

Interview with Justin and Dreama Lee

Co-Authors of Mentoring Your Way to Millions

April 26, 2011

[0:00:00]

Voice Prompt: Last Hope Radio. **[Music]**

Michael: Welcome to Logical Soul Talk. And I will get started here in just a second. I think we got a little bit of technical difficulty going on. So, I'm just about to record this thing. So, we're going to get this thing going on here. One of these days...aha, here we go. Yes, I think we're going. Yeah. Okay, excuse me for the interruption there.

This is Logical Soul Talk. My name is Michael Craig and I'm your host for this weekly talk radio program that features interviews with some folks I find very interesting, usually the best, the brightest and most creative people that I can come up with. And some of them are very creative and very interesting, intelligent and wealthy.

Now, during this 30-minute program, I will ask them about their expertise and their work but I also want to focus on their inner world, the turning points in their lives, their mentors and influencers and decisions they've made that brought them success.

You see, as a chiropractor for many years I discovered that most people including myself have an underlying matrix or pattern of what I call hidden decisions that we made as small children or picked up from our parents, teachers or even our ancestors. And these subconscious decisions form our reality and affect our motivation and our destiny. Consequently, these matrix decisions can either propel us to greatness or lead us to self-sabotage and failure.

And quite by accident many years ago, I discovered how to access these hidden decisions to allow amazing results to happen in my own and other people's lives. And you can get more information on my techniques and methods at www.logicalsoul.com. Also be sure to click on the follow button at blogtalkradio.com/logicalsoul to get a heads up on all of our future great interviews coming up.

Now, my guests were selected because quite frankly I find their stories and lives interesting. I also found they possess a quality I find rare in an individual and that is a passion for what they do and they also have the determination to see this passion through. They obviously have made some strong decisions early in their lives that led them to their current successes and achievements.

And my goal in interviewing them here is to probe a little bit and discover their pattern of life decisions. And this will allow you as my listeners to maybe pick up some special nuggets that will add to your own motivation and nourish your own seeds of success.

So listen and enjoy. After about 10 or 15 minutes, I invite you to call in with your comments and your questions. Our phone number is area code 347-843-4544. That's 347-843-4544. And if you want to get called on, simply press 1 to raise your hand.

And if you're listening to this on a podcast, obviously, you're not going to be able to call in but we welcome your questions. You can write me at dr craig@logicalsoul.com if you want to ask me a question personally or simply tune in every Tuesday afternoon at 6 p.m. Eastern Time or 3 p.m. Pacific for those of you on the West Coast and listen to the show.

Now, the guest on my show tonight – actually, we have a couple of guests. This is a married couple. Their name is Justin Lee and Dreama Lee and they're authors of this book called *Mentoring Your Way to Millions*. They know how to find interns to help you with your business essentially free labor. And I'm going to get them to talk about that a little bit during the show.

A very interesting people, they've had backgrounds in real estate, marketing. They've – I think they're living – I'll ask them where they're living right now. But essentially quite an interesting couple and I heard a lot about them actually before I brought them on the show. I kept getting all this buzz about this couple and I kept wondering what the heck is this stuff all about?

And – because I – to be honest with you, I hired interns at one time or brought interns on and I never really had luck with them. Pretty much they just weren't working out for me even though I wasn't paying them anything and I guess I have a couple of questions to ask about that myself. So, without further ado, I'm going to bring out Justin and Dreama Lee. Justin, are you there?

Justin: Yes, I'm here. Thanks very much for having us.

Michael: You're certainly –

[Crosstalk]

Michael: ...welcome, my friend. I'm so happy to have you both on the line here on the show. And I got a couple of questions for you and I guess because I mentioned that I had some interns working for me at one point because I had this idea of putting an ad on Craigslist and getting some help and lo and behold, I got some people signed up.

And I went through like 20 or 30 applications and narrowed down some people. And some of them were really good and then suddenly it's just like poof, they just sort of didn't do anything or I didn't have my act together or something. And maybe you can address that later on. But first I want to get in to what brought you to this idea of – first of all, I know you got a lot more to offer than just the free labor bit of it, the interns stuff.

