Your Management & Selling Success Formula









By Jerry V. Teplitz, JD, Ph.D. Jerry Teplitz Enterprises, Inc Virginia Beach, VA

Fears



```
60% Fears unwarranted
20% Fears already past
10% Petty - Doesn't make difference
10% Real Fears
1-4% Real + Justified +
Can't do anything about it
2% Can solve easily by action
1-4% Real + Justified
```



F E A R



False

A

R



- **F** False
- Evidence

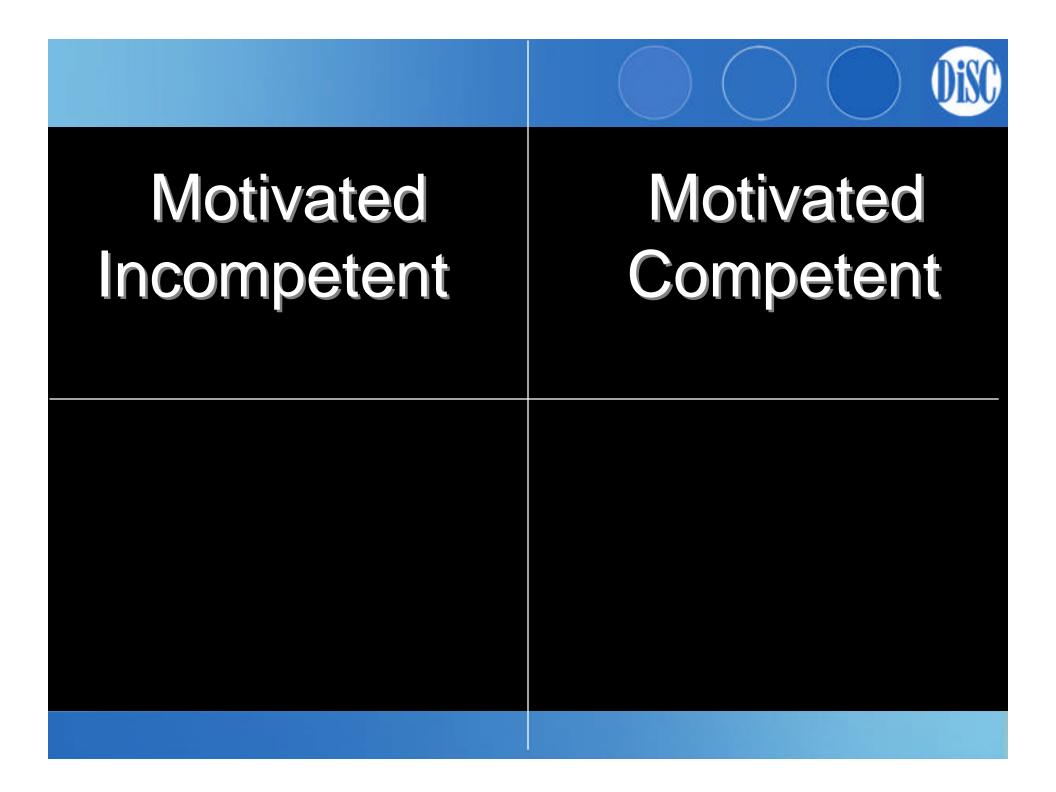
A

R



- F False
- E Evidence
- A Appearing
- R Real







Motivated Incompetent

Motivated Competent

Demotivated Competent

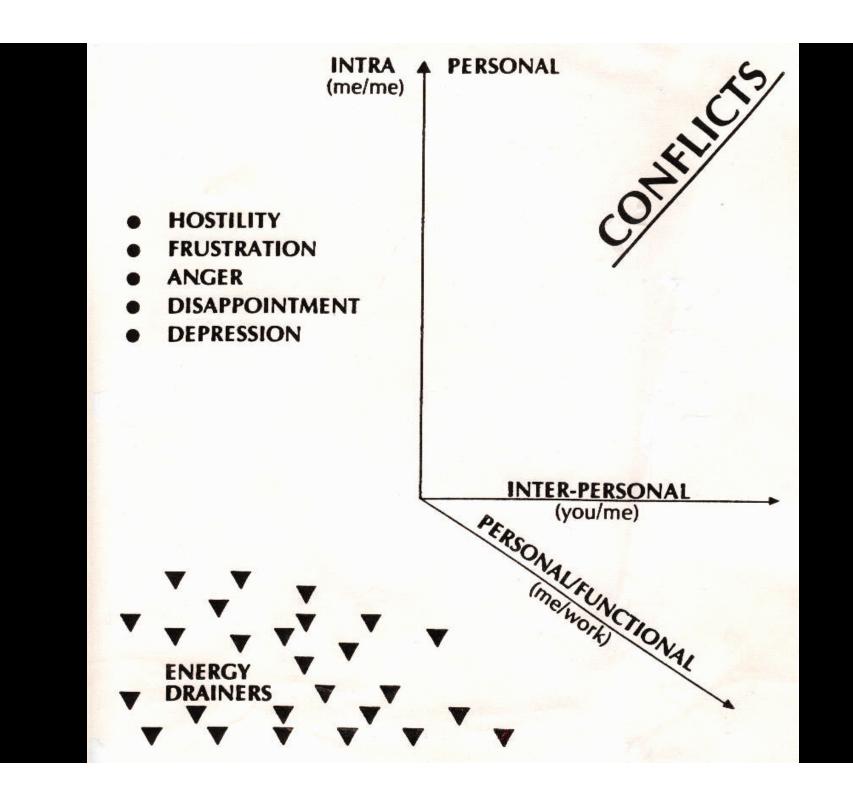


Motivated Incompetent

Motivated Competent

Demotivated Incompetent

Demotivated Competent





All People Are Motivated?

Yes

However it may not be for what you want them to do



Successful People





- Understand yourself and how your behavior affects others
- Understand your reactions to other people
- Know how to maximize on what you do well
- Have a positive attitude about yourself
- Know how to adapt your behavior



ARENA

FACADE

BLIND SPOT

POTENTIAL



ARENA

FACADE

 \mathbf{B} \mathbf{S}

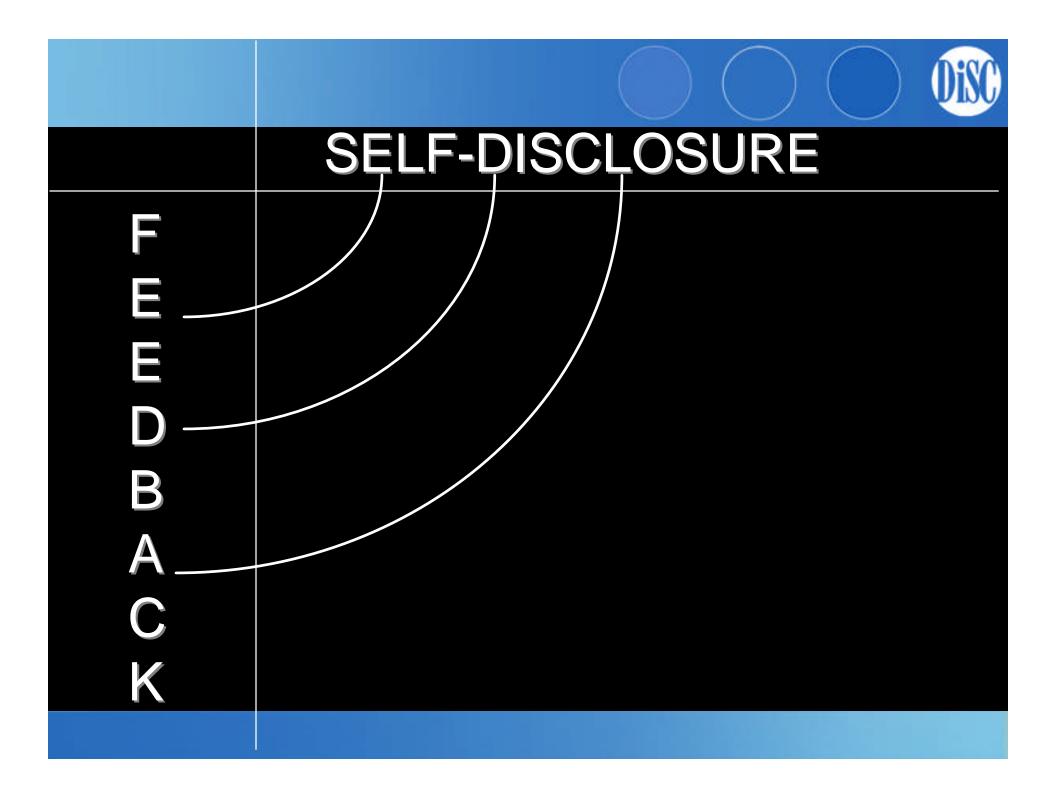
L P

I O

NT

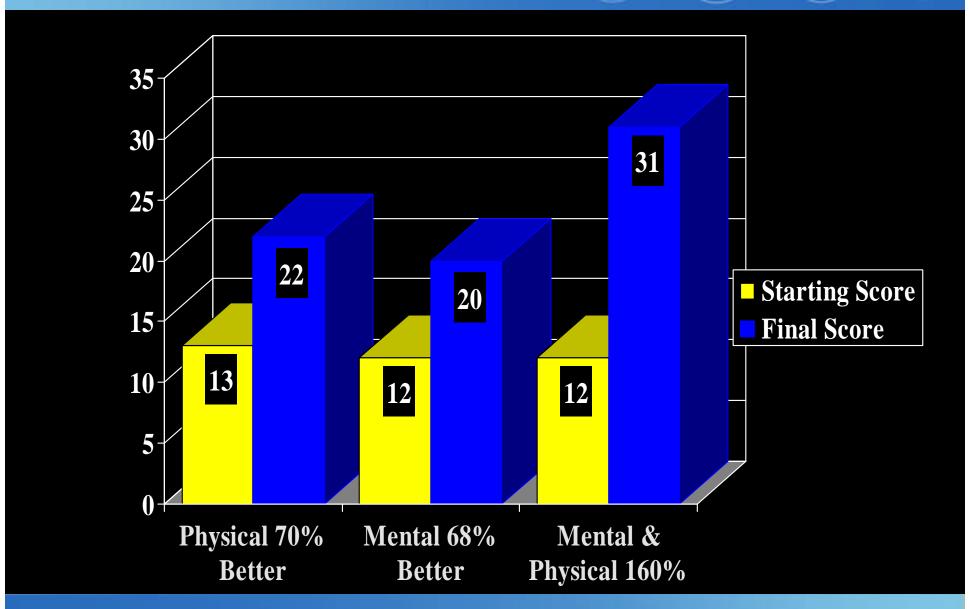
D

POTENTIAL



Visualization







Active and Outgoing or Reserved



If You Answered Yes To Active and Outgoing, Are you more concerned with... Directing of others or Relating with others



If You Answered Yes To Active and Outgoing, Are you more concerned with... Directing of others = "D" or Relating with others = "I"



If You Answered Yes To Reserved, Are you more concerned with... Accepting of others or Assessing (Judging) of others



If You Answered Yes To Reserved, Are you more concerned with... Accepting of others = "S" or Assessing (Judging) of others = "C"

Response Sample



EXAMPLE 1

The individual responding tends to be MOST enthusiastic and LEAST satisfied in his or her selected setting.

