

#smallbizchat

2011-12-08 to 2011-12-08
644 Twitter search results

104 contributors
641 retweets 147 @replies 194 links

Time	User	Tweet
2011-12-08 1:01 am	SmallBizLady	Tonight on #SmallBizChat 8PM – we chat live with small business start up expert Jay Goltz @jaysmallbiz http://t.co/fQCKYfbo #smallbizchat
2011-12-08 1:01 am	SmallBizLady	How 2 participate in #SmallBizChat : http://t.co/wjDXFeDf ; try our prepared @Tweetgrid and join us now http://t.co/fQCKYfbo #smallbizchat
2011-12-08 1:01 am	SmallBizLady	Welcome to #SmallBizChat , a weekly conversation where emerging small business owners can get answers to their questions. #smallbizchat
2011-12-08 1:02 am	SmallBizLady	Welcome to my co-host for the night Social Media Strategist and Launch While Working advocate @TaiGoodwin #smallbizchat
2011-12-08 1:02 am	de kesha	"@DamnDigital: Joining tonight's #smallbizchat #smallbizchat "
2011-12-08 1:02 am	SmallBizLady	Q: What's the focus of #Smallbizchat ? A: To end small business failure by helping you succeed as your own boss #smallbizchat
2011-12-08 1:02 am	Don Perione	RT @SmallBizLady : Q: What's the focus of #Smallbizchat ? A: To end small business failure by helping you succeed as your own boss #smallbizchat
2011-12-08 1:03 am	SmallBizLady	Right now on #SmallBizChat : Jay Goltz @jaysmallbiz business blogger for the New York Times http://t.co/fQCKYfbo #smallbizchat
2011-12-08 1:03 am	Larry Keltto	Hi everybody #smallbizchat
2011-12-08 1:03 am	DamnDigital	Welcome @TaiGoodwin thanks for taking the time to tweet with us. #smallbizchat
2011-12-08 1:03 am	de kesha	RT @SmallBizLady : Q: What's the focus of #Smallbizchat ? A: To end small business failure by helping you succeed as your own boss #smallbizchat
2011-12-08 1:03 am	GetBizSociable	RT @SmallBizLady : Q: What's the focus of #Smallbizchat ? A: End small business failure by helping you succeed as your own boss #smallbizchat
2011-12-08 1:04 am	TeraMcHugh	RT @SmallBizLady Tonight on #SmallBizChat 8PM E—we chat live with small business start up expert Jay Goltz @jaysmallbiz http://t.co/ZcelMUDd
2011-12-08 1:04 am	SmallBizLady	We're tweeting live with @jaysmallbiz about the biggest mistakes in business - join us http://t.co/fQCKYfbo #smallbizchat
2011-12-08 1:04 am	JaySmallBiz	Hello everyone. Excited to be here tonight. Thanks for joining #smallbizchat
2011-12-08 1:04 am	CareerFinesse	RT @SmallBizLady Q: What's The Focus of #Smallbizchat ? A: To end SmallBusiness failure by Helping You Succeed as YourOwnBoss! #Entrepreneur
2011-12-08 1:05 am	SmallBizLady	Q1: MANY PEOPLE ARE LOOKING FOR THAT NEW BIG IDEA.

ANY TIPS? **#smallbizchat**

2011-12-08 1:05 am [hyermish](#) [@JaySmallBiz](#) glad to have you as the expert guest! **#SmallBizChat**

2011-12-08 1:05 am [_NoBoizAllowed](#) RT [@SmallBizLady](#): Welcome to **#SmallBizChat**, a weekly conversation where emerging small business owners can get answers to their questions

2011-12-08 1:05 am [JaySmallBiz](#) A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:05 am [CaylieBBBL](#) G'day from Oz to everyone and especially [@smallbizlady](#) [@jaysmallbiz](#)! **#smallbizchat**

2011-12-08 1:05 am [lynzy3195](#) RT [@SmallBizLady](#): We're tweeting live with [@jaysmallbiz](#) about the biggest mistakes in business - join us <http://t.co/fQCKYfbo>

2011-12-08 1:05 am [DawnComber](#) **#smallbizchat**
Hello everyone. I haven't visited in a long time. Nice to "see you all" again **#smallbizchat**

2011-12-08 1:05 am [TaiGoodwin](#) [@JaySmallBiz](#) Glad to have you here on the chat tonight! **#smallbizchat**

2011-12-08 1:05 am [de kesha](#) [@SmallBizLady](#) [@TaiGoodwin](#) can't to see what you share on **#smallbizchat**

2011-12-08 1:06 am [hyermish](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:06 am [taraturk1](#) Hi there from South Africa **#smallbizchat**

2011-12-08 1:06 am [antodelar](#) RT [@SmallBizLady](#): Q1: MANY PEOPLE ARE LOOKING FOR THAT NEW BIG IDEA. ANY TIPS? **#smallbizchat**

2011-12-08 1:06 am [DawnComber](#) Yes, welcome! RT [@TaiGoodwin](#): [@JaySmallBiz](#) Glad to have you here on the chat tonight! **#smallbizchat**

2011-12-08 1:06 am [JaySmallBiz](#) A1b: Did Starbucks invent coffee? For every Facebook, there are 100,000 old school businesses. **#smallbizchat**

2011-12-08 1:06 am [Cammie_Baby](#) **#smallbizchat** Hi all

2011-12-08 1:06 am [helenantholis](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:06 am [TaiGoodwin](#) [@DamnDigital](#) Thanks - Welcome to you too! ;-) **#smallbizchat**

2011-12-08 1:07 am [de kesha](#) RT [@SmallBizLady](#): We're tweeting live with [@jaysmallbiz](#) about the biggest mistakes in business - join us <http://t.co/fQCKYfbo>

2011-12-08 1:07 am [harriscommerce](#) **#smallbizchat**
Hello everyone! **#smallbizchat**

2011-12-08 1:07 am [hyermish](#) [@TaiGoodwin](#) Hey! **#SmallBizChat**

2011-12-08 1:07 am [Cammie_Baby](#) RT [@helenantholis](#): RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:07 am [CaylieBBBL](#) Q1. Prefer continus improvement. **#smallbizchat**

2011-12-08 1:07 am [SpendGuru](#) **#smallbizchat** How would someone with little capital take an idea (web service) to market.

2011-12-08 1:08 am [TeraMcHugh](#) RT [@helenantholis](#): RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:08 am [TaiGoodwin](#) [@de kesha](#) Glad to have you here and you too [@antadelar](#) **#smallbizchat**

2011-12-08 1:08 am [MYBINCGLOBAL](#) **#smallbizchat**
A1: It doesn't have to be a big idea, just a regular idea acted upon in

an exceptional manner **#smallbizchat**

2011-12-08 1:08 am [DamnDigital](#) RT [@JaySmallBiz](#): A1b: Did Starbucks invent coffee? For every Facebook, there are 100,000 old school businesses. **#smallbizchat**

2011-12-08 1:08 am [de_kesha](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:08 am [SmallBizLady](#) Q2: WITH ALL OF THE RESOURCES AVAILABLE TODAY, WHY IS THE FAILURE RATE FOR NEW BUSINESSES STILL AS HIGH AS 75% OR SO? **#smallbizchat**

2011-12-08 1:08 am [SpendGuru](#) RT [@helenantholis](#): RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:08 am [BarryBirkett](#) Spotty but not consistently so RT [@mybincglobal](#): Anyone else's Twitter being incredibly slow this evening? **#smallbizchat**

2011-12-08 1:08 am [Su ccess ful](#) Time for **#smallbizchat**! Hello everyone!

2011-12-08 1:08 am [CaylieBBBL](#) Oops few letters missing! RT: Q1. Prefer continuous improvement. **#smallbizchat**

2011-12-08 1:09 am [JaySmallBiz](#) A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:09 am [TeraMcHugh](#) [@JaySmallBiz](#) - Are you referring to business model? **#smallbizchat**

2011-12-08 1:09 am [possesful](#) How are u ? RT"@taraturk1: Hi there from South Africa **#smallbizchat"**

2011-12-08 1:09 am [Cammie_Baby](#) A2 No business plan **#smallbizchat**

2011-12-08 1:09 am [DamnDigital](#) Q2: Lack of proper funding. **#smallbizchat**

2011-12-08 1:09 am [TaiGoodwin](#) Welcome to the chat! [@lynzy3195](#) [@CaylieBBBL](#) [@CareerFinesse](#) [@Larry_Keltto](#) **#smallbizchat**

2011-12-08 1:09 am [JaySmallBiz](#) A2b: Most people are great at one, maybe good at the second, and are incompetent at the third. **#smallbizchat**

2011-12-08 1:09 am [TaiGoodwin](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:10 am [helenantholis](#) Yes! RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:10 am [TaiGoodwin](#) [@DawnComber](#) Glad to see you back Dawn! **#smallbizchat**

2011-12-08 1:10 am [JaySmallBiz](#) A2c: Additionally, some businesses just don't work for reasons that are not apparent during the exciting start up phase. **#smallbizchat**

2011-12-08 1:10 am [LBarraco](#) A1: Think simple. Look for common things that you can improve upon **#Smallbizchat** [@smallbizlady](#)

2011-12-08 1:10 am [CaylieBBBL](#) RT [@Cammie_Baby](#): A2 No business plan **#smallbizchat**

2011-12-08 1:10 am [Don_Perione](#) RT [@JaySmallBiz](#): A2b: Most people are great at one, maybe good at the second, and are incompetent at the third. **#smallbizchat**

2011-12-08 1:10 am [w3consulting](#) Glad to finally make it to chat after a few weeks away! (Followers, I'll be live-tweeting for an hour. FYI) **#smallbizchat**

2011-12-08 1:10 am [harriscommerce](#) A2: High failure rate possibly b/c of information overload and not knowing where to start first and feeling overwhelmed. **#smallbizchat**

2011-12-08 1:10 am [SpendGuru](#) Dam right. That is where I'm stuck. RT [@DamnDigital](#): Q2: Lack of proper funding. **#smallbizchat**

2011-12-08 1:10 am [MYBINCGLOBAL](#) A2: Failing to find your customer base. Trying to please everyone is never going to succeed **#smallbizchat**

2011-12-08 1:10 am [hyermish](#) So true! RT [@JaySmallBiz](#): A2b: Most people are great at one, maybe good at the second, and are incompetent at the third. **#smallbizchat**

2011-12-08 1:10 am [helenantholis](#) Mgt. is #3 RT [@JaySmallBiz](#): A2b: Most people are great at one, maybe good at the second, and are incompetent at the third. **#smallbizchat**

2011-12-08 1:11 am [DamnDigital](#) RT [@LBarraco](#): A1: Think simple. Look for common things that you can improve upon **#Smallbizchat @smallbizlady #smallbizchat**

2011-12-08 1:11 am [anniesgoathill](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:11 am [de_kesha](#) [@Su_ccess_ful](#) nice to tweet you **#smallbizchat**

2011-12-08 1:11 am [de_kesha](#) RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:11 am [DamnDigital](#) A2: High failure rate possibly b/c of information overload and not knowing where to start first and feeling overwhelmed. **#smallbizchat**

2011-12-08 1:11 am [DawnComber](#) RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:11 am [helenantholis](#) RT [@JaySmallBiz](#): A2c: Additionally, some businesses just don't work for reasons not apparent during exciting start up phase. **#smallbizchat**

2011-12-08 1:11 am [w3consulting](#) RT [@SmallBizLady](#): Q2: WITH ALL OF THE RESOURCES AVAILABLE, WHY IS FAILURE FOR NEW BUSINESSES STILL AS HIGH AS 75% OR SO? **#smallbizchat**

