



Coming soon!

*New online training course:
The Recruiting Interview!*

*Watch Weekly Bites
for the launch date.*

Using the Come Join Us! booklet at the recruiting interview

If you enjoy being a Pampered Chef® Consultant, you can be an outstanding recruiter!

Think back to when you considered becoming a Consultant:

- Someone told you about The Pampered Chef® business opportunity.
- You probably looked at some information, had some questions and maybe even a few concerns. Your recruiter or Director helped with answers and solutions.
- You decided to get started with The Pampered Chef® because you realized that this business is a great match for your needs!

The *Come Join Us!* booklet makes it easy to have a comfortable conversation with anyone who'd like to explore our business opportunity. **Be sure to have the booklet handy as you review this guide.**

Read through the suggested conversation steps for each page of the *Come Join Us!* booklet. In the booklet, the most important points are in bullet-point format, while the shaded boxes are supplementary information.

Try out the word choices provided; then use the blank lines to write down your own ideas.

And have fun sharing the dream!



The Recruiting Interview

Step 1: Get acquainted

Step 2: Explore the business

Step 3: Conclude with a decision

Get Acquainted

Keep the conversation friendly and relaxed. When you ask questions and share information along the way, your prospect will be ready to decide whether The Pampered Chef® is a good match for his or her needs.

Help your prospect to:

Know that the interview is an opportunity to learn more and ask any questions.

Feel comfortable talking with you!

Conversation Steps

First, thank your prospect for meeting with you.

Second, build rapport.

- Offer a compliment.
- Refer to common ground, such as where you met: *"Beth's Show was so much fun, wasn't it? ... What did you enjoy most about it?"*

Third, discover what your prospect is thinking and feeling. The five questions below will help you become better acquainted.

1. Tell me, why did you decide to meet with me today?

- *"Would you like to talk about why you might want to become a Pampered Chef® Consultant, or do you simply need to know how to get started?"*

2. Have you ever done anything like this before?

- If a prior experience with direct sales was good: *"That will really help you to be successful with The Pampered Chef®!"*
- If they had a negative experience: *"I'm not an expert on XYZ company, but I do know about The Pampered Chef®, and my experience with that has been _____."*

3. What other work experiences have you had?

- Point out how their experience will help in a Pampered Chef® business. For example, they've worked in retail: *"I bet you learned a lot about dealing with different kinds of people - that will be an asset to you with The Pampered Chef®."*

4. What clubs or organizations do you belong to? What activities are your children involved in?

- Whether they have lots of contacts, or are new in town, respond positively: *"That sounds like a fun group. ... I bet your children's activities have been a great way to meet other parents in the area."*

5. I'm curious, how would your family feel if you decided to do this?

- You want to know how much they've already thought about the business and discussed it with others.

Now it's time to look together at the recruiting booklet. By using it to guide the conversation, you'll help your prospect to feel confident in making a decision.



What's your dream?

Imagine what life would be like if you:

- Had more time for your family.
- Could pay off debt.
- Could do something you really loved.
- Had extra income for retirement, education, car payment, mortgage, vacations.

Tens of thousands of women and men have realized their dreams with the help of a Pampered Chef® business. Now it's your turn.



What's Your Dream?

Everybody has a dream to make their life better. When you help people become aware of those dreams, you may open the door to a brighter future for them!

Help your prospect to:

Know that a Pampered Chef® business can help with many different dreams.

Feel the excitement about the possibility of achieving their dream.

2. Ask about their dreams with questions like these:

- "When you looked at this list, what caught your eye?"
- "If you knew you couldn't fail, what would you love a business like this to do for you?"

Your ideas _____

Conversation Steps

1. Introduce the page briefly.

- "I remember that when someone asked me what my dream was, it really got me thinking."
- "One of the things I love about The Pampered Chef® is that so many different people have found it to be a great way to get what they want in life."

Your ideas _____

Write in the booklet!

Write down their dream in a few words, or underline the words that match their dream.

3. Whatever they say, affirm it!

- "That would be wonderful! I'd love to help you achieve that."
- Share a brief story of a similar dream you (or a team member) have achieved.

Your ideas _____

4. Turn to the next page in the booklet!

For more than 25 years, we've helped people build successful businesses and achieve their dreams.

Company facts:

- Founded in 1980 by Doris Christopher, a young mother who wanted to be there for her children while still providing income for her family.
- Proud member of the Berkshire Hathaway family since 2002.
- 780,000 square foot distribution center and corporate office centrally located in suburban Chicago.
- A commitment to giving back: Round-Up from the Heart® campaign has raised more than \$11.5 million to help feed the hungry. Help Whip Cancer® has raised more than \$5 million for breast cancer awareness programs.
- State-of-the-art Test Kitchens staffed with chefs, dietitians, food scientists and home economists who create more than 400 delectable recipes every year.

We make owning your own business easy!

- Host rewards at no cost to you
- No inventory
- Deliveries made directly to hosts and customers
- Toll-free Consultant and customer support
- Professionally designed Personal Web Sites
- Free business management software



Our Mission:

We're committed to providing opportunities for individuals to develop their God-given talents and skills to their fullest potential for the benefit of themselves, their families, our customers and the company.