[0:05:06]

But tell me a little bit how you gotten involved with the internet business and how you got involve with teaching what you're teaching right now.

Justin: Yeah, sure. So basically what happened was we had – we'd started our first business in 2003. It was in a real estate investing and we're living in Washington D.C. at the time.

Michael: Uh huh.

Justin: And five years later, we've been in business, successful real estate investors. We had a great first half of the year in 2008. So, in the second hand of 2008, we thought, "You know, let's go do something fun." And we rented a villa on the Greek Island of Rhodes. Private villa, a pool, went to relax. We were going to be there for seven weeks and we're going to continue on throughout other parts of Europe and to England and Croatia.

Ultimately, end up at Oktoberfest in Munich and about six or seven weeks before we were due to get to Munich, Dreama found out that very unplanned and very much accidentally, the next thing we knew she was pregnant again. And -

Michael: Oh –

[Crosstalk]

Justin: ...we have one small child with us -

Michael: **[Laughter]**

Justin: ...who was 14 months old. This is completely unplanned. And I often people tell people that the scene in the villa when we took the pregnancy test despite me telling her the Greek pregnancy tests **[Laughter]** aren't reliable -

Michael: **[Laughter]**

Justin: ...is – remember this old ABC Afterschool Specials?

Michael: Yeah.

Justin: Yeah, **[Laughter]** it's like one of those except we weren't teenagers. We –

[Crosstalk]

Michael: **[Laughter]**

Justin: But everything worked out beautifully. I don't think Dreama was too excited about going on to Oktoberfest not being able to enjoy the beer and the culture. But everything worked out perfectly and 9 months later, we had our second child.

And now, we had a son and a daughter and we have what we called 2 under 2. So, we had two kids both under the age of 2. But the biggest thing was that Dreama is my business partner and

the next thing you know, boom! 60% of our labor force has been eliminated because she had to go on maternity leave and maternity leave when you're taking care of 2 under 2 is a whole another ballgame.

Michael: Right.

Justin: And I had always been intrigued with this idea of interns. And I went to Penn State and one day, I'm on Twitter of all sites if you can believe it, started chatting with a professor at Penn State. The next thing I know I'm finding out how to get approved to hire interns and the next thing I know, I've got three interns working for our company. And the rest as they say is history.

Michael: Wow. So, how do you – what – well, first of all, congratulations on the second birth. I know that it may be a burden but it's certainly a joy as well, I'm sure. So, what – and my wife is from Munich. So, it's interesting. I've got in-laws over there. **[Laughter]**

Justin: Yeah.

Dreama: Been to –

Michael: Little niece –

Dreama: ...Oktoberfest?

Michael: Little nieces and nephews. Yeah, we're going in December. She's actually going in the spring. I'm going with her in December. We're going back there. We usually travel over there once every year or so. But it's – but I've never been to Oktoberfest.

Dreama: No -

Michael: I never make it -

Dreama: December is a nice time to be there though during the -

Michael: Yeah.

Dreama: ...Christmas season.

Michael: Oh, yeah, yeah. It's amazing place. So, tell me, Dreama, what...what was this whole experience for you like?

Dreama: Oh, it's a bit of a roll and as you can imagine, we had planned to have a second child but not so quickly and I'd always been involved, you know, with the business. And we had really started launching a new product and new things in the real estate business and then all of a sudden, you know, stopped the music. I couldn't handle doing it all at once.

So, you know, for Justin I could tell when he came home from work every day, I looked like a deer in a headlight because I have two small children and I didn't know what to do. I was

unable to help out with the business as much as I wanted to and he looked the same because he couldn't do it all. He had too many balls in the air as well.

So, really when we found interns, it was a blessing in disguise because they were really a great – you know, getting pregnant I guess is a blessing in disguise from a business perspective because we got this great resource that we probably actually would never take in the time to explore and utilize in our business if we haven't had that that moment where we put our heads and we said, "What we're going to do? We need some more resources. We need some more help. How can we find that?"