2011-12-08 1:11 am [SmallBizLady](#) RT [@SpendGuru](#): BYOB = Be Your Own Bank! **#smallbizchat**

2011-12-08 1:12 am [SmallBizLady](#) RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:12 am [DawnComber](#) [@TaiGoodwin](#) Thanks Tai! **#smallbizchat**. Great topic tonight; the biggest mistakes in biz & how to avoid them

2011-12-08 1:12 am [MsBostwick](#) Q2. I believe it has alot to do with mindset. Not everyone is emotionally or mentally prepared for sustaining a biz. **#smallbizchat**

2011-12-08 1:12 am [helenantholis](#) A2. Failures arise from unrealistic expectations and insufficient homework. **#smallbizchat**

2011-12-08 1:12 am [de_kesha](#) RT [@harriscommerce](#): A2: High failure rate possibly b/c of information overload and not knowing where to start first and feeling overwhelmed. **#smallbizchat**

2011-12-08 1:12 am [SmallBizLady](#) Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:13 am [w3consulting](#) & a plan! RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:13 am [de_kesha](#) RT [@MYBINCGLOBAL](#): A2: Failing to find your customer base. Trying to please everyone is never going to succeed **#smallbizchat**

2011-12-08 1:13 am [LBarraco](#) [@SmallBizLady](#) A2: Poor planning, high expectations, overdrawn credit... same reasons credit card debt is so high **#Smallbizchat**

2011-12-08 1:13 am [CTT_NY](#) RT [@SmallBizLady](#): RT [@SpendGuru](#): BYOB = Be Your Own Bank! **#smallbizchat**

2011-12-08 1:13 am [tarpsandbeyond](#) Just jumping in. Interesting topic today. **#smallbizchat**

2011-12-08 1:13 am [Cammie_Baby](#) **#smallbizchat** A2: It's a lot of work to have ur own business. I think people think it is easier than it actually is.

2011-12-08 1:13 am [worldpromo_10](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:13 am [DamnDigital](#) A2: [@JaySmallBiz](#) those qualities r needed but not everyone can be all things. Biz owners can't be super heroes. **#smallbizchat**

2011-12-08 1:13 am [Keiannarae](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:13 am [JaySmallBiz](#) A3: Going into business with a friend/ relative because it is more fun, comfortable, or less scary can be mistake number one. **#smallbizchat**

2011-12-08 1:13 am [WithinEssence](#) RT [@SmallBizLady](#): The biggest mistakes in business and how to avoid them [@JaySmallBiz](#) live tonight 8PM EST on **#Smallbizchat** <http://t.co/fQCKYfbo>

2011-12-08 1:13 am [helenantholis](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:13 am [DamnDigital](#) A2: [@JaySmallBiz](#) biz owners need help. **#smallbizchat**

2011-12-08 1:13 am [TaiGoodwin](#) RT [@MYBINCGLOBAL](#): A2: Failing to find your customer base. Trying to please everyone is never going to succeed **#smallbizchat**

2011-12-08 1:14 am [Su_ccess_ful](#) RT [@MYBINCGLOBAL](#): A2: Failing to find your customer base. Trying to please everyone is never going to succeed **#smallbizchat**

2011-12-08 1:14 am [DamnDigital](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:14 am [JaySmallBiz](#) A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. **#smallbizchat**

2011-12-08 1:14 am [SpendGuru](#) Don't think that's a good idea. If you find an investor the means yr idea is bankable. That's test 1 RT [@SmallBizLady](#): BYOB **#smallbizchat**

2011-12-08 1:14 am [tisasilver](#) Chatty night ahead. **#smallbizchat** and then #GenYChat

2011-12-08 1:14 am [Don_Perione](#) RT [@JaySmallBiz](#): A3: Going into business with a friend/ relative because it is more fun, comfortable, or less scary can be mistake number one. **#smallbizchat**

2011-12-08 1:14 am [TaiGoodwin](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:14 am [tisasilver](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:14 am [DamnDigital](#) [@LBarraco](#) very true. There are expenses that come up you just can't plan for. **#smallbizchat**

2011-12-08 1:14 am [harriscommerce](#) A3a: Whether u start with/out a partner depends on your combined skill set and ability to work together. Bad partner=bad 4 biz **#smallbizchat**

2011-12-08 1:14 am [taraturk1](#) [@SmallBizLady](#) if u r going to work with a partner it's essential to have the same values and different skills **#smallbizchat**

2011-12-08 1:14 am [sweetammablue](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:14 am [helenantholis](#) RT [@JaySmallBiz](#): A3: Going into bus. with friend/relative b/c it is more fun, comfortable, or less scary can be mistake no. 1. **#smallbizchat**

2011-12-08 1:15 am [w3consulting](#) A2a: Not having a biz plan directly correlates to success or failure. Great tool: <http://t.co/FG80NwbJ> **#smallbizchat**

2011-12-08 1:15 am [JaySmallBiz](#) A3c: When they don't, one person usually works harder or is more critical to the success of the company. **#smallbizchat**

2011-12-08 1:15 am [CaylieBBBL](#) [@SmallBizLady](#) Q3. Providing a strong partnership agreement is worked out in advance. **#smallbizchat**

2011-12-08 1:15 am [w3consulting](#) A2b: And SBDCs help u develop them complimentary! Find your local SBDC and get a business plan on paper. **#smallbizchat**

2011-12-08 1:15 am [TaiGoodwin](#) RT [@harriscommerce](#): A2: High failure rate possibly b/c of info overload/not knowing where 2 start/ feeling overwhelmed. **#smallbizchat**

2011-12-08 1:15 am [katndmouse](#) **#smallbizchat** going on right now. Small businesses climb on board! Get questions answered.

2011-12-08 1:15 am [WithinEssence](#) RT [@Cammie_Baby](#): **#smallbizchat** A2: It's a lot of work to have ur own business. I think people think it is easier than it actually is.

2011-12-08 1:15 am [DamnDigital](#) A3: Going into business with a friend/ relative because it is more fun, comfortable, or less scary can be mistake number one. **#smallbizchat**

2011-12-08 1:15 am [dFguSon](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:15 am [JaySmallBiz](#) A3d: If things don't go well, it can create a hostile environment. **#smallbizchat**

2011-12-08 1:15 am [w3consulting](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:15 am [de_kesha](#) Great ques RT@SmallBizLady: Q3 DO U THINK IT IS SAFER TO START A BUS W/ A PARTNER SO U CAN SHARE RESPONSIBILITY? **#smallbizchat** #entrepreneur

2011-12-08 1:15 am [TaiGoodwin](#) RT [@taraturk1](#): [@SmallBizLady](#) if u r going to work with a partner it's essential to have the same values and different skills **#smallbizchat**

2011-12-08 1:15 am [DamnDigital](#) RT [@JaySmallBiz](#): A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. **#smallbizchat**

2011-12-08 1:15 am [tisasilver](#) RT [@MYBINCGLOBAL](#): A2: Failing to find your customer base. Trying to please everyone is never going to succeed **#smallbizchat** #life

2011-12-08 1:16 am [DawnComber](#) A3 - An exit strategy before you enter the partnership is important too, right? **#smallbizchat**

2011-12-08 1:16 am [SmallBizLady](#) RT [@JaySmallBiz](#): A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. **#smallbizchat**

2011-12-08 1:16 am [taraturk1](#) Agree [@MsBostwick](#): Q2. alot to do with mindset. Not everyone is emotionally or mentally prepared for sustaining a biz. **#smallbizchat"**

2011-12-08 1:16 am [Larry_Keltto](#) RT [@katndmouse](#): **#smallbizchat** going on right now. Small businesses climb on board! Get questions answered.

2011-12-08 1:16 am [LBarraco](#) [@DamnDigital](#) Agreed, but you should always have a buffer zone for extraordinary expenses **#smallbizchat**

2011-12-08 1:16 am [MYBINCGLOBAL](#) RT [@katndmouse](#): **#smallbizchat** going on right now. Small

2011-12-08 1:16 am [helenantholis](#) businesses climb on board! Get questions answered. **#smallbizchat**

2011-12-08 1:16 am [Mom_trepreneur](#) A3. Partnerships may feel safe but are generally unwise for most start-ups. **#smallbizchat**

2011-12-08 1:16 am [MsBostwick](#) A3 [@SmallBizLady](#) all owners/partners need to always be on the same pg. Like a marriage, u need 2 to stay afloat **#smallbizchat**

2011-12-08 1:16 am [DamnDigital](#) Q3. There is more risk in partnerships I believe. Success depends on personalities, shared visions and balanced skillset. **#smallbizchat**

2011-12-08 1:16 am [THEAUX01](#) [@harriscommerce](#) it is important to have a partner that complements your weakness with their strengths **#smallbizchat**

2011-12-08 1:16 am [de_kesha](#) A2 failure to properly assess risks can lead to business failure. **#smallbizchat**

2011-12-08 1:17 am [SarahLCook](#) [@Cammie_Baby](#) I think it's harder to work your business and grow your business than a regular 9-5 **#smallbizchat** #entrepreneur

2011-12-08 1:17 am [TaiGoodwin](#) RT [@JaySmallBiz](#): A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. <= YES! **#smallbizchat**

2011-12-08 1:17 am [DamnDigital](#) RT [@helenantholis](#): A3. Partnerships may feel safe but are generally unwise for most start-ups. **#smallbizchat**

2011-12-08 1:17 am [LBarraco](#) RT [@JaySmallBiz](#): A3d: If things don't go well, it can create a hostile environment. **#smallbizchat**

2011-12-08 1:17 am [de_kesha](#) [@SmallBizLady](#) A3. Depends on your business model & type, the person, and your partner's skill set **#smallbizchat**

2011-12-08 1:17 am [w3consulting](#) RT [@w3consulting](#): A2a: Not having a biz plan directly correlates to success or failure. Great tool: <http://t.co/FG80NwbJ> **#smallbizchat**

2011-12-08 1:17 am [GetBizSociable](#) A3: It just requires the proper planning (and ONE person should have final say) so starting or ending partnership is fluid. **#smallbizchat**

2011-12-08 1:17 am [DamnDigital](#) A3: The RIGHT partner can be a huge benefit. Someone you trust. **#smallbizchat**

2011-12-08 1:17 am [SmallBizLady](#) [@JaySmallBiz](#) there is such a thing as business partner divorce! **#smallbizchat**

2011-12-08 1:18 am [RareBeautiful](#) How to participate in **#SmallBizChat** join in via tonight's tweetgrid: <http://t.co/RJP7WD9e> **#smallbizchat**

2011-12-08 1:18 am [tarpsandbeyond](#) RT [@SmallBizLady](#): Q3 DO YOU THINK IT IS SAFER TO START A BUSINESS WITH A PARTNER SO YOU CAN SHARE RESPONSIBILITY? **#smallbizchat**

2011-12-08 1:18 am [helenantholis](#) A3) It does not always works as it should. Partnerships are complicated sometimes.n**#smallbizchat**

2011-12-08 1:18 am [hyermish](#) Decisions are challenging. RT [@JaySmallBiz](#): A3b: A strategic partnership makes sense when both parties bring comp. skill sets **#smallbizchat**

2011-12-08 1:18 am [SmallBizLady](#) A3 partnerships need to consist of two or three interested parties that know how to disagree, and have complimentary skills. **#SmallBizChat**

2011-12-08 1:18 am [dFguSon](#) Live right now - Interview with New York Times business blogger Jay Goltz [@jaysmallbiz](#) <http://t.co/RJP7WD9e> **#smallbizchat**