enthusiastic
daring
diplomatic
satisfied



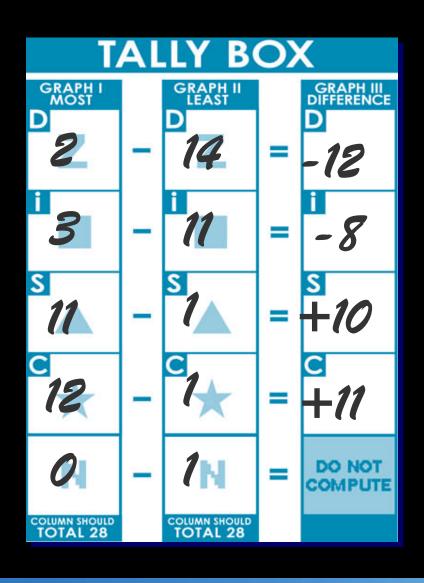
Response Sample



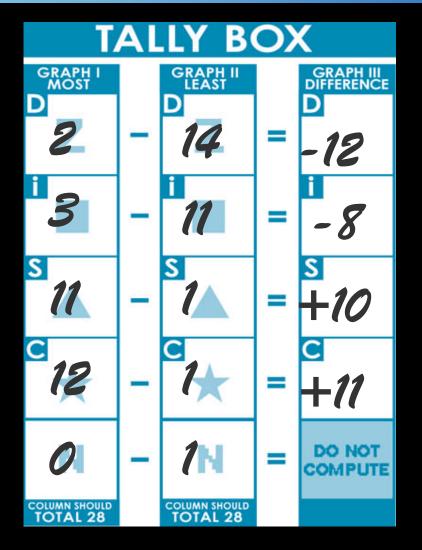


Tally Box





Graph III





		GRA	PH III		
		•	C		
			S	C	SEGMENT
NTENSITY 28	+27	+28	+26	+24	
27	+2/	+20	+14	+18	
26	+9	+ 9	100 CA 10		
25	+ 6	+ 8	+12	+ 6	<i>_</i>
24		+7		+5	
23	+3 +2 +1		+	+ 4	6
21	+3 +2 +1 0	+6		+ 3	
20		+ 5	- 8	+2	
19	-1 -2 -3 -4	+ 4	+ 7	+ 1	5
18 17	- 4	+ 3	+ 6	0	
16	- 5	+2		00000000	
15	-6		+ 5	- 2	4
14	- 6 - 7	+1	+ 5 + 4 + 3		1"
13 12					
11	- 8 - 9 -10	- 1	+2+1	- 3 - 4	_
10	-10	- 2	0	100000000000000000000000000000000000000	3
9	-11			- 5	
8		-3	- 1	- 6	
7	-13	-4	- 2 - 3	-7	2
5	-14	-5	- 4	-8	
4	-15	1	- 5	- 9	
3	-16	-	- 7	-11	1
2	-27	- 26	-27	-26	(Carrier)
	-2/	- 20	-2/	-	CMENT
				N	GMENT JMBERS
				CL	ASSICAL
				P/	ATTERN



3 Enthusiastic	
_4 Bold	D
_1 Conscientious	(C)
_2 Friendly	(s)



26 D (38) i 20 s 16 c

Group Composition







D's

I's

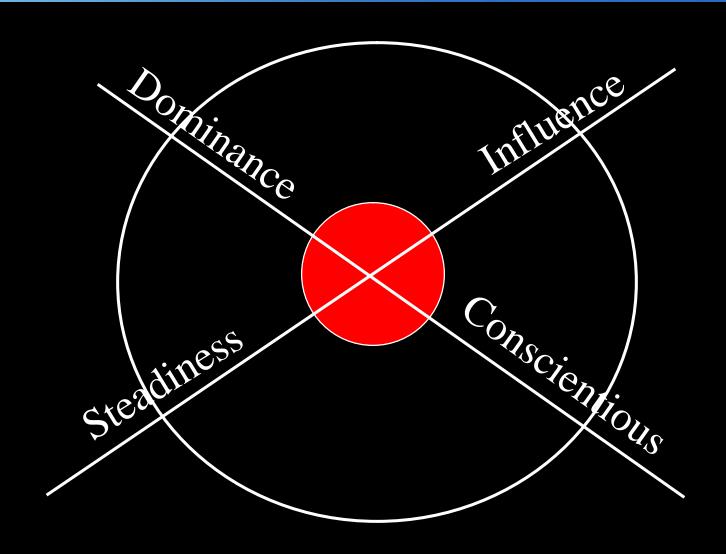
S's C's

The Four Behavior Dimensions



- DOMINANCE: Obtain Results
- INFLUENCE: Interacting with Others
- STEADINESS: Cooperating with Others
- CONSCIENTIOUS: Quality and Standards







Behavioral Flexibility

Dominance Behavioral Tendencies



- Impatience
- High ego strength High in self-confidence
- Desire Change
 - Can make decisions on very few facts
- FEAR: Being taken advantage of
- MOTIVATED BY- Needing direct answers

Influencing Behavioral Tendencies



- Emotional
- People oriented Persuasive
 - Often have great ideas
- Disorganized
- FEAR: Loss of social approval
- MOTIVATED BY- Optimism
 - Make decisions on whether it sounds good

Steadiness Behavioral Tendencies



- Loyal Team person Good Listener Patient
- Family oriented
- Possessive
- FEAR: Loss of security
- MOTIVATED BY- Changing slowly
 - Base decisions on trust in you

Conscientiousness Behavioral Tendencies



- Perfectionist
- Sensitive and Intuitive
- Accurate Base decisions on info pros & cons
- FEAR: Criticism of the job
- MOTIVATED BY- Receiving many explanations

DECISION-MAKING STYLES



- D's base decisions on very few facts
- I's base decisions on whether it sounds good
- S's base decisions on their trust in you
- C's base decisions on information
 - pros & cons

PEOPLE COMPATIBILITY & WORK BEHAVIORAL CHARACTERISTICS

Styles	Excellent		Good			Fair		Poor	
	1	2	3	4		5	6	7	8
D-D				Х		V			
D-I						V			
D-\$		V					х		
D-C					✓				Х
1-1	х							/	
I - S	1				Х				
I-C			✓						Х
S-S	х		✓						
s-c		х	V						
c-c		х	√						

X = Human Relations

√ = Work Tasks

People Compatibility







Mutual Trust

Mutual Respect

Adaptability

Opposites



TRY & LOS	E THIS ONE
T. Comments	
ONE Number	Extension
ELEPHONED	MUST CALL BY 5 P.M.
ILL CALL AGAIN & AGAIN	CALLED FROM JAIL
CREDIBLY URGENT	CALLING LAWYER NEXT
DECENTPROPOSALTOMAKE	WHERE'S THE CHECK?
WON'T TRY TO SELL	
ssage	

Doen som o demandy Write artur Stag Meety Nowletter See Practic "Pre check + Por checks" heart co greeley plus . bale market The Board is very supportive of the faculty members getting together before the Gathering for training and interaction: I STILL NEED SOMEONE TO HELP SET UP THE DETAILS OF THIS FACULTY TRAINING. Please contact me right away if you are willing to help.

Here is the schedule for the Gathering:

July 13-14: Faculty In-House Training

July 14: Practicum Update (taught by Paul and Gail)

July 15-18: Gathering

July 19: Board of Directors meeting

(July 14....evening....Board of Directors would like to meet with faculty)

ISSUES TO BE DISCUSSED AT FACULTY IN-HOUSE TRAINING.....

- 1. Paul would like to do special updating for Faculty on July 13
- Sponsors: It would be best to have only repeaters sponsor a class. The repeaters know best how to market the class and how to explain it to others
- 3. It has been suggested that we dispense with co-teaching.
- 4. Each faculty member would then be responsible for setting up and running their own classes, unless a faculty member is in training or in suspension from teaching alone)
- 5. The seniority system would then not apply.
- We need to all commit to the SAME sponsor percentage payment. It looks bad for one faculty member to pay sponsors more than the others. COME WITH SUGGESTIONS OF WHAT YOU FEEL IS MORE APPROPRIATE.
- We need to decide on an efficient system of dealing with criticism of faculty and staff.
- 8. It has been suggested to change the In-Depth to a 5 day/\$600 course.
- The Practicum and In-Depth could be advertised and taught at an eight-day workshop for \$995.
- 10. Based on general feedback, THE FACULTY (as a whole) would benefit from polishing our public relations. (see next page)



I STILL NEED SOMEONE TO HELP SET UP THE DETAILS OF THIS FACULTY TRAINING



Sherry,

Jerry asked me to give

His to you and have you hold

onto it until he gets back.

Sherry,
Please hold anto
Heis for Jerry unt. The
gets back. Det



An International Conference That Fits Your Business Style

High D's

- Its encourages accomplishment
- High I's
 - It provides an opportunity to network with peers
- High S's
 - It's the same event you attend year after year
- High C's
 - It allows you to critique your performance against peers



Behavioral Tendency Continuum

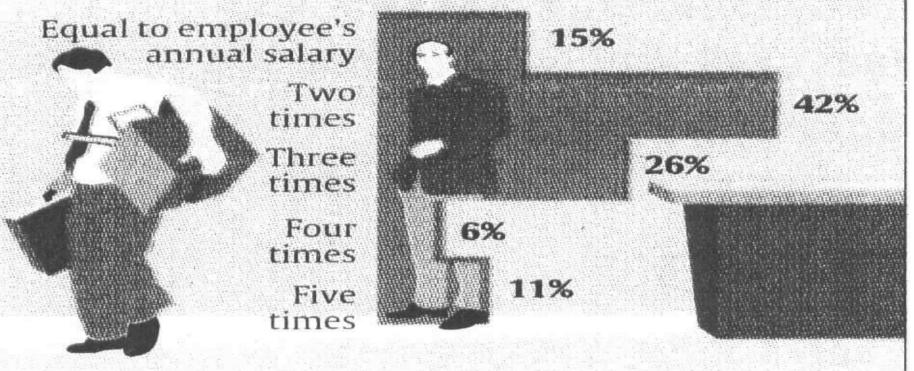
Symbol	Personal Profile	Completed By
Α	TEPLITZ, JERRY	JERRY TEPLITZ
В	LATOS, PHIL	PHIL LATOS
С	JOHNSON, ED	ED JOHNSON
D	GIORGIO, ROBERT	ROBERT GIORGIO

	0		50		100
ACCEPTS - open, receives willingly		В	c	D	A
ADHERES - sticks to the rules		C D A		В	
ADVOCATES - promotes, urges action	AB			D	С

USA TODAY Snapshots®

High cost of a bad hire

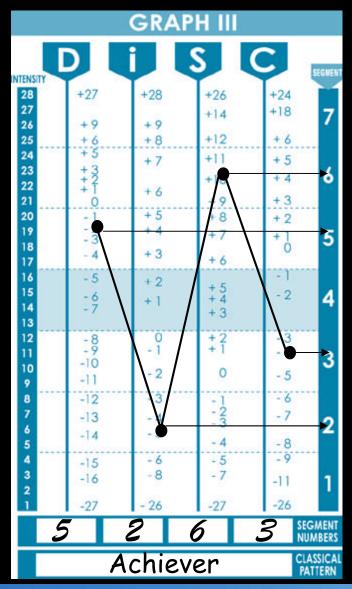
How much does it cost to replace an employee who doesn't work out, including recruitment, training, severance and lost productivity?



Source: Right Management survey of 444 human-resource professionals. Margin of error ±5 percentage points.