Michael: Well, I know you got a book. It's called *Mentoring Your Way to Millions* and if you go to logicalsoulstalk.com/freelabor, you can get a copy of that book. And I think it sells for what, 24.95 or something like that. And they've also got a free video course that I'll let them give out the URL towards the end of the course – towards the end of the interview here.

So, they've got a lot of resources if you're listening. Both Dreama and Justin, they've got a lot going on for them. So, listen to everything they got to say. I have a question regarding interns, Justin or Dreama and that is that as I said I hired some interns and I seemed to be really good at finding them and getting them onboard.

But for some reason, I guess you have to be really specific about what jobs you have for them. I haven't found too many self-starters and I haven't found too many people that were – how do you go about finding the interns you have and I guess give me the 3 to 4-minute tour about how you go about doing this type of thing.

[0:10:06]

Dreama: Well, maybe we're a tag-team [0:10:08] [Phonetic] on this one. We – I don't know. I think you said you got your interns from Craigslist. So, what we recommend our number one source for finding interns is actually is go directly to colleges and universities.

Michael: Uh huh.

Dreama: The reason for that is that those students have already been vetted by a school. So, they've gotten to a good university. So, they've gone through one set of vetting process. But the other big thing is right now, most college students have to take an internship in order to graduate.

So, that gives them another reason to perform well on your internship because they're getting college credit if they don't complete the internship and you're the actual person giving - the employer is the actual person giving the grade. If you don't give them a good grade, they don't graduate from college. So, they have a lot of vetted interest in doing that.

Michael: Got it.

Dreama: I'm not saying you can't be successful in getting interns from other resources. We get our interns from other resources as well. Some online websites, we have a partnership with a company that brings international students in. So -

Michael: Uh huh.

Dreama: ...it's not the only place but it's actually the place for the most successful interns. And then the problem you had which was "I got some interns on but they didn't really do anything" is a lot of people will bring in intern on without already knowing what they want their intern to work on before they bring them in to the office.

It's just like hiring anybody else for your company. You wouldn't invest the time, money and resources going out and trying to find an employee unless you know exactly what they were going to do for you.

So, you really need a plan of action of what that intern is going to do or project-based interns. They're going to come on and they're going to complete the task or a project for you. And then we have more information. I'm going to let Justin tell you about that but we call our Easy Intern Assignments that are turnkey assignments that we have our interns will - anytime we get a new intern and we have things ready to go for them to work on.

Michael: Oh, that's great, yeah. I had interns and actually I did have things for them to work on, very specific things and they just didn't do it. And I guess the thing about it is if I'm not giving them a grade, they think, "Well, you know, why do it or not do it," type thing.

So, I guess probably the biggest thing is what's their motivation and why would they even want to spend time doing something? So, yeah, I like your idea of going to the university because I think that's probably a lot more sense in the way I went about it. So, thank you for that. That's great advice.

So, you mentioned something in your book I think how do I get somebody to work for me if I don't have an office? Like if somebody is an entrepreneur and they work out in their home, how does that work with interns usually?

Justin: Yeah, it's a great question and this is the most – one of the most exciting things that we've seen really developed just even – especially in the past two years as schools become more open to it is I'm sure you've heard of a virtual assistants seemed to be all the rage right now online?

Michael: Uber, yeah. Uh huh.

Justin: Everybody wants to outsource to India or the Philippines. Well, we have virtual interns. So, all of our interns and to answer your – in your model, we live in San Diego right now and we have the interns from, you know, from Pennsylvania, Virginia, Illinois and then we've also got someone here locally even in San Diego. They are still virtual interns.

So, when we talk about virtual interns, basically, during the interview process when we're weeding out the potential candidates, we're making sure that they have access to, you know, cellphone, Skype, high-speed internet to do e-mail, file string and all that stuff that everything that we do even with our local ones here.