2011-12-08 1:18 am [BeyondCurls](#) RT [@SmallBizLady](#): Q2: WITH ALL OF THE RESOURCES AVAILABLE TODAY, WHY IS THE FAILURE RATE FOR NEW BUSINESSES STILL AS HIGH AS 75% OR SO? **#smallbizchat**

2011-12-08 1:18 am [BeyondCurls](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:18 am [SmallBizLady](#) BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET - <http://t.co/myzQ8yBQ> **#smallbizchat**

2011-12-08 1:18 am [EdoPrincess](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:18 am [dasherronmin](#) [@SmallBizLady](#) absolutely. Teamwork is much more effective. Partnerships are healthy for sustainable success. U must Trust! **#smallbizchat**

2011-12-08 1:18 am [SarahLCook](#) RT [@SmallBizLady](#): How to participate in **#SmallBizChat** join in via tonights tweetgrid: <http://t.co/LF8PpbDP> **#smallbizchat**

2011-12-08 1:18 am [de_kesha](#) RT [@TaiGoodwin](#): RT [@taraturk1](#): [@SmallBizLady](#) if u r going to work with a partner it's essential to have the same values and different skills **#smallbizchat**

2011-12-08 1:18 am [RareBeautiful](#) A3. this all depends on the partner..you really get to know a person when you go into business together. **#smallbizchat**

2011-12-08 1:18 am [SmallBizLady](#) It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**

2011-12-08 1:18 am [SarahLCook](#) RT [@SmallBizLady](#): Live right now - Interview with New York Times business blogger Jay Goltz [@jaysmallbiz](#) <http://t.co/LF8PpbDP> **#smallbizchat**

2011-12-08 1:18 am [helenantholis](#) RT [@SmallBizLady](#): Live right now - Interview with New York Times business blogger Jay Goltz [@jaysmallbiz](#) <http://t.co/MFqA72tx> **#smallbizchat**

2011-12-08 1:18 am [DamnDigital](#) [@LBarraco](#) correct. That's where budget planning comes in. **#smallbizchat**

2011-12-08 1:19 am [SmallBizLady](#) Q4: WHAT ARE COMMON MISTAKES YOU HAVE SEEN THAT HAVE RUINED WHAT MIGHT HAVE BEEN A SUCCESSFUL BUSINESS? **#smallbizchat**

2011-12-08 1:19 am [JaySmallBiz](#) A4: A major ones is the idea that you can just hire a bookkeeper or accountant to "take care of all of that numbers stuff" **#smallbizchat**

2011-12-08 1:19 am [DamnDigital](#) [@de_kesha](#) it is because it's more involved. 9-5ers have it easy. **#smallbizchat**

2011-12-08 1:19 am [hyermish](#) RT [@SmallBizLady](#): It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**

2011-12-08 1:19 am [w3consulting](#) Live right now - Interview with New York Times business blogger Jay Goltz [@jaysmallbiz](#) <http://t.co/vHfpYauU> via [@SmallBizLady](#) **#smallbizchat**

2011-12-08 1:19 am [helenantholis](#) RT [@MsBostwick](#): Q3. There is more risk in partnerships. Success depends on personalities, shared visions & balanced skillset. **#smallbizchat**

2011-12-08 1:19 am [w3consulting](#) RT [@SmallBizLady](#): Q4: WHAT ARE COMMON MISTAKES YOU HAVE SEEN THAT HAVE RUINED WHAT MIGHT HAVE BEEN A SUCCESSFUL BUSINESS? **#smallbizchat**

2011-12-08 1:20 am [TaiGoodwin](#) [@SarahLCook](#) Welcome Sarah - glad you could join us! **#smallbizchat**

2011-12-08 1:20 am [GetBizSociable](#) A4: Scaling too early is the number one cause of failure. **#smallbizchat**

2011-12-08 1:20 am [RideOrDieWife](#) RT [@SmallBizLady](#): Welcome to **#SmallBizChat**, a weekly conversation where emerging small business owners can get answers

to their questions. **#smallbizchat**

2011-12-08 1:20 am [DamnDigital](#) RT [@SmallBizLady](#): BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET - <http://t.co/dZyobUrS> **#smallbizchat**

2011-12-08 1:20 am [PjsandCoffee](#) Hey **#smallbizchat** baking cookies, but going to try to jump in!

2011-12-08 1:20 am [helenantholis](#) RT [@JaySmallBiz](#): A3d: If things don't go well, it can create a hostile environment. **#smallbizchat**

2011-12-08 1:20 am [JaySmallBiz](#) A4a: Every entrepreneur should know the basics: Income Statement, Balance Sheet, and the difference between cash flow & profit **#smallbizchat**

2011-12-08 1:20 am [dasherronmin](#) RT [@SmallBizLady](#): It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**

2011-12-08 1:20 am [DawnComber](#) RT [@SmallBizLady](#): Live now: Interview with New York Times business blogger Jay Goltz [@jaysmallbiz](http://t.co/aMcgzWQU) <http://t.co/aMcgzWQU> **#smallbizchat**

2011-12-08 1:20 am [SarahLCook](#) [@SmallBizLady](#) A4 - I have seen a lot of people be unwilling to learn & be teachable **#smallbizchat**

2011-12-08 1:20 am [taraturk1](#) Agree, & this CAN be a family member - pros & cons [@GetBizSociable](#) The RIGHT partner can be a huge benefit. Someone you trust **#smallbizchat**

2011-12-08 1:20 am [helenantholis](#) Q4: WHAT ARE COMMON MISTAKES YOU HAVE SEEN THAT HAVE RUINED WHAT MIGHT HAVE BEEN A SUCCESSFUL BUSINESS? **#smallbizchat**

2011-12-08 1:20 am [KatrinaMauro](#) A3. learned the hard way..bought house w friend from school who was responsible in terms of school...but not in terms of life. **#smallbizchat**

2011-12-08 1:20 am [GetBizSociable](#) A4: Poor financial planning. Once you aer out of cash you are done. **#smallbizchat**

2011-12-08 1:21 am [CaylieBBBL](#) Q4. Not having SMART goals. Drifting along without measuring. **#smallbizchat**

2011-12-08 1:21 am [MYBINCGLOBAL](#) RT [@SmallBizLady](#): BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET - <http://t.co/5NHTIjip> **#smallbizchat**

2011-12-08 1:21 am [de_kesha](#) RT [@JaySmallBiz](#): A4: A major ones is the idea that you can just hire a bookkeeper or accountant to "take care of all of that numbers stuff" **#smallbizchat**

2011-12-08 1:21 am [SarahLCook](#) [@TaiGoodwin](#) Great to be here! It's not always that the schedule allows it! **#smallbizchat**

2011-12-08 1:21 am [PjsandCoffee](#) A3 It can be very challenging to start a business with a partner. Great idea until there is a dispute. **#smallbizchat**

2011-12-08 1:21 am [tarpsandbeyond](#) RT [@JaySmallBiz](#): A4: A major ones is the idea that you can just hire a bookkeeper or accountant to "take care of all of that numbers stuff" **#smallbizchat**

2011-12-08 1:21 am [helenantholis](#) [@PjsandCoffee](#) with chocolate? :-) **#smallbizchat**

2011-12-08 1:21 am [de_kesha](#) RT [@DamnDigital](#): [@de_kesha](#) it is because it's more involved. 9-5ers have it easy. **#smallbizchat**

2011-12-08 1:21 am [SmallBizLady](#) RT [@GetBizSociable](#): A4: Poor financial planning. Once you aer out of cash you are done. **#smallbizchat**

2011-12-08 1:21 am [JaySmallBiz](#) Would love some cookies! RT [@PjsandCoffee](#): Hey **#smallbizchat**

baking cookies, but going to try to jump in!

2011-12-08 1:22 am [GetBizSociable](#) A4: Lack of focus and trying to do EVERYTHING but really not doing any one thing well. **#smallbizchat**

2011-12-08 1:22 am [harriscommerce](#) A4: Big mistakes = typos, dead website links. Makes me not want to look further on site to learn more about company. **#smallbizchat**

2011-12-08 1:22 am [SmallBizLady](#) Q5: NOW THAT YOU HAVE OVER 100 EMPLOYEES, WHAT DO YOU NOW KNOW ABOUT MANAGEMENT THAT YOU DIDN'T KNOW WHEN YOU STARTED? **#smallbizchat**

2011-12-08 1:22 am [daniioliver](#) Good Night [@SmallBizLady](#) **#smallbizchat**

2011-12-08 1:22 am [daniioliver](#) [@JaySmallBiz](#) if that's not the truth I don't know what is. As an owner you have to understand the books. **#smallbizchat**

2011-12-08 1:22 am [drdae](#) RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all - better execution existing concepts. **#smallbizchat**

2011-12-08 1:22 am [helenantholis](#) RT [@JaySmallBiz](#): A4a: Every entrepreneur s/know basics: Inc Statement, Bal Sheet, and diff. between cash flow & profit **#smallbizchat**

2011-12-08 1:22 am [hyermish](#) RT [@JaySmallBiz](#): A4a: Every entrepreneur should know the basics: Income Statement, Balance Sheet, and the difference between cash flow & profit **#smallbizchat**

2011-12-08 1:22 am [The_FishmanAU](#) [@SmallBizLady](#) to be good in business you need to surround yourself with people that can sell the idea. **#smallbizchat**

2011-12-08 1:22 am [stevenkmoyer](#) Joining **#smallbizchat** for 1st time. My name is Steve and I work closely with family owned businesses! Happy to be here.

2011-12-08 1:22 am [MYBINCGLOBAL](#) RT [@GetBizSociable](#): A4: Lack of focus and trying to do EVERYTHING but really not doing any one thing well. **#smallbizchat**

2011-12-08 1:22 am [JaySmallBiz](#) A5: I believe that 75% of management is hiring the right people in the first place. **#smallbizchat**

2011-12-08 1:22 am [GetBizSociable](#) A lot of fired up small business owners on tonight. This is great. **#smallbizchat**

2011-12-08 1:22 am [de_kesha](#) RT [@SmallBizLady](#): RT [@GetBizSociable](#): A4: Poor financial planning. Once you aer out of cash you are done. **#smallbizchat**

2011-12-08 1:22 am [WithinEssence](#) RT [@JaySmallBiz](#): A4a: Every entrepreneur should know the basics: Income Statement, Balance Sheet, and the difference between cash flow & profit **#smallbizchat**

2011-12-08 1:22 am [stevenkmoyer](#) [@smallbizlady](#) A4 Underestimating 1st year sales growth. **#smallbizchat**

2011-12-08 1:23 am [PerfectPitchPR](#) Lots of great info from **#smallbizchat** and **#SMMUChat** tonight.

2011-12-08 1:23 am [tarpsandbeyond](#) A4) Not controlling costs and expenses. **#smallbizchat**

2011-12-08 1:23 am [daniioliver](#) RT [@GetBizSociable](#): A4: Lack of focus and trying to do EVERYTHING but really not doing any one thing well. **#smallbizchat**

2011-12-08 1:23 am [LBarraco](#) [@SmallBizLady](#) A4 Poor financial planning, incorrectly identifying your target market, bad staffing **#smallbizchat**

2011-12-08 1:23 am [w3consulting](#) A4: Businesses without business models or a sales process. I can't tell you how many businesses I see that lack one or both. **#smallbizchat**

2011-12-08 1:23 am [JaySmallBiz](#) A5a: Most entrepreneurs do what I call "accidental hiring" when they start. **#smallbizchat**

2011-12-08 1:23 am [RareBeautiful](#) RT [@jaysmallbiz](#): A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. **#smallbizchat**

2011-12-08 1:23 am [GetBizSociable](#) A5: Great answer Jay! **#smallbizchat**

2011-12-08 1:24 am [TaiGoodwin](#) RT [@GetBizSociable](#): A lot of fired up small business owners on tonight. This is great. **#smallbizchat**

2011-12-08 1:24 am [CaylieBBBL](#) RT [@PerfectPitchPR](#): Lots of great info from **#smallbizchat** and **#SMMUChat** tonight.

