuss your decision with both your Director and Adopted Director.

As an Adoptee you truly have the best of “BOTH” worlds, hers and ours!

Enjoy your Adopted Director and Adopted Sister Consultants!!

Questions Commonly Asked About The Adoptee Program

What can I expect from my Adopted Director?

- Weekly Success Meetings
- Interviewing my guest at meetings
- On-going training and workshops
- Inspiration and education
- Positive attitude and support
- Flyers on local programs that your Director may not have

What does my Adopted Director expect from me?

- Weekly participation at Success Meetings ~ Participation in Unit Activities
- Copy of Weekly Accomplishment Sheet ~ Positive support of her
- Positive sharing of ideas
- Assistance in Unit Activities
- Assist in set-up and break-down after Success Meetings/events.

What can I expect from my Unit/Personal Director?

- Individual goal setting and direction
- Phone calls and returned calls
- Monthly or Quarterly Newsletter
- Monthly and Year-end Unit Contest
- Weekly Accomplishment Sheets returned
- Positive encouragement and support if necessary
- Phone interviews with my prospects
- Guest follow-up
- Travel to work with you when your activity warrants it
- Listens to my “challenges/frustrations” and is the ONLY person I am to share this with as she is the one Person trained to help me work through it.

What can I expect from my Unit/Personal Director when she visits me?

- Individual conferences and goal setting
- Training Workshops/Classes
- Marketing plan presentation with my prospective recruits
- Guest Events, including my Adopted Director and her Unit.

What does my Unit/Personal Director expect from me when she visits?

- Participation in every event planned
- Set up interviews for her to do
- Bring guest to every event or meeting
- That I am to meet challenges she gives before her visit

What does my Unit/Personal Director expect from me?

- Positive support of all Unit Activities
- Sharing of ideas that work
- Support of all Unit and Company Contest
- Call when direction or help is needed
- Send Weekly Accomplishments Sheets
- Call with names of prospective recruit after every class or when I take guests to a Mary Kay event.
- Positive support at all times
- Track and send notice of any prizes won ~ Returned phone calls or emails from Adopted Director
- Guest at meetings and events
- Positive support of Success Meetings
- Help in set up or break down after events