Graph III

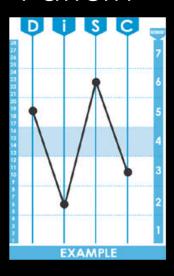




Achiever Pattern



Achiever Pattern



Emotions: is industrious and diligent; displays frustration

Goal: personal accomplishments, sometimes at the expense of the group's goal

Judges others by: ability to achieve concrete results

Influences others by: accountability for own work

Value to the organization: sets and completes key result areas for self

Overuses: self-reliance; absorption in the task

Under pressure: becomes frustrated and impatient; becomes more of a "do-er" and less of a "delegator"

Fears: others with competing or inferior work standards affecting results

Would increase effectiveness through: less "either-or" thinking; clearer task priorities; consideration of optional approaches; willingness to compromise short-term for long-range benefits The motivation of Achievers is largely internal and flows from deeply felt personal goals. Their commitment to their own goals prevents them from automatically accepting the group's goals. Achievers need to see how they can blend their personal goals with the organization's goals. By retaining control over the direction of their lives, Achievers develop a strong sense of accountability.

Achievers demonstrate a keen interest in their work and an intense, continual pursuit of accomplishment. They have a high opinion of their work and may hesitate to delegate tasks when under pressure. Instead, they take on the work themselves to ensure that things are done right. When they delegate, they have a tendency to take back the task if it does not go according to their expectations. Their guiding premise is, "If I succeed, I want the credit; if I fail, I will take the blame."

An Achiever should communicate more with others to expand their thinking beyond either "I have to do it myself" or "I want all the credit." They may need help in finding new approaches for achieving their desired results. Achievers function at peak efficiency, and they expect recognition equal to their contribution — high wages in for-profit organizations and leadership positions in other groups.

Reactions to Others







Judging



Understanding



Respecting



Appreciating



Rules About Others







Different ≠ Wrong Different = Different



There is richness in diversity!



- Watch Your Thoughts
 - They become your words
- Watch Your Words
 - They become your actions
- Watch Your Actions
 - They become your habits
- Watch Your Habits
 - They become your character
- Watch Your Character
 - It becomes you!

Fears



```
60% Fears unwarranted
20% Fears already past
10% Petty - Doesn't make difference
10% Real Fears
1-4% Real + Justified +
Can't do anything about it
2% Can solve easily by action
1-4% Real + Justified
```