2011-12-08 1:24 am [TaiGoodwin](#) RT [@stevenkmoyer](#): [@smallbizlady](#) A4 Underestimating 1st year sales growth. **#smallbizchat**

2011-12-08 1:24 am [RareBeautiful](#) [@jaysmallbiz](#) too bad that skill sets aren't always so obvious at startup...things become very clear over time. **#smallbizchat**

2011-12-08 1:24 am [w3consulting](#) [@stevenkmoyer](#) Welcome to the chat! I'm sure you'll enjoy the conversation and [@smallbizlady](#) and [@taigoodwin](#) will treat u well! **#smallbizchat**

2011-12-08 1:24 am [JaySmallBiz](#) It's my first time too. RT [@stevenkmoyer](#): Joining **#smallbizchat** for 1st time. My name is Steve and I work closely with...

2011-12-08 1:24 am [helenantholis](#) And putting them in right jobs. RT [@JaySmallBiz](#): A5: I believe 75% of management is hiring the right people in first place. **#smallbizchat**

2011-12-08 1:24 am [GetBizSociable](#) I like the caps. It makes the questions stand out on Tweet Grid **#smallbizchat**

2011-12-08 1:24 am [The_FishmanAU](#) [@SmallBizLady](#) it doesn't matter how good you're with marketing/finances/management. If you can't sell the idea, no business **#smallbizchat**

2011-12-08 1:24 am [RareBeautiful](#) and appreciating what they offer RT [@jaysmallbiz](#): A5: 75% of management is hiring the right people in the first place. **#smallbizchat**

2011-12-08 1:24 am [SarahLCook](#) RT [@JaySmallBiz](#): A5a: Most entrepreneurs do what I call "accidental hiring" when they start. <= I WAS guilty of that myself **#smallbizchat**

2011-12-08 1:24 am [de_kesha](#) RT [@TaiGoodwin](#): RT [@stevenkmoyer](#): [@smallbizlady](#) A4 Underestimating 1st year sales growth. **#smallbizchat**

2011-12-08 1:24 am [tarpsandbeyond](#) Very TRUE. RT [@JaySmallBiz](#): A5: I believe that 75% of management is hiring the right people in the first place. **#smallbizchat**

2011-12-08 1:25 am [PuckBillions](#) RT [@SmallBizLady](#): Q5: NOW THAT YOU HAVE OVER 100 EMPLOYEES, WHAT DO YOU NOW KNOW ABOUT MANAGEMENT THAT YOU DIDN'T KNOW WHEN YOU STARTED? **#smallbizchat**

2011-12-08 1:25 am [RareBeautiful](#) RT [@smallbizlady](#): Q4: WHAT ARE COMMON MISTAKES YOU HAVE SEEN THAT HAVE RUINED WHAT MIGHT HAVE BEEN A SUCCESSFUL BUSINESS? **#smallbizchat**

2011-12-08 1:25 am [JaySmallBiz](#) A5b: They hire their friends, their friend's cousin, the neighbor's kid... Great companies have great hiring protocols. **#smallbizchat**

2011-12-08 1:25 am [MsBostwick](#) Q5. You can't manage them all, so please don't micro-manage. Delegate and raise up leaders. **#smallbizchat**

2011-12-08 1:25 am [w3consulting](#) [@RareBeautiful](#) [@jaysmallbiz](#) Yes, hindsight always seems to 20/20, doesn't it? Lol **#smallbizchat**

2011-12-08 1:25 am [PuckBillions](#) RT [@SmallBizLady](#): It's finally available on Amazon! The "Are You Ready to Become Your Own Boss?" workbook. Emerson <http://t.co/DvHRQQ8> **#smallbizchat**

2011-12-08 1:25 am [tisasilver](#) RT [@JaySmallBiz](#): A4a: Every entrepreneur should know the basics: Income Statement, Balance Sheet & diff b/w cash flow & profit **#smallbizchat**

2011-12-08 1:26 am [MsBostwick](#) RT [@helenantholis](#): RT [@JaySmallBiz](#): A1: Most successful

businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

- 2011-12-08 1:26 am [LBarraco](#) [@SmallBizLady](#) A5 Your mission must be clearly identified and followed throughout all levels of your company **#smallbizchat**
- 2011-12-08 1:26 am [helenantholis](#) Hiring who you know? RT [@JaySmallBiz](#): A5a: Most entrepreneurs do what I call "accidental hiring" when they start. **#smallbizchat**
- 2011-12-08 1:26 am [stevenkmoyer](#) [@jaysmallbiz](#) Nice to meet you. **#smallbizchat**
- 2011-12-08 1:26 am [daniioiver](#) Don't hire their friends, their friend's cousin, the neighbor's kid... Great companies have great hiring protocols. **#smallbizchat**
- 2011-12-08 1:26 am [PuckBillions](#) RT [@SmallBizLady](#): BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET - <http://t.co/myzQ8yBQ> **#smallbizchat**
- 2011-12-08 1:26 am [stevenkmoyer](#) gr8! [@w3consulting](#): [@stevenkmoyer](#) I'm sure you'll enjoy the conversation and [@SmallBizLady](#) and [@TaiGoodwin](#) will treat u well! **#smallbizchat**
- 2011-12-08 1:26 am [RareBeautiful](#) [@SmallBizLady](#): Q5: YOU HAVE OVER 100 EMPLOYEES, WHAT DO YOU NOW KNOW ABOUT MANAGEMENT THAT YOU DIDN'T KNOW WHEN YOU STARTED? **#smallbizchat**
- 2011-12-08 1:26 am [WithinEssence](#) RT [@helenantholis](#): And putting them in right jobs. RT [@JaySmallBiz](#): A5: I believe 75% of management is hiring the right people in first place. **#smallbizchat**
- 2011-12-08 1:26 am [stevenkmoyer](#) RT [@msbostwick](#): Q5. You can't manage them all, so please don't micro-manage. Delegate and raise up leaders. **#smallbizchat**
- 2011-12-08 1:26 am [SarahLCook](#) RT [@PuckBillions](#): RT [@SmallBizLady](#): BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET <http://t.co/wuZaXLdB> **#smallbizchat**
- 2011-12-08 1:26 am [supanat](#) RT [@SmallBizLady](#): RT [@SpendGuru](#): BYOB = Be Your Own Bank! **#smallbizchat**
- 2011-12-08 1:26 am [GetBizSociable](#) [@djoneslucid](#) That is of course presuming you can make payroll. We are not talking about living on your credit cards here. **#smallbizchat**
- 2011-12-08 1:27 am [taraturk1](#) [@SmallBizLady](#) A5 people are ppl, the small things matter - knowing their dog died/broke up with boyfriend/enjoy caramel vodka **#smallbizchat**
- 2011-12-08 1:27 am [helenantholis](#) Know what you need. RT [@JaySmallBiz](#): A5b: They hire friends, friend's cousin, Great companies have great hiring protocols. **#smallbizchat**
- 2011-12-08 1:27 am [RareBeautiful](#) a lot of ppl need to learn this. RT [@msbostwick](#): Q5. u can't manage it all, don't micro-manage. Delegate and raise up leaders. **#smallbizchat**
- 2011-12-08 1:27 am [djoneslucid](#) **#smallbizchat** happy to be here folks!
- 2011-12-08 1:27 am [SmallBizLady](#) Q6: DO YOU HAVE ANY TIPS ON HIRING? **#smallbizchat**
- 2011-12-08 1:27 am [JaySmallBiz](#) A6: First -make sure the person doing the interviewing is a good listener. That is frequently NOT the entrepreneur. **#smallbizchat**
- 2011-12-08 1:28 am [Alchemist Iman](#) **#smallbizchat**
- 2011-12-08 1:28 am [helenantholis](#) Need to let go! Q5: YOU HAVE OVER 100 EMPLOYEES, WHAT DO YOU NOW KNOW ABOUT MGT THAT YOU DIDN'T KNOW WHEN YOU STARTED? **#smallbizchat**
- 2011-12-08 1:28 am [w3consulting](#) RT [@SmallBizLady](#): Q6: DO YOU HAVE ANY TIPS ON HIRING? **#smallbizchat**
- 2011-12-08 1:28 am [RareBeautiful](#) RT [@JaySmallBiz](#): A4a: Every entrepreneur should know the basics:

Income Statement, Balance Sheet & diff b/w cash flow & profit
#smallbizchat

- 2011-12-08 1:28 am [JaySmallBiz](#) A6b: Ask compelling questions that get the person to talk. Check references. Think "guilty until proven innocent". **#smallbizchat**
- 2011-12-08 1:29 am [RareBeautiful](#) RT [@smallbizlady](#): Q6: DO YOU HAVE ANY TIPS ON HIRING?
#smallbizchat
- 2011-12-08 1:29 am [helenantholis](#) RT [@JaySmallBiz](#): A6: 1. Be sure person doing the interviewing is a good listener. That is frequently NOT the entrepreneur.
#smallbizchat
- 2011-12-08 1:29 am [tisasilver](#) Regarding hiring: In the hunt for those with skills, don't forget the values! Those are far more difficult to teach. **#smallbizchat**
- 2011-12-08 1:29 am [GetBizSociable](#) A6: I like Jay's "have a hiring protocol" answer from earlier.
#smallbizchat
- 2011-12-08 1:29 am [w3consulting](#) A6: Use a tool like <http://t.co/Yd3mqwL3> to get an idea about who this person is on and off the click. Due diligence is key. **#smallbizchat**
- 2011-12-08 1:29 am [taraturk1](#) Yes! [@helenantholis](#) & putting them in right jobs [@JaySmallBiz](#) I believe 75% of management is hiring right people in 1st place
#smallbizchat
- 2011-12-08 1:29 am [drdae](#) RT [@msbostwick](#): Q5. u can't manage it all, don't micro-manage. Delegate and raise up leaders. **#smallbizchat**
- 2011-12-08 1:29 am [CaylieBBBL](#) Q6. When interviewing listen to the WHOLE answer before thinking of/ moving onto the next question. **#smallbizchat**
- 2011-12-08 1:29 am [JaySmallBiz](#) A6c: Many will be a horrible fit for your company. Probably only one in ten "decent" resumes will be a great fit. **#smallbizchat**
- 2011-12-08 1:29 am [DawnComber](#) RT [@JaySmallBiz](#): A6b: Ask compelling questions to get person to talk. Check references. Think "guilty until proven innocent".
#smallbizchat
- 2011-12-08 1:29 am [THEAUX01](#) RT [@msbostwick](#): Q5. u can't manage it all, don't micro-manage. Delegate and raise up leaders. <~~~~~My sentiments exactly.
#smallbizchat
- 2011-12-08 1:29 am [RareBeautiful](#) RT [@jaysmallbiz](#): A6b: Ask compelling questions that get the person to talk. Check references. **#smallbizchat**
- 2011-12-08 1:29 am [helenantholis](#) RT [@JaySmallBiz](#): A6b: Ask compelling questions that get person to talk. Check references. Think "guilty until proven innocent".
#smallbizchat
- 2011-12-08 1:30 am [RareBeautiful](#) RT [@cayliebbbl](#): Q6. When interviewing listen to the WHOLE answer before thinking of/ moving onto the next question. **#smallbizchat**
- 2011-12-08 1:30 am [w3consulting](#) I disagree; trust is key & due diligence is appropriate. RT [@JaySmallBiz](#): A6b: ... Think "guilty until proven innocent".
#smallbizchat
- 2011-12-08 1:30 am [MYBINCGLOBAL](#) RT [@RareBeautiful](#): RT [@jaysmallbiz](#): A6b: Ask compelling questions that get the person to talk. Check references. **#smallbizchat**
- 2011-12-08 1:30 am [GetBizSociable](#) A6: Be prepared to fire the wrong people fast. **#smallbizchat**
- 2011-12-08 1:30 am [helenantholis](#) RT [@JaySmallBiz](#): A6c: Many will be a horrible fit for your co. Probably only one in ten "decent" resumes will be a great fit.
#smallbizchat
- 2011-12-08 1:30 am [SmallBizLady](#) Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF?
#smallbizchat
- 2011-12-08 1:30 am [LBarraco](#) [@SmallBizLady](#) A6 Go with your gut! If you dont feel right about someone even after they've "checked out"

2011-12-08 1:30 am [anniesgoathill](#) RT [@tisasilver](#): Regarding hiring: In the hunt for those w/skills, don't forget values! Those are far more difficult to teach. **#smallbizchat**

2011-12-08 1:31 am [taraturk1](#) Welcome! [@djoneslucid](#): **#smallbizchat** happy to be here folks!