We're dedicated to enhancing the quality of family life by providing quality kitchen products, supported by service and information for our Consultants and customers.



We Make Owning Your Own Business Easy

Because most people haven't run their own business before, it's helpful for them learn about the company and its commitment to all Consultants.

Help your prospect to:

Know that the business can be simple and cost-effective to run.

Feel confident that The Pampered Chef® is a solid, reliable company.

Conversation Steps

1. Introduce the page briefly.

- *"Do you remember when I said at the Show that half of Americans have thought about having their own business? It can be very hard to start a business completely on your own, so I love that the company really makes it easy for us."*
- *"One thing I really like about our company's mission is _____."*
 - *... its commitment to our success."*
 - *... the focus on family mealtime."*
 - *... the way they give back to the community."*

Your ideas _____

2. Ask your prospect what would be most important to them.

- *"When you looked at this list, what sounded good to you?"*
- *"What would you like to know more about?"*

Your ideas _____

Write in the booklet!

Circle or star the items most important to your prospect.

3. Whatever they say, affirm it!

- *"I've really appreciated that, too! In fact, ____." (Share a brief relevant story.)*
- *"It sounds like that would be really helpful to you, right?"*

Your ideas _____

4. Turn to the next page in the booklet!



Your New Consultant Kit includes just what you need to get started:

- Popular products from key collections
- Training on every aspect of your new business, from how to schedule your first Shows to how to share the business opportunity with others
- Catalogs, order forms, pre-assembled packets for hosts



Your success is our priority.

We make it easy to reach your goals.

- **Desirable product line**
You'll find it easy to sell our multifunctional, durable products that meet the unique needs of today's busy lifestyles.
- **Engaging training**
Have fun while you learn all the business fundamentals. Interactive Web courses, tele-classes, local sales meetings and national events provide you with all the training you need to be successful.
- **Professional business supplies**
We'll provide you with everything you need to market your business, including contemporary catalogs and eye-catching brochures.
- **Up-to-date information**
You'll always be informed. A monthly magazine and a Consultants-only Web site keep you in the know.





Your Success is our Priority

Most people wonder if they'll be successful and are curious about the support that's available.

Help your prospect to:

Know the many ways they'll be supported.

Feel confident that they won't be on their own and can be successful.

Your ideas _____

Conversation Steps

1. Introduce the page briefly.

- *"The great thing about this business is how much support there is for us, from the great products we sell to all the training and information available."*
- *"When you looked at this page, what were you glad to learn about?"*

Your ideas _____

2. Explore what type of support is most important to your prospect.

- *"I love that there's so much great training available on every aspect of the business."*
- *"As you've been thinking about the business, is there anything that you'd especially hope to receive training on?"*

Write in the booklet!

Circle or star the items most important to your prospect.

3. Whatever they say, confirm the support they'll receive!

- *"Even with your busy schedule, you can receive wonderful training, because our Online Training Center is available 24/7!"*
- *"You'll really enjoy our meetings. I learn so much from them, because everyone's so willing to share their best ideas."*

Your ideas _____

4. Turn to the next page in the booklet!



You'll find business everywhere.

The desire to prepare, share and eat a good meal is universal.

Think about the people you know from:

- Work
- Your children's activities
- Your community
- Social groups
- Leisure activities
- Civic organizations

They all have kitchens and they all have to eat! That means they're likely to be interested in quality cooking tools, easy recipes that allow them to create impressive results, and great entertaining ideas.



The Cooking Show:

A fun and unique experience with wide appeal.

You'll help guests:

- Spend less time in the kitchen.
- Learn tips that make their busy lives easier.
- Have fun trying out our great products.
- Enjoy mouthwatering recipes.
- Connect with friends and family.

You'll Find Business Everywhere

Help build confidence by starting a lead list. This will lead naturally to learning how often your prospect would like to do Cooking Shows.

Help your prospect to:

Know that the Cooking Show is an enjoyable experience that people appreciate.

Feel confident that they know plenty of people who will want to host a Cooking Show.

Your ideas _____

- "If you did decide to do this, how many Shows would you want to do a week?" (Be sure to ask this important question, because their answer will help during the rest of the interview.)

Conversation Steps

1. Introduce the page briefly.

- "I love helping people have a fun get-together with their friends. They love trying out the products and hearing new tips."
- "What did you enjoy most about the Show you attended?"

Your ideas _____

2. Talk about the people she knows and how many Shows a week she'd like to do.

- "Who have you thought of that might enjoy hosting a Cooking Show?"
- "When you looked at this list, who can you think of that you know from these different places?"

Write in the booklet!

Write down a name or two next to each category, along with how many Shows a week your prospect wants to do.

3. Whatever they say, confirm that they know enough people to start a good business.

- "You've got a good list started!"
- "It's good that you've thought of people from different parts of your life."

Your ideas _____

4. Transition to the topic of earnings:

- "You mentioned that you'd like to do X Shows a week. I'm curious, how much money would you want to earn a month?"
- "Let's look at how that could work for you."