F E A R



F False

A

R



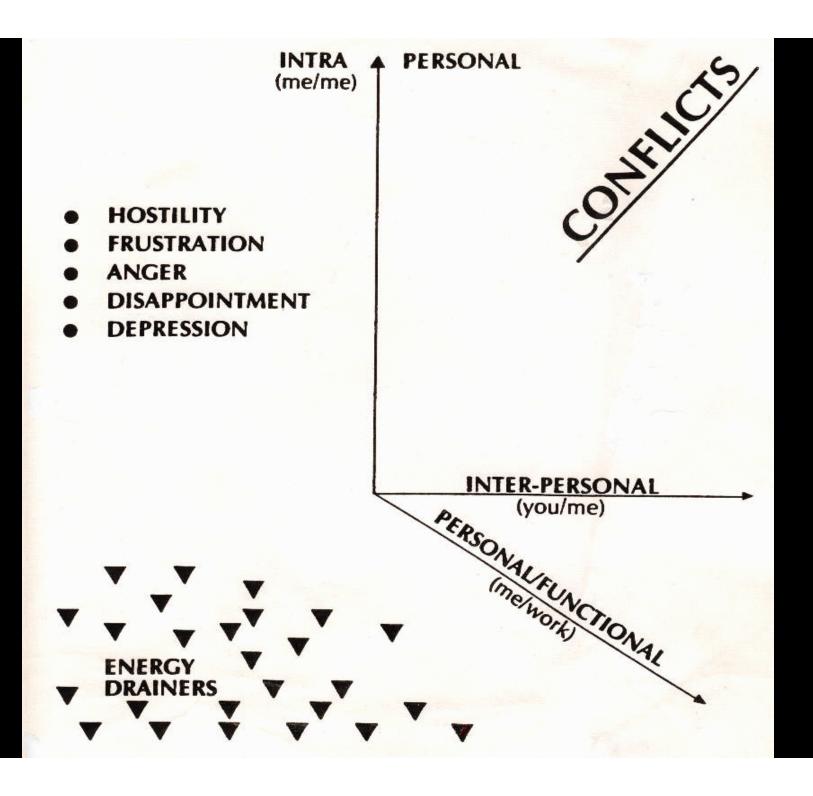
- **F** False
- Evidence

A

R



- F False
- E Evidence
- A Appearing
- R Real

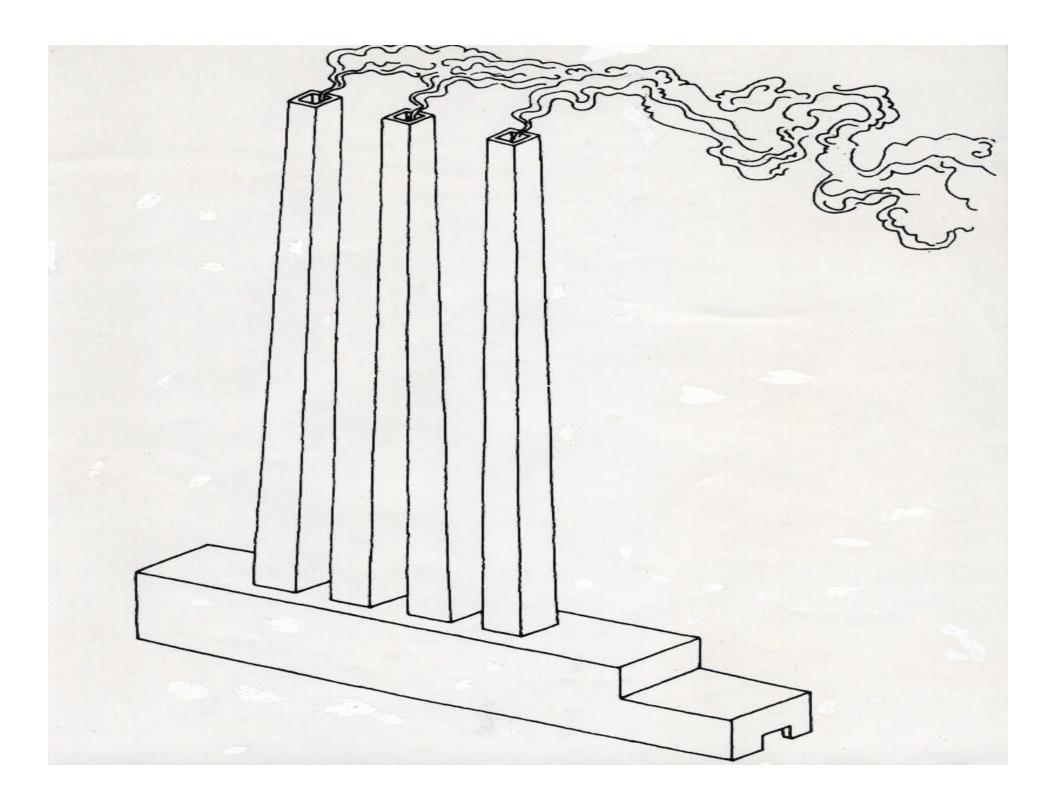




BK Behavioral Kinesiology



Paradigm Shift





Meridian Lines

- Stomach
 - Spleen

Electrical Power In A Cell

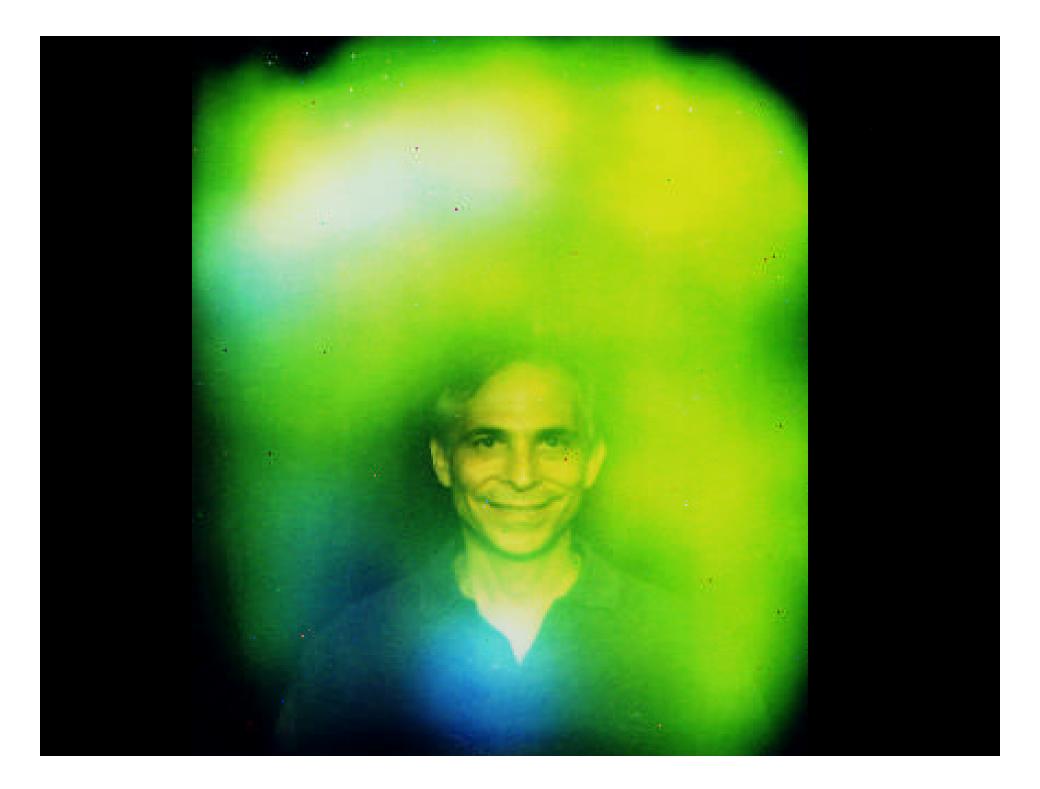


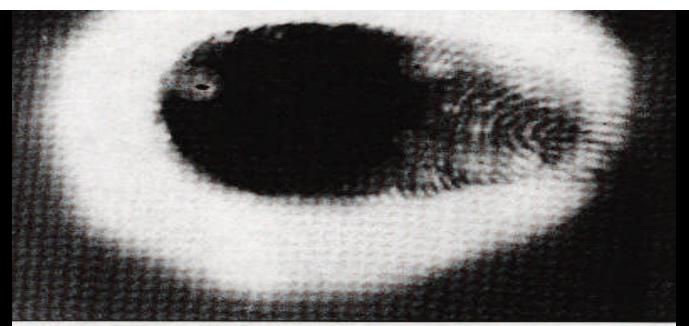


 University of Michigan Biophysical Chemist Raoul Kopelman

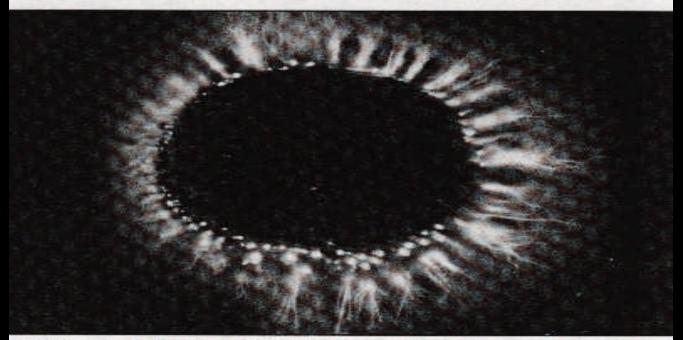
Place Voltmeter Inside Cell

Cells Contain Electric Field Strong
 Enough To Cause A Bolt Of Lighting



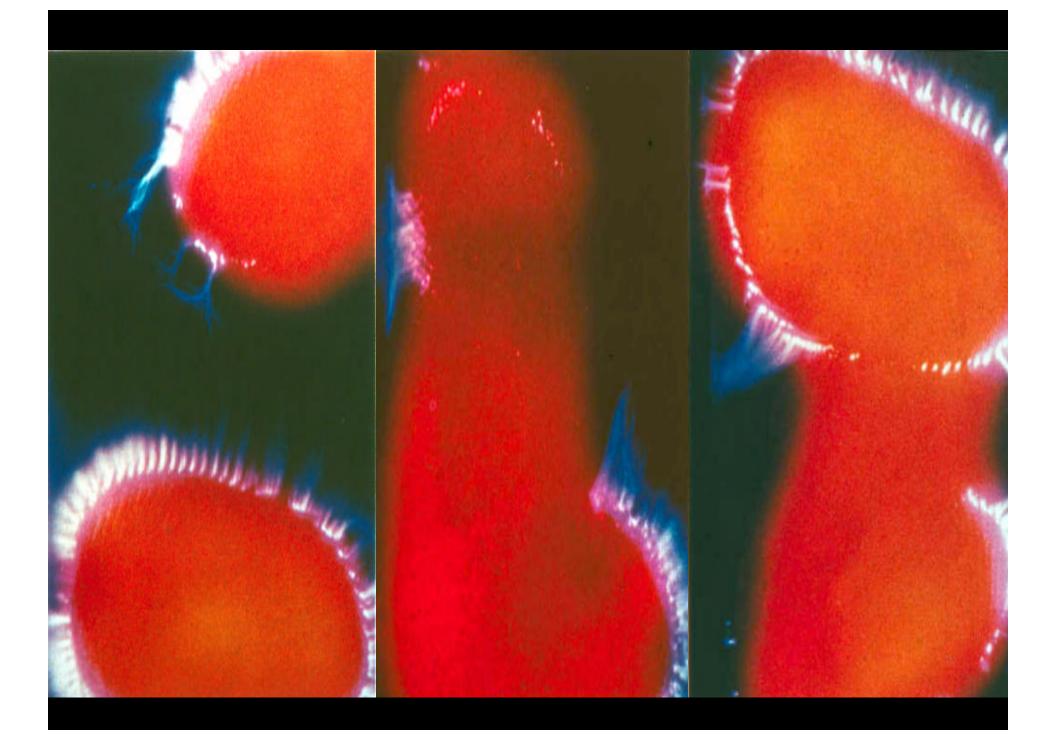


Kirlian photo of a fingertip of a person while having loving thoughts.



Kirlian photo of a fingertip of a person while having angry thoughts.







Thymus Gland

Second button down,

An inch or two below the hollow

Muscle Checking History





1912 - Dr Robert Lovett - Harvard Medical School

1922 - Dr Charles Lowman - Orthopedic Surgeon

1936 - Henry and Florence Kendall — Physical Therapists

MUSCLES TESTING AND FUNCTION

Fourth Edition with POSTURE and PAIN

FLORENCE PETERSON KENDALL, P.T., F.A.P.T.A.

Lecturer; Consultant to the Surgeon General, U.S. Army; Consultant to, and Former Member of, the Maryland State Board of Physical Therapy Examiners. Formerly, Physical Therapist, Children's Hospital, Baltimore, Maryland; Faculty Member, School of Medicine, Department of Physical Therapy, University of Maryland; Instructor in Body Mechanics, Johns Hopkins Hospital, School of Nursing

ELIZABETH KENDALL McCREARY, B.A. PATRICIA GEISE PROVANCE, P.T.

Clinical Rehabilitation Specialist, Outpatient Physical Therapy Department,
Coordinator, Multiple Sclerosis Rehabilitation Program,
The Union Memorial Hospital, Baltimore, Maryland;
Member, Maryland State Board of Physical Therapy Examiners

Illustrations by
DIANE K. ABELOFF / RANICE W. CROSBY
MARJORIE B. GREGERMAN / WILLIAM E. LOECHEL

Photographs by PETER J. ANDREWS / CHARLES C. KRAUSE, Jr.



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Florence Kendall Qualifications





Consultant To The Surgeon General

Maryland State Board of Physical Therapy Examiners

Faculty – University of Maryland, School of Medicine

Instructor in Body Mechanics – John Hopkins Hospital

Muscle Checking History





- 1960 Dr George Goodhart Applied Kinesiology
- 1980 Dr John Diamond Behavioral Kinesiology
- 1981 Dr Paul Dennison Educational Kinesiology



Brain Gym International

(Formerly Educational Kinesiology Foundation)

Moving From Learning Disabilities

To Olympic Performance Levels

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www.BrainGym.org



Perceptual and Motor Skills - 1999

Volunteers said truthful statement
Their name
Volunteers said a false statement
Not their name



Perceptual and Motor Skills - 1999

Sophisticated Equipment Measurements

- pressure person checking applied
- resistance of person being checked
 <u>Variables</u>
 - how long able to keep arm up
- amount of force to push arm down



Perceptual and Motor Skills - 1999

RESULTS

False Statements

Pushed Arm Down

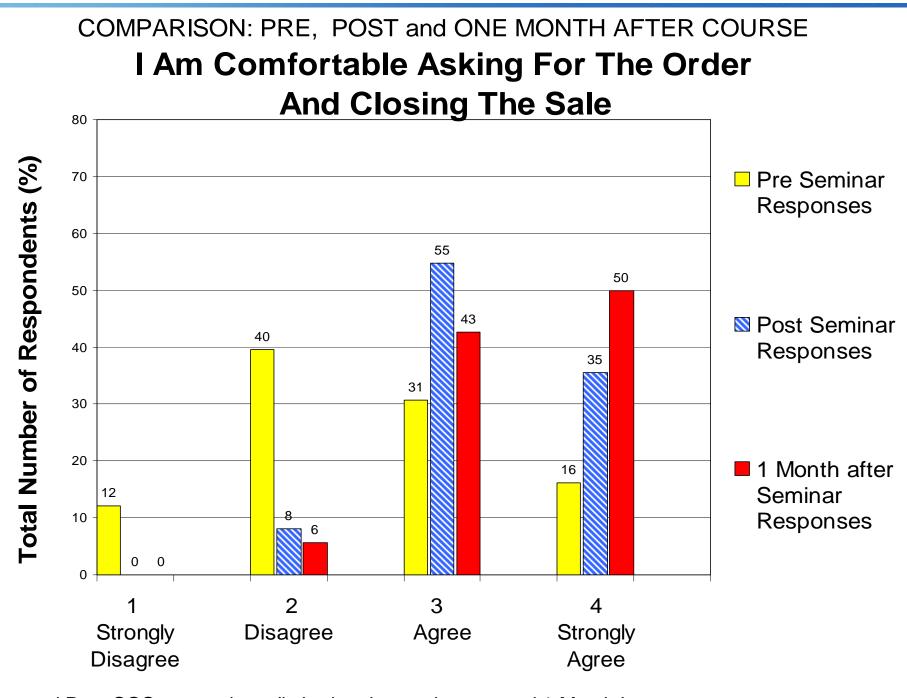
58.9% faster

Amount of Force

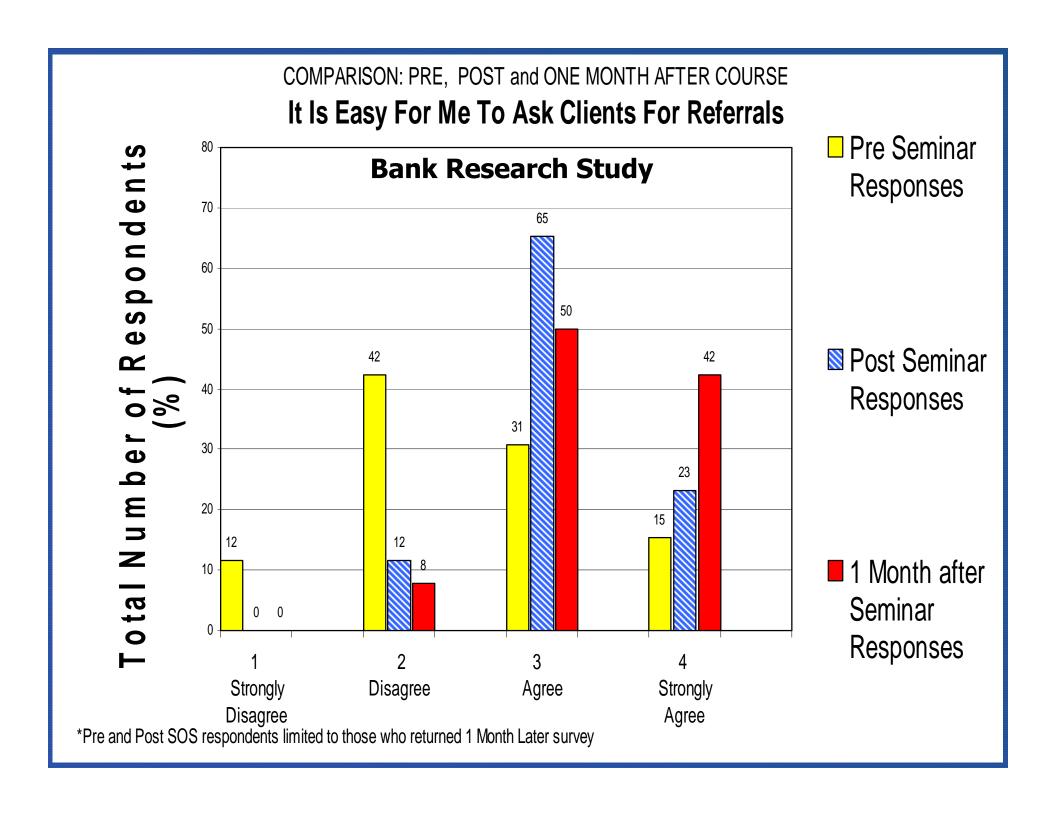
Used 17.2% less pressure



Switched-On Selling



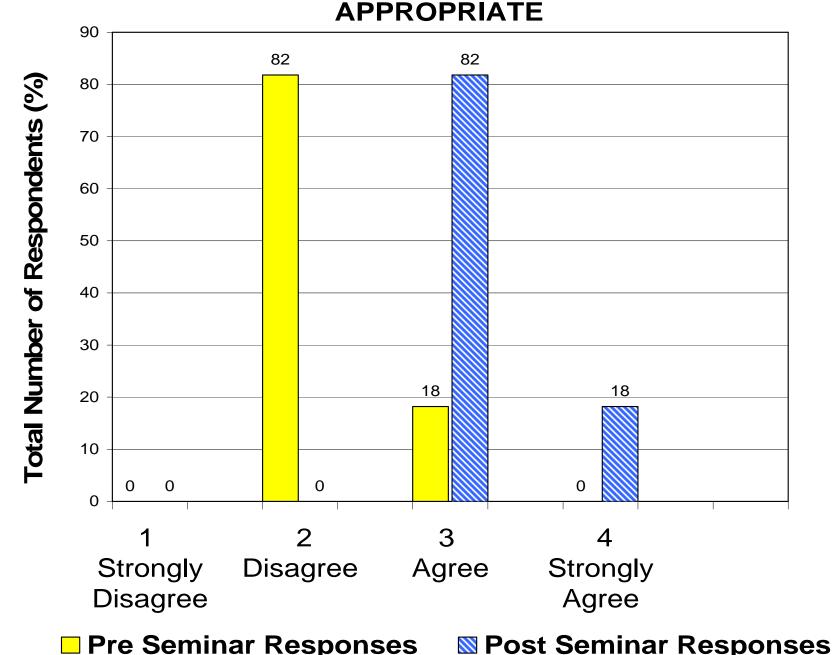
^{*}Pre and Post SOS respondents limited to those who returned 1 Month Later survey