2011-12-08 1:31 am [djoneslucid](#) **#smallbizchat** lessons the beginning #entrepreneur goo.gl/ScVLh

2011-12-08 1:31 am [JaySmallBiz](#) A7: "Unhiring" the wrong people. Firing. Many bosses avoid confrontation hoping an under performer will get better. **#smallbizchat**

2011-12-08 1:31 am [JudiCogen](#) Using people-friendly nails RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:31 am [tarpsandbeyond](#) RT [@w3consulting](#): A6: Use a tool like <http://t.co/Yd3mqwL3> to get an idea about who this person is on and off the click. Due diligence is key. **#smallbizchat**

2011-12-08 1:31 am [GetBizSociable](#) A6 - Only hire a "diamond in the rough" if you have a lot of time to polish it. **#smallbizchat**

2011-12-08 1:31 am [helenantholis](#) Sharing your vision; ensuring your values. RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:31 am [w3consulting](#) [@JaySmallBiz](#) This is the United States...ur innocent until proven o/w; doesn't mean you take everyone's word for it. ;-)
#smallbizchat

2011-12-08 1:31 am [w3consulting](#) RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:31 am [icjamie](#) RT [@MsBostwick](#): Q5. You can't manage them all, so please don't micro-manage. Delegate and raise up leaders. **#smallbizchat**

2011-12-08 1:31 am [JaySmallBiz](#) A7b: Sometimes an under performer will get better, but many times they won't, or can't. **#smallbizchat**

2011-12-08 1:32 am [GetBizSociable](#) A7: making 1 + 1 = 3. People should make each other better, not worse. **#smallbizchat**

2011-12-08 1:32 am [JaySmallBiz](#) A7c: One of the boss's jobs is to make sure the right people are in every position. It isn't always pretty. **#smallbizchat**

2011-12-08 1:32 am [SmallBizLady](#) RT [@JaySmallBiz](#): A7b: Sometimes an under performer will get better, but many times they won't, or can't. **#smallbizchat**

2011-12-08 1:32 am [TaiGoodwin](#) RT [@JaySmallBiz](#): A7b: Sometimes an under performer will get better, but many times they won't, or can't. **#smallbizchat**

2011-12-08 1:32 am [WithinEssence](#) RT [@GetBizSociable](#): A6: Be prepared to fire the wrong people fast. **#smallbizchat**

2011-12-08 1:32 am [helenantholis](#) RT [@JaySmallBiz](#): A7: "Unhiring" the wrong people. Firing. Many bosses avoid confrontation... **#smallbizchat**

2011-12-08 1:33 am [taraturk1](#) Ask urself, would u talk to this person if u sat next to them on a long plane trip? [@smallbizlady](#): Q6: TIPS ON HIRING? **#smallbizchat**

2011-12-08 1:33 am [tarpsandbeyond](#) RT [@GetBizSociable](#): A6: Be prepared to fire the wrong people fast. **#smallbizchat**

2011-12-08 1:33 am [GetBizSociable](#) A7: Getting people to "own" their job, not just plug in the hours for a paycheck. **#smallbizchat**

2011-12-08 1:33 am [w3consulting](#) A7: Harmonizing collaboration among the staff to be productive. We've incorporated many social tools internally for this. **#smallbizchat**

2011-12-08 1:33 am [TaiGoodwin](#) Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:33 am [djoneslucid](#) **#smallbizchat** bottom line is to really know ur value or u will just create a job for urself instead of growing a biz

2011-12-08 1:33 am [taraturk1](#) RT [@GetBizSociable](#): A6: Be prepared to fire the wrong people fast. **#smallbizchat**

2011-12-08 1:33 am [CaylieBBBL](#) Q7. Getting people with the right attitude. Skills can be taught. Attitude can't. **#smallbizchat**

2011-12-08 1:33 am [w3consulting](#) A7: You'd be surprised at how many problems solve themselves through better communication among your staff. **#smallbizchat**

2011-12-08 1:33 am [RareBeautiful](#) RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:33 am [GetBizSociable](#) A7: Again, I agree with Jay. People rarely change. **#smallbizchat**

2011-12-08 1:34 am [taraturk1](#) RT [@GetBizSociable](#): A7: making 1 + 1 = 3. People should make each other better, not worse. **#smallbizchat**

2011-12-08 1:34 am [MsBostwick](#) Q6. It's ok to hire under-qualified. "Most" are eager to learn, find value in their new job and become invested. **#smallbizchat**

2011-12-08 1:34 am [TaiGoodwin](#) RT [@CaylieBBBL](#): Q7. Getting people with the right attitude. Skills can be taught. Attitude can't. **#smallbizchat**

2011-12-08 1:34 am [RareBeautiful](#) A7. Finding great workers is difficult...finding great workers who work well together is even more so. **#smallbizchat**

2011-12-08 1:34 am [NadiaOliviaR](#) RT [@Cammie_Baby](#): **#smallbizchat** A2: It's a lot of work to have ur own business. I think people think it is easier than it actually is.

2011-12-08 1:34 am [w3consulting](#) +1 RT [@GetBizSociable](#): A7: making 1 + 1 = 3. People should make each other better, not worse. **#smallbizchat**

2011-12-08 1:34 am [MYBINCGLOBAL](#) [@w3consulting](#) Communication is key, great point! **#smallbizchat**

2011-12-08 1:34 am [djoneslucid](#) RT [@GetBizSociable](#): A6 - Only hire a "diamond in the rough" if you have a lot of time to polish it. **#smallbizchat**

2011-12-08 1:35 am [anniesgoathill](#) RT [@GetBizSociable](#): A7: Getting people to "own" their job, not just plug in the hours for a paycheck. **#smallbizchat** (Tough to do!)

2011-12-08 1:35 am [CaylieBBBL](#) Thanks for the RT! Glad to have met you on **#smallbizchat**

2011-12-08 1:35 am [SmallBizLady](#) If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-12-08 1:35 am [rubysohi](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**

2011-12-08 1:35 am [RareBeautiful](#) A7. keeping great workers requires obvious appreciation for their efforts. Treating your good workers well pays off 3 fold. **#smallbizchat**

2011-12-08 1:35 am [SmallBizLady](#) For tips on #smallbiz success subscribe to Melinda Emerson's blog at <http://t.co/nk51tp18> **#smallbizchat**

2011-12-08 1:35 am [WithinEssence](#) RT [@djoneslucid](#): **#smallbizchat** bottom line is to really know ur value or u will just create a job for urself instead of growing a biz

2011-12-08 1:35 am [w3consulting](#) RT [@MYBINCGLOBAL](#): [@w3consulting](#) Communication is key, great point! // Thanks! **#smallbizchat**

2011-12-08 1:35 am [tarpsandbeyond](#) Finding the right person for the right job. N training. RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:35 am [MrJAlabaster](#) That's cute, LOL! RT [@JaySmallBiz](#): A5a: Most entrepreneurs do what I call "accidental hiring" when they start. **#smallbizchat**

2011-12-08 1:35 am [GetBizSociable](#) [@taraturk1](#) Thanks for the RTs. I think we have largely the same business philosophy. **#smallbizchat**

2011-12-08 1:35 am [CaylieBBBL](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every

Wed 8-9 ET **#smallbizchat**

- 2011-12-08 1:36 am [helenantholis](#) Performance management. RT [@TaiGoodwin](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**
- 2011-12-08 1:36 am [SmallBizLady](#) Q8: WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**
- 2011-12-08 1:36 am [MYBINCGLOBAL](#) RT [@SmallBizLady](#): For tips on #smallbiz success subscribe to Melinda Emerson's blog at <http://t.co/Tk3NRJ9a> **#smallbizchat**
- 2011-12-08 1:36 am [djoneslucid](#) Q7 allowing urself to delegate. We #entrepreneurs can be real control freaks **#smallbizchat**
- 2011-12-08 1:36 am [RareBeautiful](#) RT [@jaysmallbiz](#): A7c: One of the boss's jobs is to make sure the right people are in every position. It isn't always pretty. **#smallbizchat**
- 2011-12-08 1:36 am [JaySmallBiz](#) A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**
- 2011-12-08 1:36 am [GetBizSociable](#) A7: Building jobs for people to grow with not get bored with. **#smallbizchat**
- 2011-12-08 1:36 am [JaySmallBiz](#) A8a: Then figuring out what advertising vehicles to use to reach them. **#smallbizchat**
- 2011-12-08 1:37 am [RareBeautiful](#) RT [@smallbizlady](#): Q8: WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**
- 2011-12-08 1:37 am [TaiGoodwin](#) RT [@SmallBizLady](#): Q8: WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**
- 2011-12-08 1:37 am [ChloeisPPLA](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and management. **#smallbizchat**
- 2011-12-08 1:37 am [tisasilver](#) [@anniesgoathill](#) Thanks for the RT. Values are so important! **#smallbizchat**
- 2011-12-08 1:37 am [WithinEssence](#) [@djoneslucid](#) You really hit the nail on that one! Couldn't agree more **#smallbizchat**
- 2011-12-08 1:37 am [taraturk1](#) [@GetBizSociable](#) yes, I agree with ur comments **#smallbizchat**
- 2011-12-08 1:37 am [ultrasoundangie](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**
- 2011-12-08 1:37 am [GetBizSociable](#) A7: Depend. WOM if you are brick and mortar and local. SM if you are virtual. **#smallbizchat**
- 2011-12-08 1:37 am [MrJAlabaster](#) [@SmallBizLady](#) [@JaySmallBiz](#) In hiring someone, why not just hiring a staffing company to do it? **#smallbizchat**
- 2011-12-08 1:37 am [RareBeautiful](#) A8. twitter has been a great tool for us...and I assume everyone else in this chat. **#smallbizchat**
- 2011-12-08 1:37 am [helenantholis](#) And what they want. RT [@JaySmallBiz](#): A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**
- 2011-12-08 1:37 am [CaylieBBBL](#) Q8. Identify your target audience and build relationships with them wherever they are. **#smallbizchat**
- 2011-12-08 1:37 am [JaySmallBiz](#) A8b: It's not all about Twitter. Your customers are also in the real world! **#smallbizchat**
- 2011-12-08 1:37 am [tisasilver](#) RT [@SmallBizLady](#): Q8: WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**
- 2011-12-08 1:37 am [DawnComber](#) Agree RT [@GetBizSociable](#): A7: Depend. WOM if you are brick and mortar and local. SM if you are virtual. **#smallbizchat**
- 2011-12-08 1:38 am [MYBINCGLOBAL](#) A8: With the right strategy in place, social media surely must be a key channel **#smallbizchat**