It's all virtual meaning that it doesn't matter where the intern is, they can do the work, complete the work and the interns really love it because they don't have to get up and move to take an internship. They don't have to commute after classes and we'll make it flexible so that they can work on their schedule and work their internship in and around their classes and their lives and whatever else they have going on.

Michael: Oh, that's great. That's a great system. I live that. So, how do you get – so how do you approach schools to get the best students? You said –

Dreama: It's really simple -

Michael: ...that you can get the best students coming and begging...begging to work for you. How do you...how do you plant that carrot?

Dreama: The schools want you to call them. The schools cannot get enough businesses in their pool as a business that's offering internship. So, what we recommend individuals do whether they want someone to come an intern to work virtually or onsite, is to pick few schools across the country that you have an affinity for or you find interesting or maybe a school that you went to yourself.

And you literally call the school and say, "Hey, I want to offer an internship with my company. Here are the types of things that I'm looking for. What's the process? How do I get started? What do I need to do? Where do I submit my job description?"

And create a relationship with the school. It doesn't need to be a school in your hometown because as Justin just told you, you can have a virtual intern that you get via school anywhere in the country. I know you're a chiropractor before, right, Michael?

[0:15:02]

Michael: Yeah, yeah. We're -

Dreama: So –

[Crosstalk]

Michael: ...here in Atlanta. So, we have University of Georgia and Georgia Tech as well. So -

Dreama: Yeah -

Michael: ...we got -

Dreama: ...you can go locally but you don't have to go on a local school like Justin said. We have approached schools from across the country and continue to create relationships with different schools.

So, the first step is really contacting the school and telling them what you're looking for in an intern. "Hey, do you offer this type of internship? Do you offer virtual internship? Do you offer unpaid internship or do I need to pay my intern?" All those questions and then they're going to help you find an intern because they have a lot of students who need internship at the school.

Michael: Uh huh, that's great. Well, that's really fascinating. I'm going to do that. I'm going to get your book and I'm going to follow that because I've – as I said the Craigslist were out didn't work for me. **[Laughter]** I'm going to buckle that and do something that actually works because I really, really need some interns.

And I know we've got some people on the phones here. If you want to ask Justin and Dreama a question, just raise your hand, press 1. If you're listening on the phone and you want to – or if you're listening on the podcast, you want to ask questions, just call in at 347-843-4544. That's 347-843-4544. If you're already listening to it as a streaming audio and you want to ask a question at Justin...Justin and Dreama, please call in and raise your hand, press 1. I'll be happy to call on you.

Now, getting back to some of the influences like when you're growing up because we just sort of really, really skipped over that and because we don't really have a whole lot of time and they're two of you and we've got people calling in, normally what I would do Justin and Dreama is I would get in a little bit more about how did you – you know, what are some of the people that influence you and that kind of stuff like that.

I'll just open the floor to whoever wants to say something like if you had a mentor or somebody growing up, your parents or a relative or a mentor or teacher, somebody who really affected your attitudes about money and success and that type of thing. Do you want to share that with me?

[Crosstalk]

Justin: Yeah, I don't think there was a specific person or mentor. For me, it was a specific event and it was the last time that I held a corporate job and it was literally exactly one week before Thanksgiving in 2001. And I was working in telecom sales. I was living in D.C. at the time with Dreama. We all remember the horrible economic downturn right after 9/11 which is close to the home –

Michael: Yeah.

Justin: ...because I lived – at the time, I lived a mile and a half from the Pentagon. And I still remember I went – I was selling optical networking equipment in telecom and I went – my two of my biggest accounts that I was supposed to sell in to were Verizon and Comcast.

So, we went up to New Jersey for a day for a meeting with Verizon and then I was supposed to get on the train and go to Philly and go out in a meeting with Comcast the next day. I pulled up outside the train station in Newark, New Jersey. And my boss is with me.

We get out of the car. She looks at me and she said, "You don't need to go to the Comcast meeting tomorrow." And I said, "Why not?" She said, "We've made some changes." And I said, "What's that?" And she goes, "We don't know – we no longer need you anymore." And I said, "So, I don't need to go to the meeting?" She said, "You can't go on the meeting. Go straight past Philly, keep going back to D.C."