Switched-On Management

COMPARISON: PRE AND POST SEMINAR RESPONSES I DISCIPLINE AND FIRE PERSONNEL WHEN





Switched-On Management Switched-On Golf

Visualization 35 30 25 20 Starting Score 15-

13

Physical

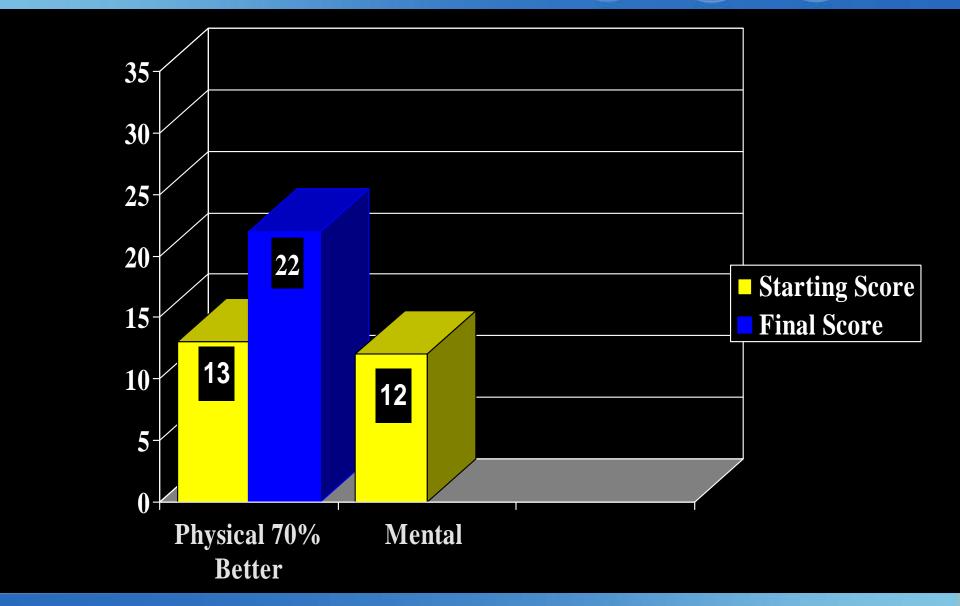
10-

5-

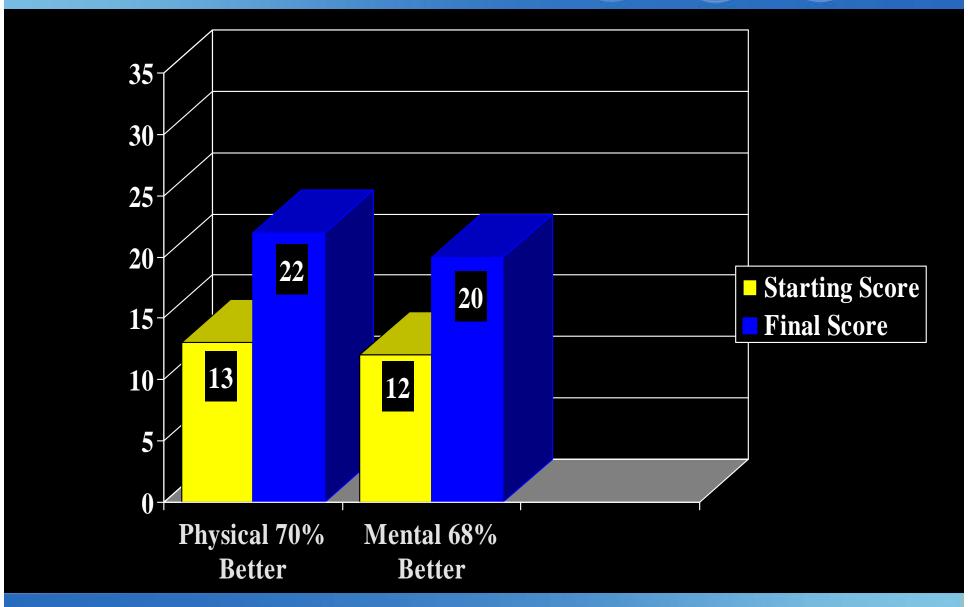


Visualization 35 30 25-20 22 Starting Score 15-**Final Score** 13 10-5-0-Physical 70% Better

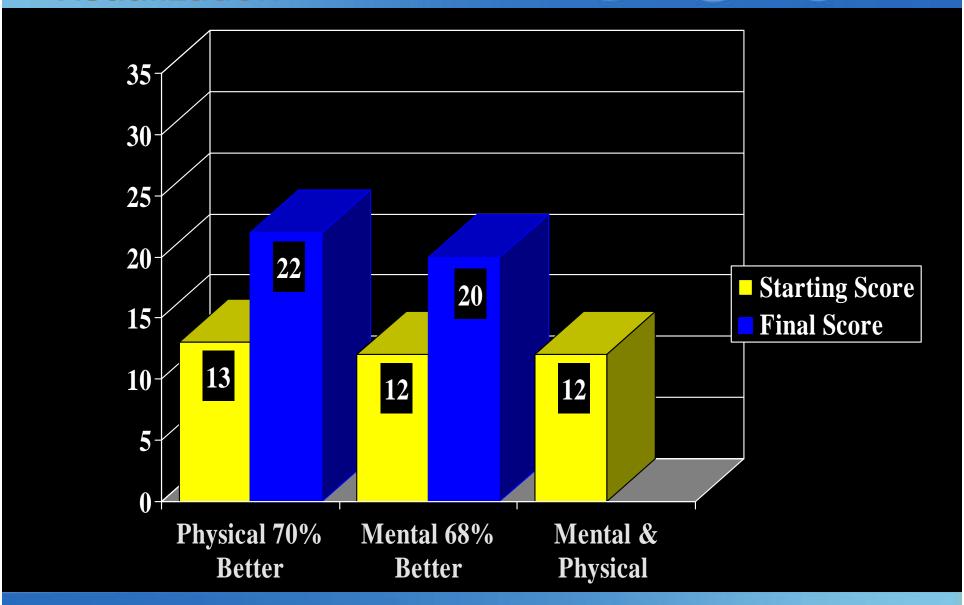




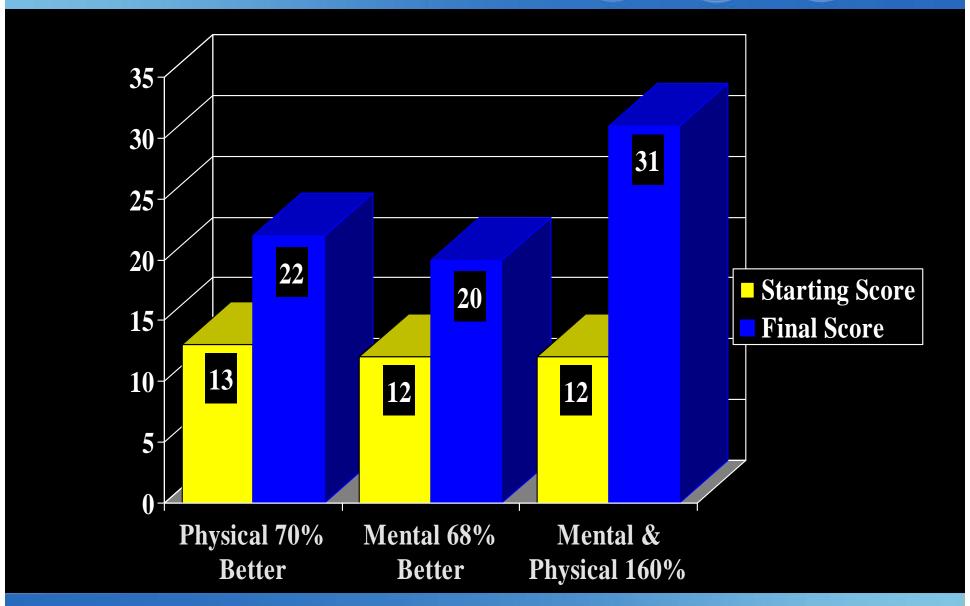












AAABC Action Plan

- Alter it
- Avoid it
- Accept it
- Building Our Resistance
 - **Physical**
 - Mental
 - Social
 - **Spiritual**
- Changing Our Perceptions

Southern Medical Journal 1988



- Dr Randolph Byrd U of C Medical School
- 400 Coronary care patients
- Two groups same medical care
- Double blind study
- One group prayed for by
 - Protestant and Catholic prayer groups
 - -Throughout the United States



The Prayed for Groups Results

- Less congestive heart failure
- 5 X less need for antibiotics
 - 4 X less pneumonia
- 4 X less need to be resuscitated

Aids Study



- 40 patients divided into 2 groups
- one group prayed for by 10 people
- 10 different religions and traditions
- prayed for 1 hour per day for 1 week

Aids Study



The Results 6 Months Later

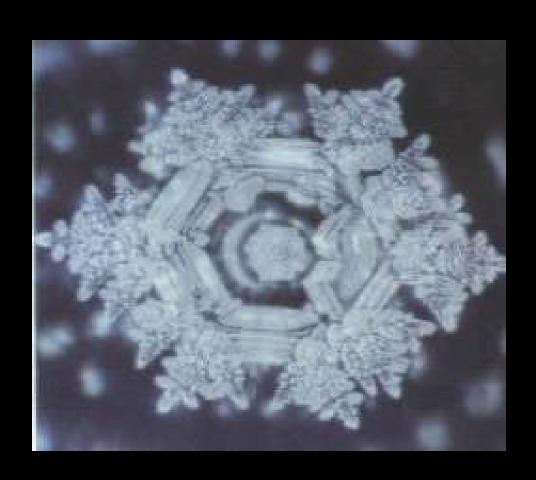
- Controls 68 days in hospital
- Prayed for 10 days in hospital
- Prayed for
 - less severe aids related diseases
 - less emotional stress

The Hidden Messages In Water by Masaru Emoto

- Japanese scientist
- Crystals formed in frozen water
- Crystals changed with thoughts
 - Impact of music
 - Impact of pollution



Lake Water



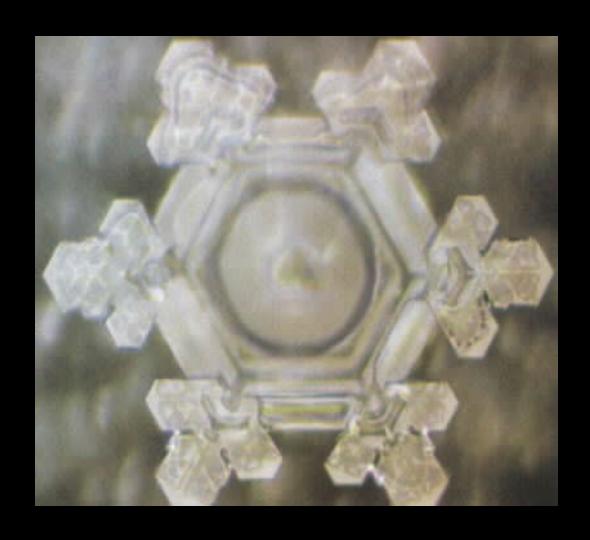
Lake Water After Prayer



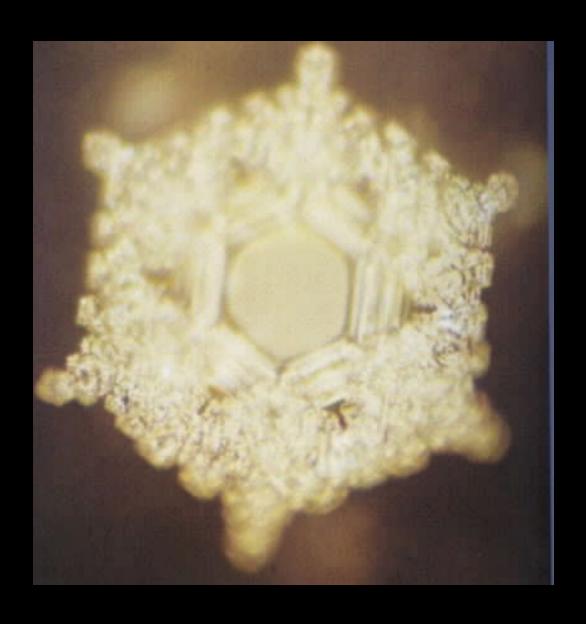
Lake Water Before Prayer Lake Water After Prayer