2011-12-08 1:38 am [GetBizSociable](#) A8: 3 Great customers = a trend. Leverage that through referrals, testimonials, white papers, etc. **#smallbizchat**

2011-12-08 1:38 am [ChloeisPPLA](#) "@RareBeautiful: RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**"

2011-12-08 1:38 am [LBarraco](#) A8 Any way that differentiates them from the competition! **#smallbizchat**

2011-12-08 1:38 am [JaySmallBiz](#) A8c: It is also about determining what the best message is. **#smallbizchat**

2011-12-08 1:38 am [helenantholis](#) So they can find you. RT [@JaySmallBiz](#): A8a: Then figuring out what advertising vehicles to use to reach them. **#smallbizchat**

2011-12-08 1:38 am [GetBizSociable](#) RT [@RareBeautiful](#): A8. twitter has been a great tool for us...and I assume everyone else in this chat. **#smallbizchat**

2011-12-08 1:38 am [tarpsandbeyond](#) RT [@JaySmallBiz](#): A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**

2011-12-08 1:38 am [Mr_Empowerment](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A3b: A strategic partnership makes sense when both parties bring complimentary skill sets. **#smallbizchat**

2011-12-08 1:38 am [anniesgoathill](#) I liked the point about not micro-managing. If employee is trained well & wants to succeed, m.m. should not be necessary. **#smallbizchat**

2011-12-08 1:38 am [WithinEssence](#) RT [@anniesgoathill](#): RT [@GetBizSociable](#): A7: Getting people to "own" their job, not just plug in the hours for a paycheck. **#smallbizchat** (Tough to do!)

2011-12-08 1:39 am [carlos_chaims](#) RT [@SmallBizLady](#): Q7: WHAT IS THE HARDEST PART ABOUT BUILDING A STAFF? **#smallbizchat**

2011-12-08 1:39 am [GetBizSociable](#) [@MrJAlabaster](#) They cost a lot of money an the results are usually no better. **#smallbizchat**

2011-12-08 1:39 am [RareBeautiful](#) A8. Creating a strong image that is "you" is really important. A new business should be more memorable if image is right. **#smallbizchat**

2011-12-08 1:39 am [MsBostwick](#) RT [@anniesgoathill](#): I liked the point about not micro-managing. If employee is trained well & wants to succeed, m.m. should not be necessary. **#smallbizchat**

2011-12-08 1:39 am [helenantholis](#) To make it easy for them to relate. RT [@JaySmallBiz](#): A8c: It is also about determining what the best message is. **#smallbizchat**

2011-12-08 1:39 am [JaySmallBiz](#) [@MrJAlabaster](#): Staffing cos work on commission, no one knows your business like you do. **#smallbizchat**

2011-12-08 1:39 am [_NoBoizAllowed](#) RT [@JaySmallBiz](#): A8b: It's not all about Twitter. Your customers are also in the real world! **#smallbizchat**

2011-12-08 1:39 am [w3consulting](#) RT [@SmallBizLady](#): Q8: WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**

2011-12-08 1:39 am [djoneslucid](#) [@LBarraco](#) [@smallbizlady](#) **#smallbizchat** spot on! Trusring gut is huge for the #entrepreneur

2011-12-08 1:40 am [taraturk1](#) A8 by having motivated, passionate staff who strive for quality, even if it means losing the biz \$ in the short term **#smallbizchat**

2011-12-08 1:40 am [GetBizSociable](#) RT [@JaySmallBiz](#): [@MrJAlabaster](#): Staffing cos work on commission, no one knows your business like you do. **#smallbizchat**

2011-12-08 1:40 am [tarpsandbeyond](#) This some times takes trial and error. RT [@JaySmallBiz](#): A8a: Then figuring out what advertising vehicles to use to reach them. **#smallbizchat**

2011-12-08 1:40 am [anniesgoathill](#) A8 Being who you are while developing your brand, i.e. not being someone you are not, and giving it time = growth. **#smallbizchat**

2011-12-08 1:40 am [w3consulting](#) A8: I recommend frequently to start with Social Listening: go to Google, Twitter (advanced search) and Facebook and...
#smallbizchat

2011-12-08 1:40 am [RareBeautiful](#) A8. Having a functional website that will keep people coming back when they get there is pretty important also. **#smallbizchat**

2011-12-08 1:40 am [TWOBOLT](#) Agree! RT [@JaySmallBiz](#) A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**

2011-12-08 1:41 am [SmallBizLady](#) Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!"
#smallbizchat

2011-12-08 1:41 am [JaySmallBiz](#) A9: Keeping existing customers should be the first order of business.
#smallbizchat

2011-12-08 1:41 am [thewarford](#) RT [@tisasilver](#): Regarding hiring: In the hunt for those with skills, don't forget the values! Those are far more difficult to teach.
#smallbizchat

2011-12-08 1:41 am [w3consulting](#) A8b: type in the keyword phrases your potential audience would use to find your product/service. What are they saying? **#smallbizchat**

2011-12-08 1:41 am [BeyondCurls](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-12-08 1:41 am [WithinEssence](#) RT [@SmallBizLady](#) WHAT IS THE BEST WAY A NEW COMPANY CAN MARKET THEMSELVES? **#smallbizchat**

2011-12-08 1:41 am [anniesgoathill](#) RT [@GetBizSociable](#): RT [@RareBeautiful](#): A8. twitter has been a great tool for us...and I assume everyone else in this chat.
#smallbizchat

2011-12-08 1:41 am [JaySmallBiz](#) A9b: The next thing I always look at is the pricing of their products or service. **#smallbizchat**

2011-12-08 1:41 am [djoneslucid](#) RT [@TaiGoodwin](#): RT [@JaySmallBiz](#): A1: Most successful businesses are not new ideas at all. They are better execution of an existing concept. **#smallbizchat**

2011-12-08 1:41 am [MrJAlabaster](#) Thank you RT [@JaySmallBiz](#): [@MrJAlabaster](#): Staffing cos work on commission, no one knows your business like you do. **#smallbizchat**

2011-12-08 1:41 am [RareBeautiful](#) A8. word of mouth is always great too! actually, it might be the best tool! Build a relationship with your buyers/clients. **#smallbizchat**

2011-12-08 1:42 am [JaySmallBiz](#) A9c: It is a common and costly: They don't understand their costs, and they are undercharging. **#smallbizchat**

2011-12-08 1:42 am [RareBeautiful](#) RT [@taraturk1](#): A8 by having motivated, passionate staff who strive for quality even if it means losing the biz \$ in short term
#smallbizchat

2011-12-08 1:42 am [w3consulting](#) A8c: From here you can ask them questions, see if there's an audience to coalesce, and engage them. **#smallbizchat**

2011-12-08 1:42 am [JaySmallBiz](#) A9d: As a result, they are busy but unprofitable. **#smallbizchat**

2011-12-08 1:42 am [TaiGoodwin](#) Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!"
#smallbizchat

2011-12-08 1:42 am [kholi](#) "@JaySmallBiz: A7b: Sometimes an under performer will get better, but many times they won't, or can't. **#smallbizchat"**

2011-12-08 1:42 am [helenantholis](#) RT [@JaySmallBiz](#): A9: Keeping existing customers should be the first order of business. **#smallbizchat**

2011-12-08 1:42 am [helenantholis](#) RT [@JaySmallBiz](#): A9b: The next thing I always look at is the pricing

of their products or service. **#smallbizchat**

2011-12-08 1:42 am [LBarraco](#) A9 Its true, but start with existing customers -- referrals are the best (and most cost-effective!) way to gain new customers! **#smallbizchat**

2011-12-08 1:42 am [CaylieBBBL](#) Q9. First treat your existing customers really well. How are you value adding? Ensure they are chuffed then ask for referrals. **#smallbizchat**

2011-12-08 1:42 am [w3consulting](#) +1 RT [@JaySmallBiz](#): A9: Keeping existing customers should be the first order of business. **#smallbizchat**

2011-12-08 1:43 am [JaySmallBiz](#) A9e: They assume more business will fix the problem, but in reality they'll just get busier and still not make money. **#smallbizchat**

2011-12-08 1:43 am [RareBeautiful](#) RT [@smallbizlady](#): Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!" **#smallbizchat**

2011-12-08 1:43 am [timesaver868](#) dont forget about the repeat customers and to keep them loyal **#smallbizchat**

2011-12-08 1:43 am [MYBINCGLOBAL](#) Some great points being made here in **#smallbizchat**

2011-12-08 1:43 am [MsBostwick](#) Q8. For a new company-visibility through conversations and networking is critical at least that first year. **#smallbizchat**

2011-12-08 1:43 am [yourjobmyoffice](#) Catching the end of the chat tonight. I've missed so much! **#smallbizchat**

2011-12-08 1:43 am [Su ccess ful](#) RT [@JaySmallBiz](#): A8b: It's not all about Twitter. Your customers are also in the real world! **#smallbizchat**

2011-12-08 1:43 am [RareBeautiful](#) Q9. What's the game plan? **#smallbizchat**

2011-12-08 1:43 am [TaiGoodwin](#) RT [@helenantholis](#): RT [@JaySmallBiz](#): A9: Keeping existing customers should be the first order of business. **#smallbizchat**

2011-12-08 1:43 am [RareBeautiful](#) RT [@jaysmallbiz](#): A9: Keeping existing customers should be the first order of business. **#smallbizchat**

2011-12-08 1:43 am [Su ccess ful](#) RT [@CaylieBBBL](#): Q8. Identify your target audience and build relationships with them wherever they are. **#smallbizchat**

2011-12-08 1:44 am [TaiGoodwin](#) RT [@MsBostwick](#): Q8. For a new company-visibility through conversations and networking is critical at least that first year. **#smallbizchat**

2011-12-08 1:44 am [GetBizSociable](#) A9: Ha! That's funny. Aren't paying customers what drives profitability in all businesses? **#smallbizchat**

2011-12-08 1:44 am [CedarHillMom](#) I love it! RT [@SweetSoaps](#): [@Fierce living](#) <http://t.co/enZJyb4B> #FierceChat watch later #smcdallas #shoptalkers **#Smallbizchat** #startupchat

2011-12-08 1:44 am [anniesgoathill](#) RT [@JaySmallBiz](#): A8b: It's not all about Twitter. Your customers are also in the real world! **#smallbizchat**

2011-12-08 1:44 am [WithinEssence](#) RT [@w3consulting](#): A8b: type in the keyword phrases your potential audience would use to find your product/service. What are they saying? **#smallbizchat**

2011-12-08 1:45 am [tisasilver](#) RT [@JaySmallBiz](#): A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**

2011-12-08 1:45 am [RareBeautiful](#) yes..glad I was able to join this week! RT [@mybincglobal](#): Some great points being made here in **#smallbizchat**

2011-12-08 1:45 am [helenantholis](#) They may not know about Twitter.RT [@JaySmallBiz](#): A8b: Its not all about Twitter. Your customers are also in the real world! **#smallbizchat**