So, at that point in time being laid off outside the train station in Newark, New Jersey a week before Thanksgiving, I've made the decision, you know what? I'm not going to put my earning potential in the hands of somebody else and I want to go out and start my own business. And that's how I ended starting our own business. So, for me it wasn't necessarily a single person, it was more of that one event that was a big game changer for me.

Michael: Right, right. The reason I asked the question about a single person and usually there is not a single person but sometimes we have parents that encourage us to think a certain way or to feel a certain way or to be excited about working for ourselves. I know my dad was an entrepreneur or actually he was an architect but he worked for himself almost most of his life and my mother was an artist.

So, I've sort of had an idea getting pushed out there to do my own thing. I was just wondering if, you know, if you had a similar influence or your parents both work at jobs or where do you get the idea from that working for yourself is a much better deal and you had the courage to actually go out and do it?

Dreama: Well, I think – I mean for me, it might have been the exact opposite. Definitely I both actually had parents the owner of businesses. But for me, I've been told my whole life get a job with the government because there's security in the government.

Michael: Uh huh.

Dreama: So, I did that. I used to work on Capitol Hill. I worked for the government. Then I got in to the private sector consulting for the government. And then Justin and I decided to start our own business. And the day that we brought home a check on our first real estate deal that was, you know, bigger than my entire paycheck for the year consulting for companies and the government that I was working 60 plus hours a week, I was –that was a big eye-opener -

Michael: Uh huh.

Dreama: ...**[Laughter]** for me -

Michael: Yeah.

Dreama: ...and that was through the breaking point for me. But the big thing is I'm sure most of your listeners probably heard about *Rich Dad, Poor Dad*. And I had been told my whole life go work for an establishment because that's really was security and that's where you can make money and that's where you would have your pension and all these great things.

Michael: Uh huh.

[Crosstalk]

Dreama: ...work in institution. And he – **[Laughter]** opened my eyes and I said gosh, that isn't the life that I want. And I'm always been an independent thinker.

[0:20:01]

I've always sort of done everything the opposite of everybody else. So, that's when I really, you know, we started our business. We've been successful and so we said we got to do this fulltime. I got to quit my job. We got to work on our own business and live that life.

So, it was – I guess my mentor per se might have been *Rich Dad, Poor Dad*, the book. It was the aha moment that I had when all of those things sort of aligned.

Michael: Wow. That's a very powerful book. I mean he's changed a lot of lives -

Dreama: Yeah.

Michael: I think it's about the last six or half dozen people I've had on my show all cited Robert Kiyosaki is one of their major influences. And that says a lot for the man. He's done a lot for people. So, I'm really happy to hear that.

So, tell us, Justin or Dream, what – is anything else you want to share to us about what – well, first of all, let me just say, if you want to talk to Justin and Dreama, please call in 347-843-4544. That's 347-843-4544 and raise your hand, press 1. Otherwise, I don't know - you want to ask question, press 1 on the keyboard and I'll be happy to call on you and you can ask them a question about whatever you want as far as what they're talking about. We've got a caller. Do you want to take a question here?

Justin: Let's go for it.

Michael: Okay. Area code 770, you're on the air.

Scott: Yes, my name is Scott Goodlow [0:21:20] [Phonetic]. How are you today?

Justin: Hey, Scott. We're doing great.

Scott: The reason I'm calling is to say that I've had an idea for a business in regards to a startup company with – it's a product that is out there but it's not as well-known and it's really has to do with Native American food.

And it's an item that's sort of a combination between health food and natural food and things that were already – some of the things that were ready-to eat and anything from fresh fish and salmon and you know, popcorns to so many different foods that are native of this country that we live in and because part of my ancestor is Native American as well.

But I think there's a startup company that just said in writing a business plan which would be the first time I have actually do something like that is going full circle with this with the...with the unpaid internship that you were talking about. I know that I took the internship when I was in college but of course, it was a large corporation and they actually paid me when I was there.

