

## Coaching Questions Using DISC

### 1. A Beauty Consultant who says she can't find any new leads

#### D

- What have you tried so far?
- What do you feel you're struggling with?
- If you already know the answer, what do you think it would be?

#### I

- Who's your best customer and can they host a party for you?
- Who's on your contact list that you have not put product on yet?
- Who do you know that you can revisit?

#### S

- How are you comfortable approaching people?
- Who do you know that would be willing to help you out?
- Let's revisit something. How are you generating new leads?

#### C

- Why don't you tell me what you've done so far?
- What has worked for you in the past?
- Who do you know that you've not yet asked?

### 2. A Beauty Consultant who wants to move up the career path but she doesn't believe in herself.

#### D

- What do you want from your MK business?
- What are you willing to work for?
- What are your strengths?

#### I

- If you knew you couldn't fail, where would you see yourself on the Mary Kay career path?
- Did I tell you that Sally is so excited about being your "running buddy" and the two of you submitting for DIQ at the same time?
- Do you know how much I believe in you? How can I help you grow in your business?

#### S

- How would moving into leadership change your family's life?
- If you knew you couldn't fail what would your dream be?
- How do you feel in the position you are currently in and how would you feel after achieving this goal?

#### C

- Tell me about each of your strengths.
- What might hold you back?
- If you knew you couldn't fail where would you see yourself?

### 3. A Beauty Consultant who is struggling during DIQ

D

- What do you feel you're struggling with?
- What does your personal business look like?
- Are you focusing on the activity, or on the results?

I

- How would you feel coming back next week as a Red Jacket or as a sales director?
- Fill her cup! Have you chosen your unit name? Which Director's suit did you choose? What song do you want to play at your debut?
- What are you afraid of? Can I help you calm yourself to succeed?

S

- How is your self-talk?
- What are you struggling with?
- How are you willing to increase your activity?

C

- What specific area are you having the most trouble in?
- Where are you putting your focus?
- How are you emotionally supporting yourself?

### General Coaching Questions

D

- What would be the best thing that could happen in your business?
- What would it mean to you to be able to accomplish this goal?
- What are you willing to do to achieve this goal? What is your time frame?
- What would you like me to do to support you in achieving this goal?

I

- Would you like to earn on stage recognition? How about recognition in my newsletter and at the unit meeting?
- Who on your team would also like this recognition so you could march across stage together?
- Would you like me to check in with you to hear about your ideas and to remind you about the deadlines?

S

- Is there a goal you want to achieve that you think would make your family proud?
- How will you feel and how will your family feel when you achieve this goal?
- How many parties do you plan to add this month in order to help you achieve this goal?
- How can I support or assist you? How could you measure your results?

C

- What is your step-by-step plan to achieve your goal?
- Wouldn't you love to be recognized for your hard work at \_\_\_\_\_? The special luncheon is for those qualifiers who have worked to achieve the challenge.
- Would you like to see the details? Here is an information sheet you can keep. You have excelled in