2011-12-08 1:45 am [CurrencyCents](#) [@SmallBizLady](#) [@SmallBizLady](#) A4: low organization. Lack of future planning could also play a part. **#smallbizchat**

2011-12-08 1:45 am [RareBeautiful](#) RT [@msbostwick](#): Q8. For a new company-visibility through conversations and networking is critical at least that first year. **#smallbizchat**

2011-12-08 1:45 am [tisasilver](#) RT [@JaySmallBiz](#): A8a: Then figuring out what advertising vehicles to use to reach them. **#smallbizchat**

2011-12-08 1:45 am [GetBizSociable](#) Great chat tonight Melinda! Gotta run but this has been one of the best ever. Thanks everybody! **#smallbizchat**

2011-12-08 1:45 am [w3consulting](#) [@yourjobmyoffice](#) Not to worry; check out [@SmallBizLady](#) 's wrap-up tomorrow! **#smallbizchat**

2011-12-08 1:46 am [MsBostwick](#) RT [@LBarraco](#): A9 Its true, but start with existing customers -- referrals are the best (and most cost-effective!) way to gain new customers! **#smallbizchat**

2011-12-08 1:46 am [MYBINCGLOBAL](#) RT [@GetBizSociable](#): Great chat tonight Melinda! Gotta run but this has been one of the best ever. Thanks everybody! **#smallbizchat**

2011-12-08 1:46 am [RareBeautiful](#) RT [@tisasilver](#): RT [@JaySmallBiz](#): A8: Marketing is about figuring out who your best potential customers are... **#smallbizchat**

2011-12-08 1:46 am [SmallBizLady](#) Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS? **#smallbizchat**

2011-12-08 1:46 am [JaySmallBiz](#) A10: It is all about having the right people, good training, and then delegating. **#smallbizchat**

2011-12-08 1:46 am [TaiGoodwin](#) RT [@SmallBizLady](#): Why I Swore Off Debt (for a While): <http://t.co/70HeDEyG> by Jay Goltz [@jaysmallbiz](#) **#smallbizchat**

2011-12-08 1:46 am [anniesgoathill](#) RT [@tisasilver](#): RT [@JaySmallBiz](#): A8a: Then figuring out what advertising vehicles to use to reach them. **#smallbizchat** Not one size fits all!

2011-12-08 1:46 am [RareBeautiful](#) RT [@su_ccess_ful](#): RT [@CaylieBBBL](#): Q8. Identify your target audience and build relationships with them wherever they are. **#smallbizchat**

2011-12-08 1:46 am [tisasilver](#) RT [@SmallBizLady](#): Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!" **#smallbizchat**

2011-12-08 1:46 am [JaySmallBiz](#) A10b: You also have to understand the income statement enough to figure out how to pay all of these people. **#smallbizchat**

2011-12-08 1:46 am [TaiGoodwin](#) RT [@SmallBizLady](#): Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS? **#smallbizchat**

2011-12-08 1:46 am [tisasilver](#) RT [@JaySmallBiz](#): A9: Keeping existing customers should be the first order of business. **#smallbizchat**

2011-12-08 1:47 am [CurrencyCents](#) [@SmallBizLady](#) A6: Look for employees that are well educated in the business that they're applying for. **#smallbizchat**

2011-12-08 1:47 am [RideOrDieWife](#) RT [@CaylieBBBL](#): Q9. First treat your existing customers really well. How are you value adding? Ensure they are chuffed then ask for referrals. **#smallbizchat**

2011-12-08 1:47 am [tisasilver](#) RT [@JaySmallBiz](#): A9b: The next thing I always look at is the pricing of their products or service. **#smallbizchat**

2011-12-08 1:47 am [hart_d_boo](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-12-08 1:47 am [CurrencyCents](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-12-08 1:47 am [CWEChatham](#) RT [@SmallBizLady](#): For tips on #smallbiz success subscribe to Melinda Emerson's blog at <http://t.co/nk51tp18> #smallbizchat

2011-12-08 1:48 am [helenantholis](#) And monitoring performance. RT [@JaySmallBiz](#): A10: It is all about having the right people, good training, and then delegating. #smallbizchat

2011-12-08 1:48 am [tisasilver](#) Not a good place to be! RT [@JaySmallBiz](#): A9d: As a result, they are busy but unprofitable. #smallbizchat

2011-12-08 1:48 am [RareBeautiful](#) RT [@taigoodwin](#): RT [@SmallBizLady](#): Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS? #smallbizchat

2011-12-08 1:48 am [CWEChatham](#) RT [@JaySmallBiz](#): A9: Keeping existing customers should be the first order of business. #smallbizchat

2011-12-08 1:48 am [Successful](#) Now following [@JaySmallBiz](#)! Awesome tips in the #smallbizchat!

2011-12-08 1:49 am [anniesgoathill](#) A9 If all you need are new customers, something was wrong to begin with (price, product, your image). #smallbizchat

2011-12-08 1:49 am [CaylieBBBL](#) Got to go. #smallbizchat [@SmallBizLady](#) Tweeps might like a free online review <http://t.co/uKfv4tMy> 12DaysOfChristmasGiveaway. Thanks. Bye

2011-12-08 1:49 am [helenantholis](#) RT [@JaySmallBiz](#): A10b: You also have to understand the income statement enough to figure out how to pay all of these people. #smallbizchat

2011-12-08 1:49 am [yourjobmyoffice](#) I just may do that! :-)) RT [@w3consulting](#): [@yourjobmyoffice](#) Not to worry; check out [@SmallBizLady](#)'s wrap-up tomorrow! #smallbizchat

2011-12-08 1:49 am [MYBINCGLOBAL](#) Thanks everyone! RT [@Successful](#): Now following [@JaySmallBiz](#)! Awesome tips in the #smallbizchat! #smallbizchat

2011-12-08 1:49 am [anniesgoathill](#) RT [@SmallBizLady](#): Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS? #smallbizchat

2011-12-08 1:49 am [JaySmallBiz](#) A10c: At some point you need to stop being the manager and be the leader. If you have the right managers, let them manage. #smallbizchat

2011-12-08 1:50 am [HMD_BOUTIQUE](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET #smallbizchat

2011-12-08 1:50 am [SmallBizLady](#) A blog post with a more detailed Q & A with our guest comes out on Thursdays on [@Smallbizlady's](#) blog: <http://t.co/HJq4AKnN> #smallbizchat

2011-12-08 1:50 am [MsBostwick](#) Delegate! Delegate Delegate! So you can be planning future growth! #smallbizchat

2011-12-08 1:50 am [SmallBizLady](#) Find out how I got started on Twitter: What Can Twitter Do For Your Small Business? <http://t.co/332NX053> #smallbizchat

2011-12-08 1:50 am [RareBeautiful](#) A10. It just means wanting to put in more time and dedication, and working harder for a while. Not everyone is motivated. #smallbizchat

2011-12-08 1:50 am [HMD_BOUTIQUE](#) RT [@SmallBizLady](#): Q2: WITH ALL OF THE RESOURCES AVAILABLE TODAY, WHY IS THE FAILURE RATE FOR NEW BUSINESSES STILL AS HIGH AS 75% OR SO? #smallbizchat

2011-12-08 1:50 am [SmallBizLady](#) [@Clicmii](#) PLEASE WAIT UNTIL THE END OF THE CHAT TO DO YOUR COMMERCIAL THANK YOU. #smallbizchat management

2011-12-08 1:50 am [CaylieBBBL](#) Q10. Devote minimum one hour to learning and strategy each day.

2011-12-08 1:50 am [JaySmallBiz](#) **#smallbizchat** Invest in yourself and biz.
A11: Yes and no. That is a very misquoted piece of a speech that Winston Churchill gave during WWII. **#smallbizchat**

2011-12-08 1:50 am [SmallBizLady](#) Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 1:51 am [helenantholis](#) RT [@JaySmallBiz](#): A10c: At some point stop being the manager and be the leader. If you have right managers, let them manage. **#smallbizchat**

2011-12-08 1:51 am [djoneslucid](#) **#smallbizchat** I plan on being a regular here!

2011-12-08 1:51 am [SmallBizLady](#) Q11: YOU ALWAYS HEAR THE MANTRA "NEVER, NEVER, NEVER QUIT". DO YOU THINK THAT IS TRUE? **#smallbizchat**

2011-12-08 1:51 am [NICKA7777](#) RT [@SmallBizLady](#): Find out how I got started on Twitter: What Can Twitter Do For Your Small Business? <http://t.co/332NX053> **#smallbizchat**

2011-12-08 1:51 am [HMD_BOUTIQUE](#) RT [@SmallBizLady](#): We're tweeting live with [@jaysmallbiz](#) about the biggest mistakes in business - join us <http://t.co/fQCKYfbo> **#smallbizchat**

2011-12-08 1:51 am [SarahLCook](#) RT [@MsBostwick](#): Delegate! Delegate Delegate! So you can be planning future growth! <= Such an important skill to master! **#smallbizchat**

2011-12-08 1:51 am [CurrencyCents](#) [@SmallBizLady](#) A8: Personal selling is always a plus. make 1 customer happy and expect a return from word of mouth advertising. **#smallbizchat**

2011-12-08 1:51 am [davidrj54](#) RT [@SmallBizLady](#): Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 1:52 am [w3consulting](#) RT [@SmallBizLady](#): ...Q & A w [@JaySmallBiz](#) comes out on Thurs on [@Smallbizlady's](#) blog: <http://t.co/VZVddcBa> cc [@yourjobmyoffice](#) **#smallbizchat**

2011-12-08 1:52 am [DensonConstServ](#) RT [@SmallBizLady](#): Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 1:52 am [RareBeautiful](#) A10. Our founder, [@KatrinaMauro](#), however...is #ridiculouslyproductive and motivated. **#smallbizchat**

2011-12-08 1:52 am [w3consulting](#) RT [@SmallBizLady](#): Q11: YOU ALWAYS HEAR THE MANTRA "NEVER, NEVER, NEVER QUIT". DO YOU THINK THAT IS TRUE? **#smallbizchat**

2011-12-08 1:52 am [WithinEssence](#) [@anniesgoathill](#) I agree! Allowing ppl 2 experience the essence of who u are! The rest will fall in place if the focus is there **#smallbizchat**

2011-12-08 1:52 am [DensonConstServ](#) RT [@SmallBizLady](#): Find out how I got started on Twitter: What Can Twitter Do For Your Small Business? <http://t.co/332NX053> **#smallbizchat**

2011-12-08 1:52 am [TaiGoodwin](#) RT [@MsBostwick](#): Dellegate! Delegate Delegate! So you can be planning future growth! **#smallbizchat**

2011-12-08 1:52 am [CaylieBBBL](#) Q11. NO. Give your absolute best but know when to quit. **#smallbizchat**

2011-12-08 1:52 am [SweetieBerry](#) RT [@SmallBizLady](#): Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!" **#smallbizchat**

2011-12-08 1:52 am [RareBeautiful](#) RT [@SmallBizLady](#): know a small biz owner who could use advice? tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET

2011-12-08 1:53 am [RareBeautiful](#) **#smallbizchat** RT [@smallbizlady](#): Q11: YOU ALWAYS HEAR THE MANTRA “NEVER, NEVER, NEVER QUIT”. DO YOU THINK THAT IS TRUE?

2011-12-08 1:53 am [SarahLCook](#) **#smallbizchat** RT [@SmallBizLady](#) A8: Personal selling is always a plus- make 1 customer happy & expect a return from word of mouth advertise.