And so, this was new to me to hear about the unpaid internship. And you know, that was something that excited me because I'd like to find out if there were people, you know, in my market area, in the Atlanta area that, you know, that are possibly even Native American or you know, it doesn't have to be but maybe that someone has the interest in in this kind of, you know, company as an internship.

But the hardest part to me was the part that you mentioned earlier that I wasn't paying attention to the details and being aware of what you were saying regarding the having something already written out for them. You know, most part of your business plan would - can have something written out for your internship to do.

But I think part of it is for me is the marketing aspects of it know – it's trying to promote something that people are aware of or familiar with in regards to the things that I had mentioned previously in regards to like fish or salmon or you know, bison and popcorn and things like that but there are so much more that we're not familiar with.

[Crosstalk]

Michael: So, Scott, what's your question?

Scott: ...to me. In my food – so, thank you. I'm ranting and raving here. I was just trying to set it up. Thank you. In regards to the unpaid internship in the local area are calling universities, I can do that but at the same time, I was more interested in also the things that you said like if I want to call universities that have a large native population that are around in Arizona or New Mexico or other parts of the country that's virtual internship, you go more in to that. And also maybe go more in to the unpaid internship.

Justin: Yeah, I'll cover the finding the ones and I'll let Dreama talk about the unpaid stuff. So, a couple of things that actually I was going to mention is, Mike but we started rolling in to the mentor question. But going back to it, I know that Dreama had told, you know, talked to you about all the different things that you want to know when you call up the school intern recruiting coordinators, right like find out, you know, who do I call, who do I contact? Does it have to be paid or unpaid? Can they be virtual or not?

We actually built an entire database where you can literally go in and this would be perfect for you where you can literally go in and select and search either by state or by major and filter and

we give you the contact numbers. So, if you wanted to know for Arizona – Arizona and marketing and to bring up all the schools in Arizona with the Marketing Department and then we literally tell you, “Hey, you need to contact Fred Smith.”

[0:25:00]

“And here’s the e-mail. Here’s his phone number. Arizona State does allow for virtual interns. They do allow unpaid internships. They do it. They don’t have to get credit.” So, we built a whole database that does that for you. So, you can definitely, definitely do that.

But the other piece of advice that I would give to you is that, you know, a book - and Michael, what’s the link that you have again for the book?

Michael: It’s logicalsoultalk.com/freelabor.

Justin: Okay. We – in our book, we’ve laid out a 10-step plan that literally anybody can follow. And the great part is that it doesn’t matter whether you’re an established company or startup like our caller is right now. And step one of those ten steps is identify a list of projects.

So, you really need to know, “Okay, if I brought interns onboard...” and if you’re in a startup, you could bring on 2, 3, 4, 5 interns to do all sort of stuff for you everything ranging from, you know, building websites to doing market research for your product to, you know, helping you get it off the ground for deciding how you’re going to market, deciding how you’re going to distribute it, absolutely everything.

The biggest thing that the school has looked for and Dreama talked about this in the beginning is it’s the school’s job to put good internships in front of their students. But when we say good it means they need to be given a challenging, exciting, meaningful work.

Now, a lot of students are really, really attracted to startups because for them, that’s what they want. Now, you got to go to right spot. You need to go in to the business programs and areas like that. We’re going to find students that are more likely to want to become entrepreneurs but there’s a huge, huge, huge opportunity here for you to help you build that company using interns.

Michael: That’s great. That’s great –

Scott: Thank you.

Michael: Anything else you want to ask, Scott.

Scott: No, I believe that – thanks to you. I believe the word challenging and meaningful really stood out. You know, I like that myself but just falling back on what Michael said earlier is that, you know, I’ve been aware of several people and use my experiences in your - by yourself in the past in regards to knowing that you bring people in but even with certain direction, there’s always going to be a few that just aren’t following.