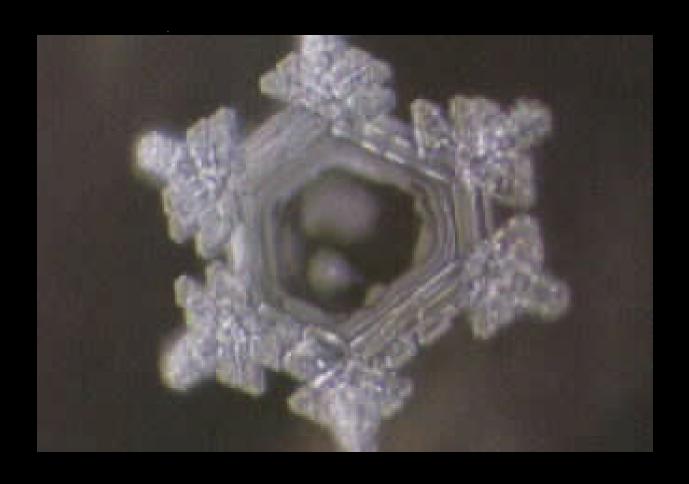
The Words – You Fool



Thank You



Love and Gratitude



The Words – You're Cute

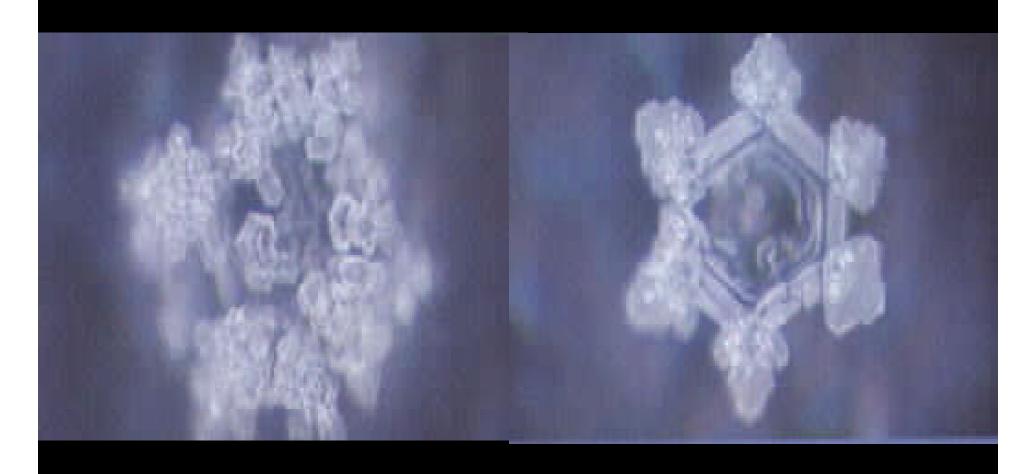


Children Said "You Are Beautiful" Several Times



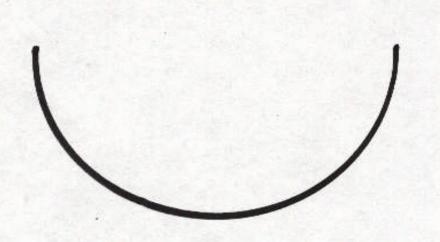
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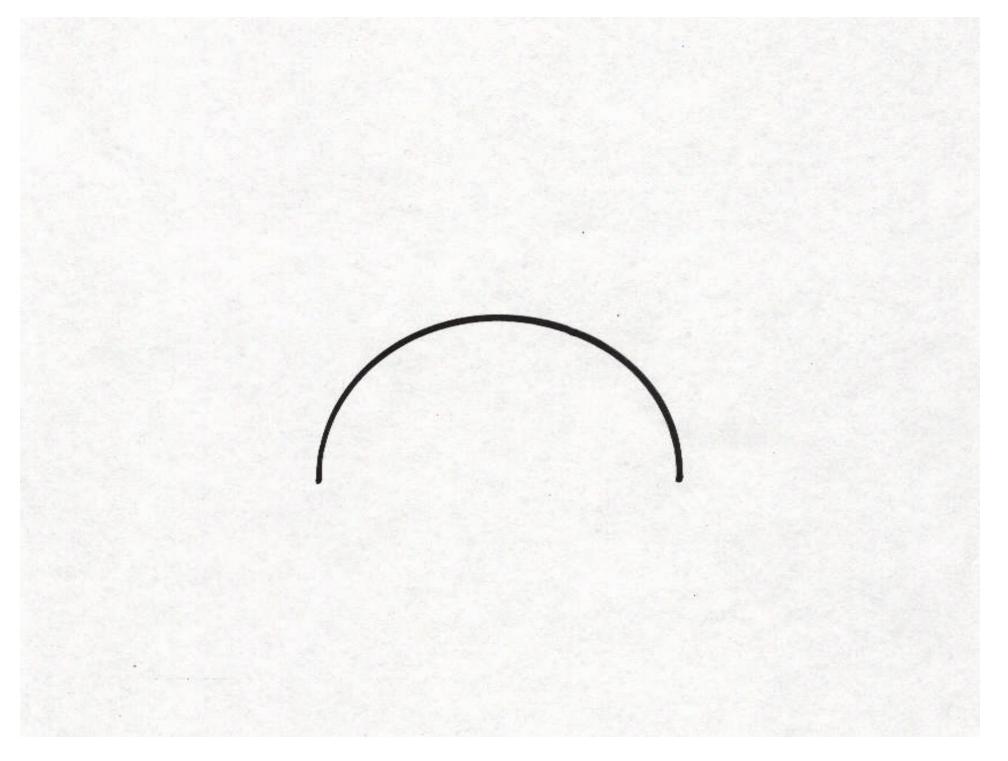
You Are Beautiful