Then turn to the next page in the booklet!

Our earning opportunity offers you flexibility and freedom.

You decide how much you want to work and how much you want to earn! It's that simple!

1. Sell Pampered Chef® products

- Hold two Cooking Shows a week and you'll earn more than **\$750 a month.***
- Add just one more Show a week and you'll earn more than **\$1,200 a month.***
- And add another Show a week and you'll earn more than **\$1,600 a month.***

*Based on 2006 Cooking Show sales average of more than \$400 per Show.

The more you sell, the higher your commission rate!

Monthly Commissionable Sales Total	Commission %
\$4,000 and over	25%
\$2,500-\$3,999	24%
\$1,250-\$2,499	23%
\$750-\$1,249	22%
\$1-\$749	20%

* Your commission rate increases by 2% once you reach \$15,000 in career sales. Your commission rate increases up to 31% when you build a team and promote.

2. Build a team

Your income increases as you help others build their own successful businesses.

Income Range by Levels*
In Thousands of Dollars

*Based upon 2006 actual results achieved by Directors and above in the United States. Because all Directors choose their own level of activity, their earnings vary from person to person. Those at the highest Director levels have made a long-term commitment to their business.

Plus you can earn fabulous vacations, exquisite jewelry and free products.

Our Earning Opportunity Offers You Flexibility and Freedom

It's important to share both ways to earn, because most people have only seen the Cooking Show part of our business.

Help your prospect to:

Know the two ways to earn.

Feel confident that they can reach their income goal.

Conversation Steps

1. Introduce the page briefly.

- "When it says that The Pampered Chef® offers flexibility and freedom, what does that make you think of?"

Your ideas _____

2. Discuss both ways to earn.

- "If you did the X Shows a week you mentioned, you could earn about \$_____ a month. That would really help with your goal of _____."
- "What's wonderful is that when you need to earn more, you don't have ask anyone for a raise ... you just do more Shows. That's really helped out in my family!"

- "Were you aware of the second way to earn? It's really a natural part of what we do. Have you ever been to a great restaurant, and then found yourself recommending it to someone else? It's the same with this business. When you enjoy what you do, you'll want to offer it to others, just like I did at Beth's Show."
- "I bet you know other people who have a dream that The Pampered Chef® could make come true. Who do you know who could use some extra money?"

Your ideas _____

Write in the booklet!

Star or circle the amount they'd like to earn each month from their Shows. Next to the Income Range chart, jot down a few people who might be interested in the business.

3. Whatever they say, affirm it!

- "I bet you'll feel terrific when you can take care of the car payment with your commissions."
- "We could sit down together with your friend _____, just like we are now, if she'd like to check out the business."

Your ideas _____

4. Turn to the next page in the booklet!

Turn your dreams into reality!

It's simple!

- **Set your goals.**
- **Take advantage of the resources.** Utilize all the training and support offered by the Home Office and your Director.
- **Be consistent.** Regularly hold Cooking Shows and share the opportunity.
- **Have fun!** Meet new people, connect with friends.

Get started!

Contact your Consultant who'll help you:

- Order your New Consultant Kit.
- Set up your first Cooking Shows.



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At this point, your prospect has probably decided whether or not to join, so it's appropriate for you to ask! This page is easy and quick to walk through together.

Help your prospect to:

Know that she has enough information to make a good decision.

Feel excited about getting started now!

Turn Your Dreams into Reality!

Conversation Steps

1. Introduce the page by asking for the yes!

"As you know, our kit is an investment of \$155. It includes all these products, great training and the business supplies you need to get started. What I've learned is that when people consider a Pampered Chef® business, there are really just three questions they're asking themselves:

- **Could this work for me?**
From our conversation, it sounds like it could be a great fit because _____, and you'd do well because _____.
- **Is there help available?**
I hope you feel comfortable with all the support that's offered, both from the company and from our Cluster.
- **Do I want to do this?**
That's the question only you can answer - what do you think? Would you like to be part of The Pampered Chef®?"

2. Respond to a YES, NO, or I NEED TO THINK ABOUT IT.

If the answer is YES, complete the agreement.

- *"If we order your kit today, you'll have it in about _____ days, and you'll be able to start your Cooking Shows by _____."*
- *"It's easy to get started! And when you do these few simple things - set goals, take advantage of the resources, be consistent and, of course, have fun - you'll be off to a great start."*

Your ideas _____

Take Action Right Away!

Help your new Consultant build a List of 100, choose Show dates for the next few months, and make those initial contacts.

If the answer is NO, accept it graciously and keep the relationship strong.

- *"Thanks for your time - I appreciate that this isn't right for you now. If that ever changes, I hope I'll be the one you want to work with. Can we stay in touch?"*
- *"I'm glad we could talk about it, even though it's not what you want right now. I promise to take great care of you as a customer/host." (whichever is applicable right now)*

Your ideas _____

If the answer is I NEED TO THINK ABOUT IT, ask questions to identify what makes them hesitate.

- *"What's keeping you from saying 'Yes' today? ... If we could come up with a solution for that, would you be ready to get started?"*

Your ideas _____