They're not, you know, they're **[Laughter]** – you have all this energy you're putting in to having them there and they're not following through with it. So, I guess those are part of weeding them out or finding out who is, you know, excited about doing something like this to begin with versus just someone trying to fulfill a credit or a grade.

Michael: Yeah, I think what that is, Scott, excuse me for interrupting here is that you've got – in my case, I just didn't have a specific plan for them to follow. And I think Justin and Dreama go over that. So, I'm going to give you all the last word, Justin, Dream. Go ahead and comment on that and add anything else. We've got about just a minute left. So, hit at it.

Dreama: Yeah, I think, you know, you definitely think a challenging work. If you're going to have an unpaid intern, then you need to definitely give them something that they can put on their resume, that they can go out and get a new – a job afterwards that they're going to be proud of, something they can talk about to a future employer.

That's going to motivate somebody. If you have an unpaid intern, that's going to motivate even the paid intern that give them work – don't - get – have them coke/coffee [0:28:20] [Phonetic]. And then do something that that's going to make them want to perform for you.

And you know, you mentioned you get a lot of people in that are guides and they don't do the work well, the same thing happen with employees. I don't know if you hired an employee in the past. But if you brought in an employee or a contractor in the past, they're not always perfect either and you've got to kiss a lot of frogs until you get your prince.

The same thing might happen with an intern but if you manage them properly, you're going to be successful. The good thing about an intern is that it's very low cost and low risk versus bringing an employee in where there is a high risk and high cost involve. So -

Michael: Good point, excellent point. And with that, what I'm going to say is we're just going to sign off here in a minute but we'll be back after the music for what I call the outtake moments where Justin and Dreama can join us for a few more minutes, answer any questions you might have if you're calling in at 347-843-4544. You can raise your hand, press 1 and they can ask you questions after the **[Music]** show or after the music rather.

And next week, Clara Chorley is coming. That's May 3rd. Join us Tuesday afternoon with Clara Chorley. She's English. She's married to Darren Jacklin **[Background Music]**.

[0:30:00]

So, Justin and Dreama, are you still there?

Dreama: We're still here.

Justin: Yup.

Michael: Welcome back. This is what I call the extra innings segment of the show where after the music I discovered that well the podcast is still running. In other words, it's still recording.

We're just not streaming live. So, anybody who's listening on a podcast can hear us and so, you can add some extra points that you may have.

For example, I can send them to get your book which we – as we said was – let's see, what was the name of the book again? *Mentoring Your Way to Millions* by Justin Lee and Dreama Lee and you can go to logicalsoulstalk.com/freelabor to get a copy of that.

Now, you also have I think you mentioned to me that you have a free training, a video training course. Is that correct?

Justin: We do. We put together a membership site and you know, our membership site, we put together a set of 20 videos. They're all free and they show any business owner no matter what part of the country, what part of the world they live in and no matter what space of business they're in whether they're a complete brand new startup or an established business exactly how to find, hire and manage interns for their business.

Michael: Wow, that's great. So, where do they go to get that information, Justin?

Justin: They can go just to our homepage which is internprofits.com or -

Michael: Okay.

Justin: ...if they pick up a copy of our book, the book is actually delivered – when they pick up a copy of our book -

Michael: Uh huh.

Justin: And I'm sorry. I'm going to ask you again one more time, what was the link that we –

[Crosstalk]

Michael: **[Laughter]** That's logical – logicalsoulstalk.com/freelabor. That's where they can get their copy.

Justin: So, when they pick up their copy of the book, it's actually delivered to them digitally inside the member's area and inside the member's area, they'll see the free video training course.

Michael: Oh, great, excellent. Excellent, I'm going to do that, shoot. **[Laughter]**

Justin: **[Laughter]**

Michael: You'll see my name on there pretty soon.

Dreama: I have a lot of resources within our membership site actually. If you sign up for the free video training from our homepage or you buy the book, you get access to our membership site. And in there, we have articles and other training. We have available interns and this is the

partnership that we put together with the company called Intern Scout that brings students from abroad.