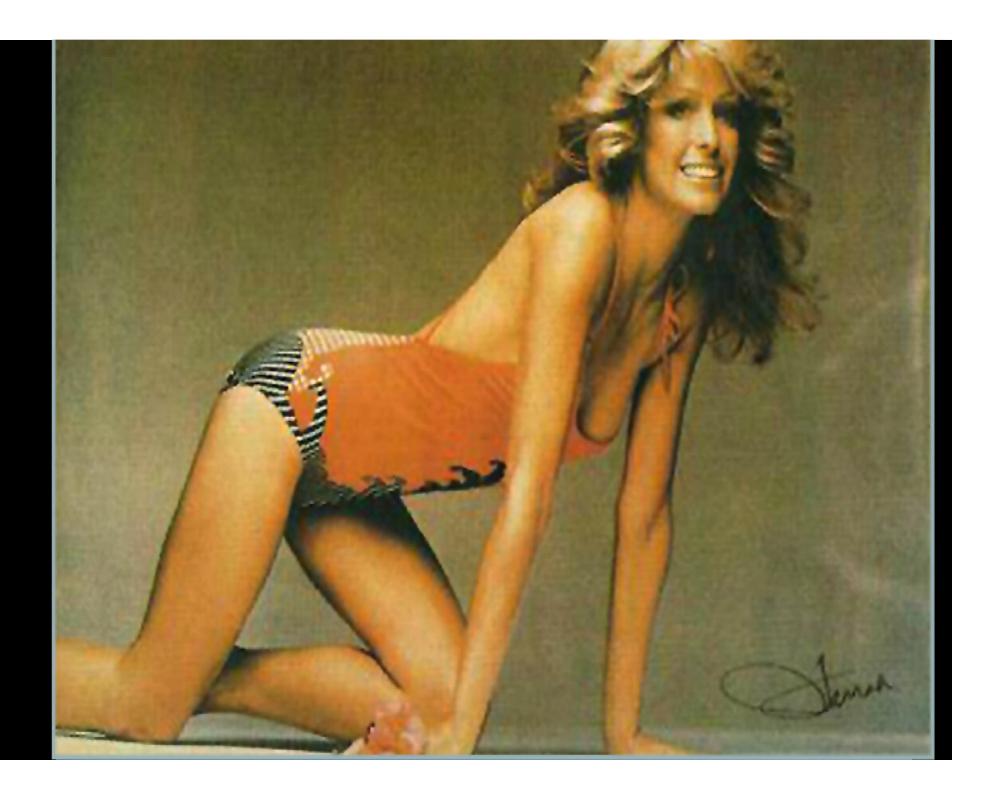
Several Times

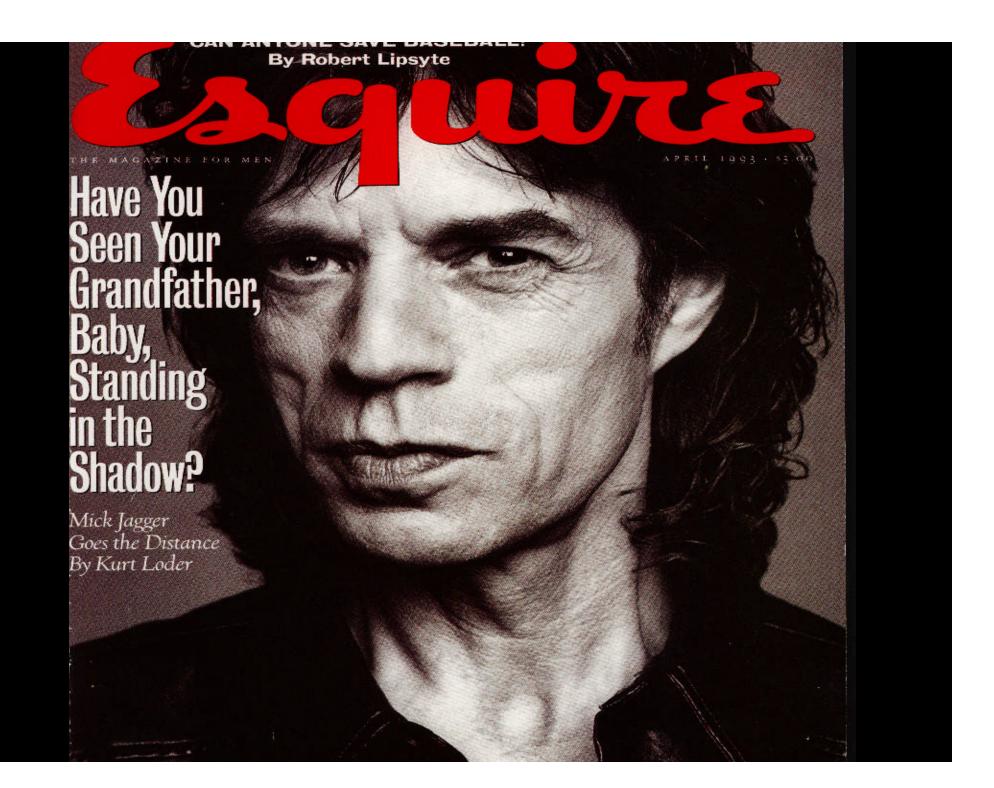
Many Times













Carlson Learning Company Journal

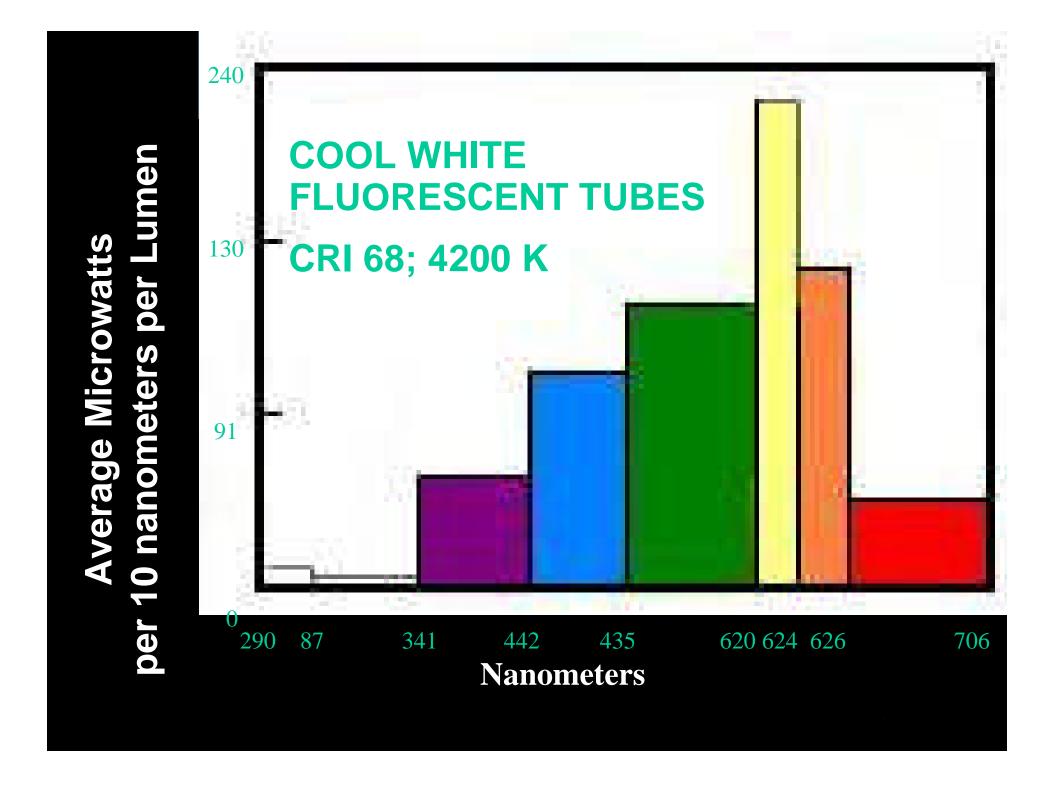
Volume 1, Number 1

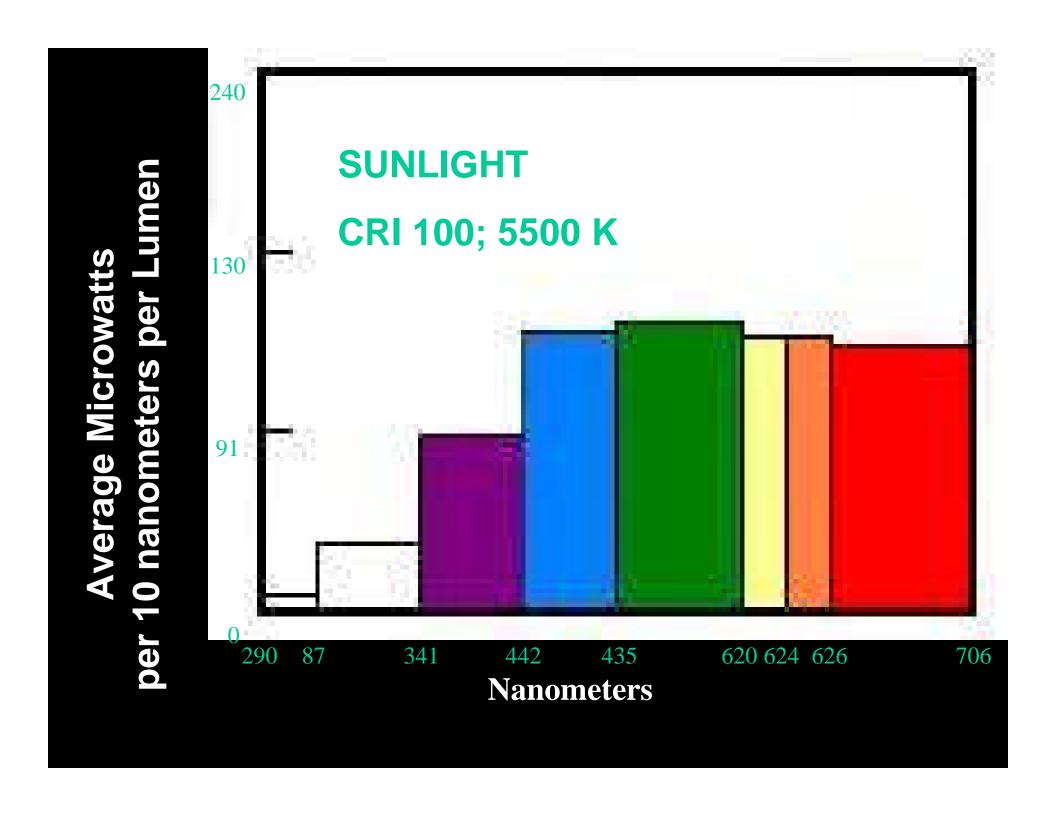
First Edition



Full Spectrum Fluorescent Lighting

Star Industries
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Cleveland, OH 44130
(800) EXCELLA

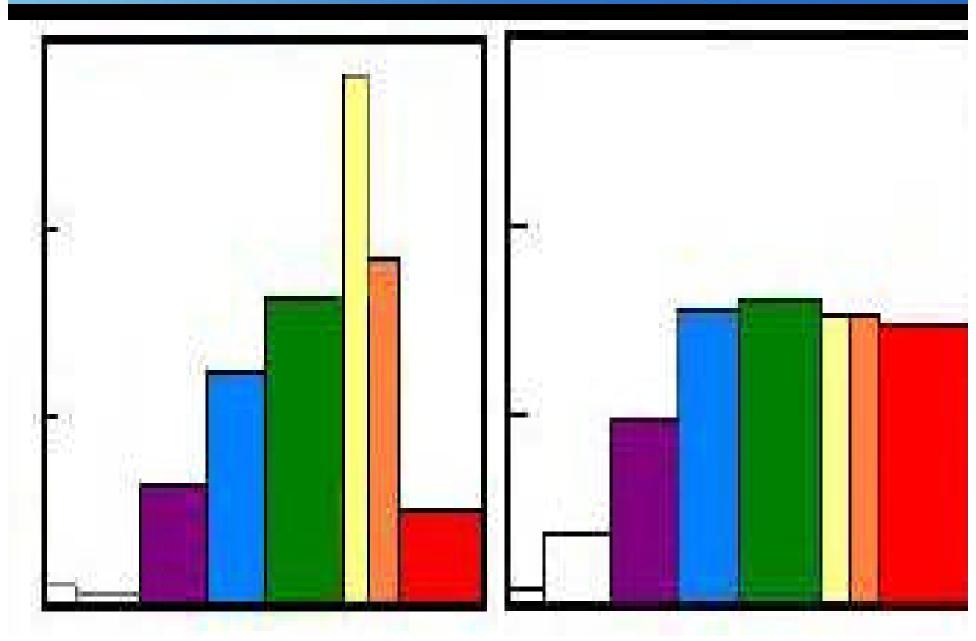


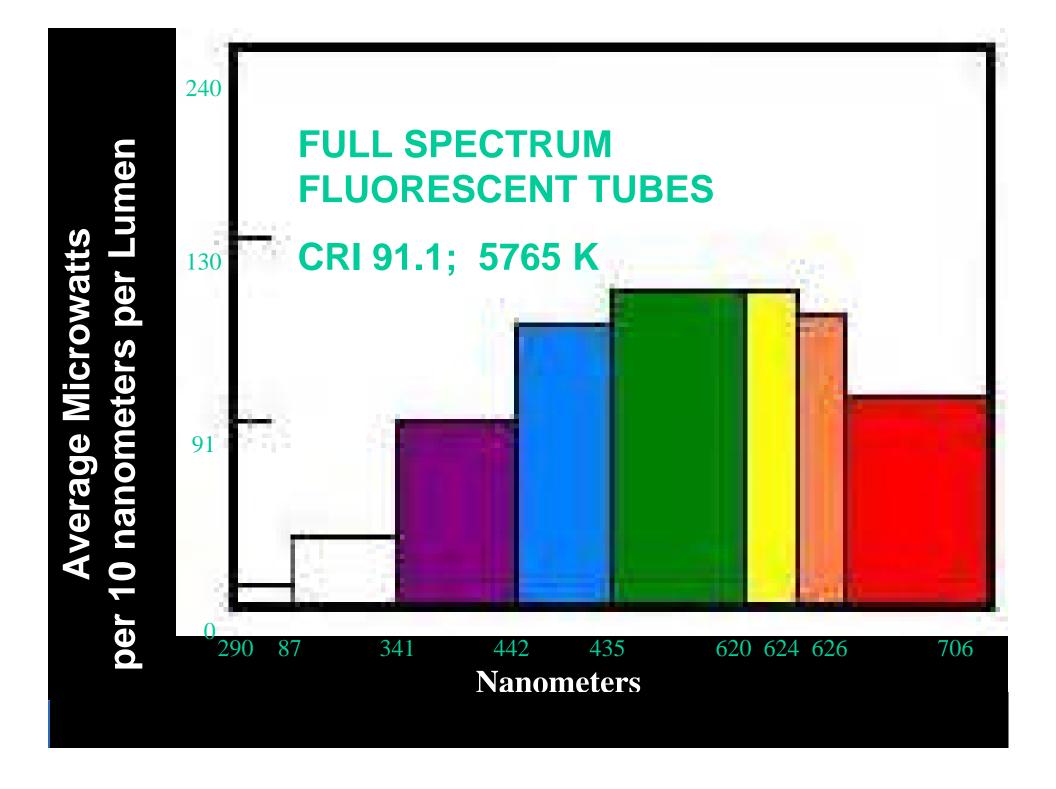


COOL WHITE FLUORESCENT TUBES





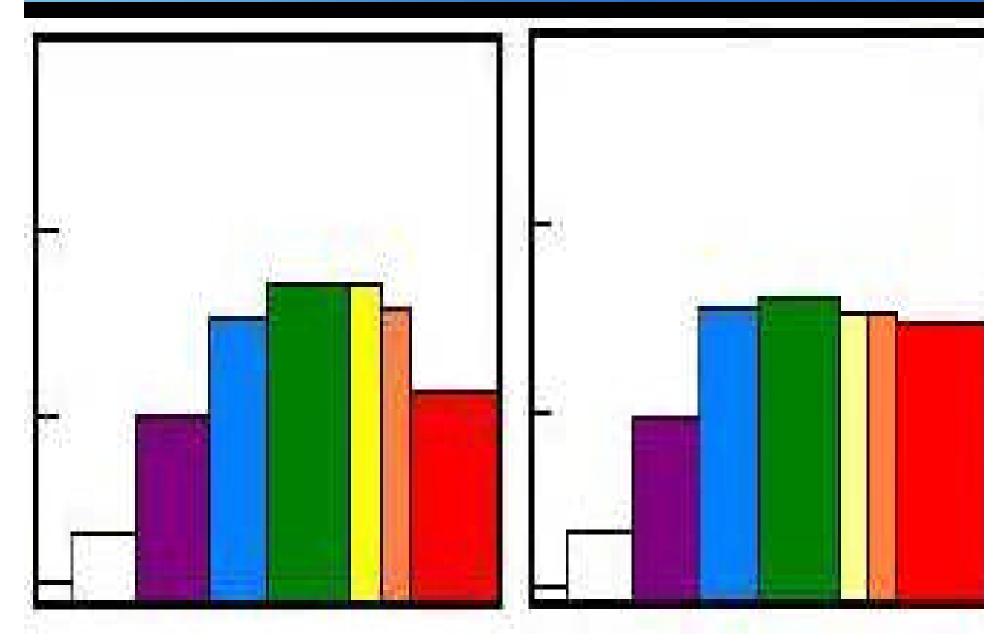




FULL SPECTRUM FLUORESCENT TUBES







Comparison



	Cool White	Full Spectrum
Headaches (per week)	50% report 3 or more 30% report none	0% report 3 or more 89% report none