So, they're coming over on their own dime, putting themselves up. So, they obviously have a huge vetted interest in this internship that they're about to take. And they have to get a Visa. So, there are all these things on the back end -

Michael: **[Cough]**

Dreama: ...that the employee you just bring them on. And then they usually stay anywhere – if it's summer, they stay three months but the majority of them want to stay either from six months to eighteen months. So, you really get like a really long term intern and it's a really good program we've got going there.

Michael: Wow, that's great. That just gave me an idea. I've got nieces and nephews in Munich. I might want to put them to work to like translate websites in to German or something.
[Laughter]

Dreama: There you go. **[Laughter]** Actually the company is a German company that we partnered with.

Michael: Oh, great, excellent.

Dreama: Yeah.

Michael: Well, Justin and Dreama, it's been my pleasure, my distinct pleasure to have you both on the show and I mean heck, I've learned a whole lot just from what you said the short period of time and I'm definitely going to get your book and sign up and get more information because as I said, I've tried it but of course when you do things wrong then you know it doesn't work then **[Laughter]** then you're sort of motivated to do it right after a while.

And I've realized that I needed somebody to sort of show me, you know, exactly the right way to do it so I didn't get discouraged and feel like I was out in the wilderness somewhere. So, I really appreciate what you had to share with us today. Is there anything else you want to share with us before we knock it off for this evening?

Justin: I would just say that, you know, what you said to us is pretty common. A lot of people tried to get interns before just didn't work out or for whatever reason. And really, that's why we wrote our book and we came up with a complete system because we had so many other business colleagues and entrepreneur saying, "You know, how the heck are you doing that? It's such an ingenious idea."

And it's a real win-win, the students and the interns love it because they get to do real on-the-job experience. It's working with the real companies, getting to work directly with the business owner. And for us, it's awesome because we get all this fantastic production. We get fresh eyes,

fresh insights, fresh minds that showing us different ways in which we can run our business. And it's really a win-win situation,

Michael: Okay. Well, thank you folks. That website again logicalsoultalk.com/freelabor if you want to pick up a copy of their book which is called *Mentoring Your Way to Millions* and they also have their free video as part of that. So, do that.

And thank you for joining on us Logical Soul Talk. And Justin and Dreama, I'll have to have you back again sometime. Usually I try to have people back about once a year if they're an interesting guest and you both certainly have been.

[0:35:03]

So, thank you for being on. And what are your plans for the near future, by the way?

Dreama: Well, we're launching some new products with our Intern Profits, bringing on more interns this summer. You know, we've got lots going on. I have a book that I'm trying to write if I can put pen to paper actually brought an intern on just to help me write the book. So, I would make that hopefully -

Michael: **[Laughter]**

[Crosstalk]

Dreama: We haven't spoke of anything but we're working on it so I'm -

[Crosstalk]

Michael: That's great.

Dreama: So, you might be hearing about that sometime soon.

Michael: You know...you know, the best way to write a book and I've done this myself, it took me 16 years to write one of them. Finally, I just sat down and what I did was I had ten ideas. Put them all together and just talk for like 10 minutes on each one, recorded the audio and then just have transcribed. They're so much easier to edit than it is to write.

Dreama: Yeah.

Michael: Might just want to just start talking on a subject and break it down -

[Crosstalk]

Dreama: ...everybody tells me to do that but I have to write. I like pen to paper. **[Laughter]**

[Crosstalk]

Michael: I like it too. I love to write too but sometimes – I noticed that you speak very well and you come across with ideas very well. So, it's a way of – anyway, this is one way of doing it sort of another arrow on your quiver so to speak.

Well, very good luck to you, Dreama in finishing that book, getting it done and with some interns, I know you will so, best of luck to both of you and I hope to talk to you again soon.

Justin: Well, thank you very much for having us. We really appreciate it and we had a lot of fun.

Dreama: Thanks a lot, Michael.

Michael: Thank you. Thank you both and I'll talk to you again soon.

Dreama: Okay.

Justin: Okay, bye.

Dreama: Bye.

Michael: Bye-bye.

[0:37:05]

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