Comparison

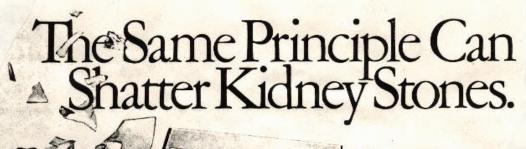


	Cool White	Full Spectrum
Headaches (per week)	50% report 3 or more 30% report none	0% report 3 or more 89% report none
Fatigue Factor (by 4:00 p.m.)	60% - large amount	0% - large amount

Comparison



	Cool White	Full Spectrum
Headaches (per week)	50% report 3 or more 30% report none	0% report 3 or more 89% report none
Fatigue Factor (by 4:00 p.m.)	60% - large amount	0% - large amount
Productivity (by 4:00 p.m.)	30% report low levels 0% report high levels	0% report low levels 63% report high levels





 DICTYOPTERA, the Mantids and Cockroaches (See entry nos. 34-37)

This order is divided into two closely related but distinctive suborders, Mantodea, the praying mantids, and Blattaria, the cockroaches. Each suborder is discussed separately here. Suborder Mantodea: The praying mantids in many ways resemble the walkingsticks, but at the same time have features in common with cockroaches. Their body is elongate, cylindrical, slightly flattened, green or brown, rarely pink (resembling a flower), and ranging from 10–165 mm in length. The head is large, triangular, with large eyes; the thorax is elongate. The front legs, the most distinctive feature of these insects, are enlarged and modified for grasping prey. The second and third pairs of legs are slender. The wings are similar to those of the grasshoppers. The abdomen has short cerci.

Eggs are laid in masses in a distinctive egg case which is attached to vegetation. This is one of their similarities to cockroaches. The nymphs hatch out and are immediately predaceous, often feeding on each other before they disperse. They resemble the adults but lack wings. Nymphs and adults frequent vegetation in search of aphids, and flowers for larger insects, including flies, bees, and even butterflies, all of which they carefully stalk, finally grasping them with deadly accuracy.

Suborder Blattaria: The cockroaches are generally despised, in contrast to their cousins, the praying mantids. Some of the tropical species of cockroaches are 15 cm in length, but most species range between 10–50 mm. Their bodies are oval, flattened, and usually brown or black, but some of the tropical species are marked with white and yellow spots. The head is usually partly covered by the pronotum of the thorax; their eyes are large and the antennae long, filiform. Cockroaches have chewing mouthparts. Most species have two pairs of wings similar to those of grasshoppers, but others are wingless. The abdomen has short apical cerci. Their eggs are laid in an ootheca, or egg case, similar to that of the mantids. The nymphs resemble the adults but are wingless.

movement was strengthening and the backhand weakening. The reason for the weakening effect of the backhand stroke is that it is a type of movement that causes *switching*, an unbalancing of the signals between the left and right hemispheres of the brain.

Switching produces a confusion in the body, resulting in stress and a weakening of energy. Among the other body movements that can switch a person are typical jumping jacks, in which arm and leg movements mirror each other exactly. This kind of movement is called homolateral. Any movement in which the arm and leg on the same side of the body move in unison will weaken the system. Doing jumping jacks differently, starting with the arms together above the head while the legs are apart, turns it into a heterolateral movement. This movement does not switch our brain hemispheres and, thus, is not weakening. Also, the tongue at the roof of the mouth will prevent the homolateral movement from weakening the body.

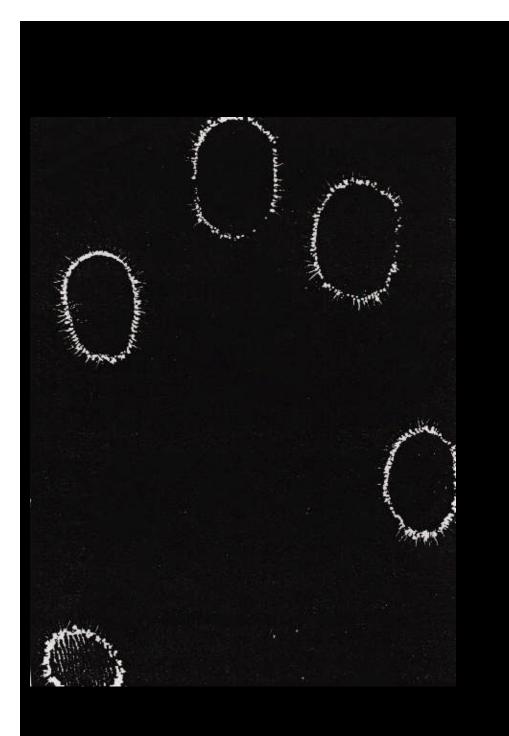
I suggested the tongue-up technique to a bicycle racer who was skeptical about it. Shortly afterwards, he was in a race and became tired, so he decided to put his tongue up. He went on to win the race! Another man, a middle-aged runner who competes in five-mile races, noticed a marked improvement in his racing time and the ease of running after he started keeping his tongue up all the time. And I've also had lots of feedback from golfers. One reported driving the ball 35 yards farther just by keeping his tongue up. Others have reported they are able to drive balls much, much farther than they ever did before.

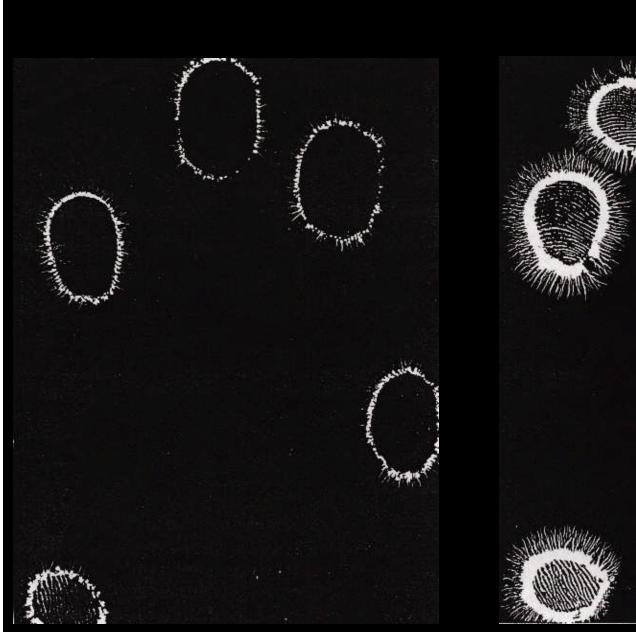
 DICTYOPTERA, the Mantids and Cockroaches (See entry nos. 34-37)

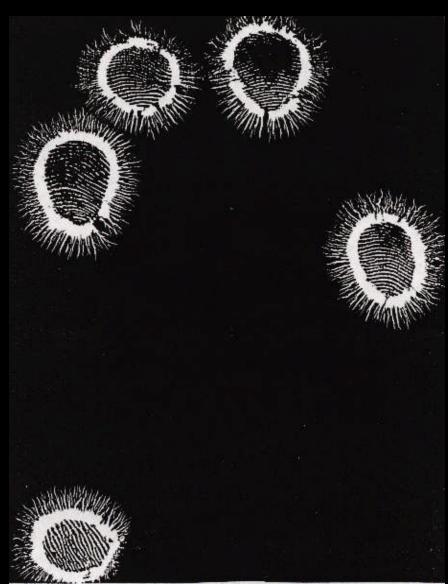
This order is divided into two closely related but distinctive suborders, Mantodea, the praying mantids, and Blattaria, the cockroaches. Each suborder is discussed separately here. Suborder Mantodea: The praying mantids in many ways resemble the walkingsticks, but at the same time have features in common with cockroaches. Their body is elongate, cylindrical, slightly flattened, green or brown, rarely pink (resembling a flower), and ranging from 10–165 mm in length. The head is large, triangular, with large eyes; the thorax is elongate. The front legs, the most distinctive feature of these insects, are enlarged and modified for grasping prey. The second and third pairs of legs are slender. The wings are similar to those of the grasshoppers. The abdomen has short cerci.

Eggs are laid in masses in a distinctive egg case which is attached to vegetation. This is one of their similarities to cockroaches. The nymphs hatch out and are immediately predaceous, often feeding on each other before they disperse. They resemble the adults but lack wings. Nymphs and adults frequent vegetation in search of aphids, and flowers for larger insects, including flies, bees, and even butterflies, all of which they carefully stalk, finally grasping them with deadly accuracy.

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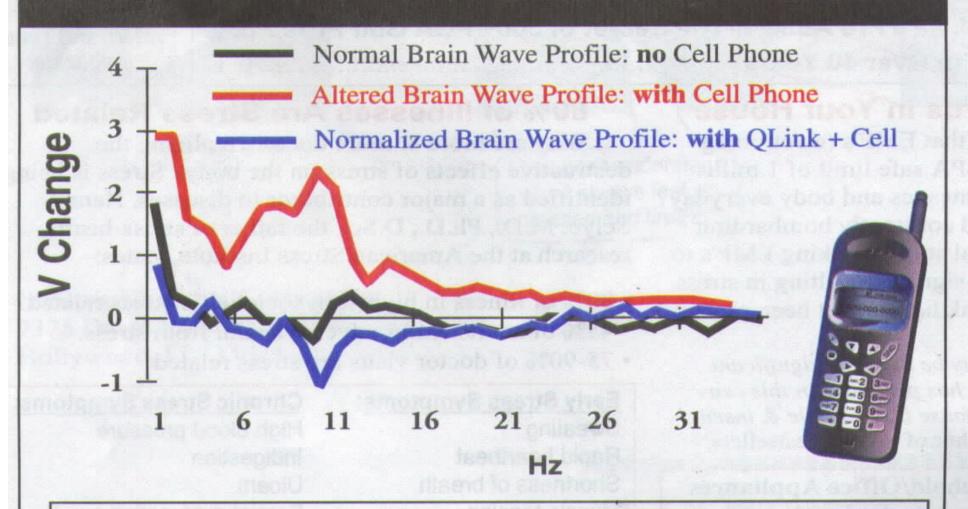




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The grand-mean change over time in resting EEG frequency (The Journal of Alternative and Complementary Medicine, Vol.8 issue 4)



Fight Defensively with Kinesiology

- 1. Thump your thymus
- 2. Place your tongue at the roof of your mouth
- 3. Ask your opponent to smile
- 4. Frown at your opponent





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