2011-12-08 1:53 am [CaylieBBBL](#) **#smallbizchat** Thanks for making **#smallbizchat** AWESOME everyone. Lovely to meet you and join in for the first time!

2011-12-08 1:53 am [susanlawino](#) RT [@SmallBizLady](#): For tips on **#smallbiz** success subscribe to Melinda Emerson’s blog at <http://t.co/nk51tp18> **#smallbizchat**

2011-12-08 1:53 am [taraturk1](#) [@JaySmallBiz](#) [@TaiGoodwin](#) [@SmallBizLady](#) thx for the great chat & tips! **#smallbizchat**

2011-12-08 1:53 am [JaySmallBiz](#) A11b: The rest of the sentence includes “unless in good judgment”. **#smallbizchat**

2011-12-08 1:53 am [yourjobmyoffice](#) Hello [@SweetieBerry](#), long time no chat. **#smallbizchat**

2011-12-08 1:53 am [tarpsandbeyond](#) Absolutely... RT [@JaySmallBiz](#): A10: It is all about having the right people, good training, and then delegating. **#smallbizchat**

2011-12-08 1:54 am [JaySmallBiz](#) A11c: Besides the five businesses I own are another five that I started and closed. **#smallbizchat**

2011-12-08 1:54 am [SweetieBerry](#) RT [@yourjobmyoffice](#): Hello [@SweetieBerry](#), long time no chat. **#smallbizchat**/ hey!! Just arrived home in Alabama...Transcripts matter!

2011-12-08 1:54 am [CurrencyCents](#) [@SmallBizLady](#) A11: You can always quit but just make sure you bounce back with a better plan! **#smallbizchat**

2011-12-08 1:54 am [JaySmallBiz](#) A11d: Sometimes things are not well thought out, can’t work because of unforeseen problems, or you are just miserable. **#smallbizchat**

2011-12-08 1:54 am [helenantholis](#) Q11. Change, adapt, choose...leadership qualities. **#smallbizchat**

2011-12-08 1:54 am [WithinEssence](#) RT [@JaySmallBiz](#): A10c: At some point you need to stop being the manager and be the leader. If you have the right managers, let them manage. **#smallbizchat**

2011-12-08 1:54 am [SmallBizLady](#) Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**

2011-12-08 1:54 am [RareBeautiful](#) sometimes things can go too far in wrong direction if not RT [@cayliebbbl](#): Q11. Give your absolute best but know when to quit. **#smallbizchat**

2011-12-08 1:54 am [JaySmallBiz](#) A11e: With that being said, being successful does require tenacity to weather all of the storms that are sure to come. **#smallbizchat**

2011-12-08 1:54 am [yourjobmyoffice](#) RT [@CaylieBBBL](#): Thanks for making **#smallbizchat** AWESOME everyone. Lovely to meet you and join in for the first time! **#smallbizchat**

2011-12-08 1:55 am [SweetieBerry](#) **#SmallBizChat** is each Wednesday and (thankful this week) transcripts and follow up posts are available at www.succeedasyourownboss.com

2011-12-08 1:55 am [w3consulting](#) A11: When it comes to persevering with marketing, yes. When it comes to transitioning a failing business, maybe not. **#smallbizchat**

2011-12-08 1:55 am [JaySmallBiz](#) A11f: Going down with the ship is not being tenacious, it can be delusional. **#smallbizchat**

2011-12-08 1:55 am [LeBrandeDiva](#) RT [@SmallBizLady](#): RT [@JaySmallBiz](#): A2: To be successful in business requires a basic skill set in marketing, finances and

2011-12-08 1:55 am [w3consulting](#) management. **#smallbizchat**
A11: I think that adage also makes sense when talking about yourself...don't give up on you, ever! **#smallbizchat**

2011-12-08 1:56 am [TaiGoodwin](#) **@SweetieBerry** Hey there - how are you! **#smallbizchat**

2011-12-08 1:56 am [w3consulting](#) RT **@SmallBizLady**: Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**

2011-12-08 1:56 am [RareBeautiful](#) RT **@smallbizlady**: Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**

2011-12-08 1:56 am [JaySmallBiz](#) A12: You mean try to keep balance! It is hard, especially in the early stages. In most cases, it's tolerable sacrifice **#smallbizchat**

2011-12-08 1:56 am [SarahLCook](#) RT **@JaySmallBiz**: A11c: Besides the 5 businesses I own are another 5 that I started and closed. <= Thanks for sharing that! **#smallbizchat**

2011-12-08 1:56 am [helenantholis](#) RT **@SmallBizLady**: Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**

2011-12-08 1:56 am [JaySmallBiz](#) A12b: Did I pay a price for building a successful business? Absolutely. Do I have any regrets? Yes, but too few to mention. **#smallbizchat**

2011-12-08 1:56 am [WhitPR](#) RT **@SmallBizLady**: Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 1:56 am [SweetieBerry](#) So sorry to miss [@JaySmallBiz's](#) chat tonight except the last 10 minutes, thankful for transcripts and the blog!**@TaiGoodwin**
#smallbizchat

2011-12-08 1:56 am [SarahLCook](#) RT **@SweetieBerry**: **#SmallBizChat** is each Wednesday & transcripts & follow up posts are available @ <http://t.co/gleGt3WO> **#smallbizchat**

2011-12-08 1:56 am [tarpsandbeyond](#) RT **@MsBostwick**: Delegate! Delegate Delegate! So you can be planning future growth! **#smallbizchat**

2011-12-08 1:56 am [KevanBoyles](#) Check out the [@LSFProgram](#) n"@SmallBizLady: Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**"

2011-12-08 1:56 am [w3consulting](#) A12: Stop the delusion that everything needs to happen "right now." If you don't need to call 911, it can be prioritized. **#smallbizchat**

2011-12-08 1:57 am [JaySmallBiz](#) A12c: There is an old saying that no one laying on their deathbed wishes that they spent more time at their business. **#smallbizchat**

2011-12-08 1:57 am [WithinEssence](#) RT **@SmallBizLady**: Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS?
#smallbizchat

2011-12-08 1:57 am [SweetieBerry](#) RT **@JaySmallBiz**: : There is an old saying that no one laying on their deathbed wishes that they spent more time at their bus
#smallbizchat

2011-12-08 1:57 am [helenantholis](#) Q12. Structure your time; allow for breaks to recharge batteries and clear thinking. **#smallbizchat**

2011-12-08 1:57 am [JaySmallBiz](#) A12d: They got it wrong. It is the day that you hopefully drop them off at college. **#smallbizchat**

2011-12-08 1:57 am [TWOBOLT](#) **@Jaysmallbiz @Smallbizlady** got to run, but really enjoyed my first **#smallbizchat**. Thanks everyone! Looking forward to next week.

2011-12-08 1:57 am [SweetieBerry](#) RT **@helenantholis**: Q12. Structure your time; allow for breaks to recharge batteries and clear thinking. **#smallbizchat**

2011-12-08 1:57 am [RareBeautiful](#) A12. It's hard to balance life and work, keeping a pretty regular schedule makes it easier to remember everything. **#smallbizchat**

2011-12-08 1:58 am [LBarraco](#) **@SmallBizLady** A12 Separate business from your social life, and dont lose site of what makes you happy! **#smallbizchat**

2011-12-08 1:58 am [SweetieBerry](#) **@TWOBOLT** Glad to have you with the chat, it's a great group of

2011-12-08 1:58 am [w3consulting](#) folks and [@SmallBizLady](#) and [@TaiGoodwin](#) ROCK **#smallbizchat**
A12: Learn to wear different "hats" at different times. Monday may be for marketing. Tuesday: billing. Wednesday: HR. And on..
#smallbizchat

2011-12-08 1:58 am [SmallBizLady](#) [@theJohnSeyler](#) We are doing a Tweetchat tonight Not spamming - you can join the conversation **#smallbizchat**

2011-12-08 1:58 am [WithinEssence](#) I always get a kick out of **#smallbizchat**!! Just the questions alone give great insight [@SmallBizLady](#)

2011-12-08 1:58 am [SmallBizLady](#) Special thanks to entrepreneur Jay Goltz [@jaysmallbiz](#) lead blogger at <http://t.co/lpagFzaR> **#smallbizchat**

2011-12-08 1:58 am [anniesgoathill](#) A12 Remember it is all small stuff. Challenges are learning tools. Ups and downs to be expected. Life goes on! **#smallbizchat**

2011-12-08 1:59 am [SmallBizLady](#) [@theJohnSeyler](#) What are you talking about newbie? I DO THIS **#SMALLBIZCHAT** EVERY WED SINCE APRIL 2009.

2011-12-08 1:59 am [SarahLCook](#) RT [@SweetieBerry](#): RT [@helenantholis](#): Q12 Structure your time; allow for breaks to recharge batteries and clear thinking. < YES **#smallbizchat**

2011-12-08 1:59 am [SmallBizLady](#) Next up Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 1:59 am [RareBeautiful](#) RT [@w3consulting](#): A12: Stop delusion that everything needs to happen right now, it can be prioritized. **#smallbizchat**

2011-12-08 1:59 am [USALovelist](#) A12: I am a night person so that's when I do my best work but it doesn't feel balanced **#smallbizchat**

2011-12-08 1:59 am [SmallBizLady](#) Roll call, who's on [@Smallbizchat](#) tonight? Give me your best 140-character commercial. **#smallbizchat**

2011-12-08 1:59 am [techsparx1](#) RT [@SmallBizLady](#): Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**

2011-12-08 1:59 am [SmallBizLady](#) Tomorrow get the full interview with Jay Goltz [@jaysmallbiz](#) at <http://t.co/ccJDKHp1> **#smallbizchat**

2011-12-08 1:59 am [CurrencyCents](#) [@SmallBizLady](#) A12:Stay organized. Make sure everything is aligned in different categories;accounting, marketing, inventory etc. **#smallbizchat**

2011-12-08 1:59 am [SmallBizLady](#) Was this interview helpful? Join us every Wednesday 8-9p ET and follow [@Smallbizchat](#) on Twitter for info. **#smallbizchat**

2011-12-08 2:00 am [SmallBizLady](#) Thank you to co-host [@TaiGoodwin](#) of <http://t.co/vMvwCsVX> – <http://t.co/DIOCNxZI> **#smallbizchat**

2011-12-08 2:00 am [w3consulting](#) RT [@SmallBizLady](#): Roll call, who's on [@Smallbizchat](#) tonight? Give me your best 140-character commercial. **#smallbizchat**

2011-12-08 2:00 am [SmallBizLady](#) The mission of **#Smallbizchat** is to end small business failure by helping you succeed as your own boss. **#smallbizchat**

2011-12-08 2:00 am [techsparx1](#) RT [@SmallBizLady](#): Q11: YOU ALWAYS HEAR THE MANTRA "NEVER, NEVER, NEVER QUIT". DO YOU THINK THAT IS TRUE? **#smallbizchat**

2011-12-08 2:00 am [TWOBOLT](#) [@SweetieBerry](#) thanks for the warm welcome! **#smallbizchat**

2011-12-08 2:00 am [techsparx1](#) RT [@SmallBizLady](#): A blog post with a more detailed Q & A with our guest comes out on Thursdays on [@Smallbizlady's](#) blog: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 2:00 am [SmallBizLady](#) Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 2:00 am [taraturk1](#) Yes [@smallbizlady](#): Q11: YOU ALWAYS HEAR THE MANTRA

"NEVER, NEVER, NEVER QUIT". DO YOU THINK THAT IS TRUE?

#smallbizchat

2011-12-08 2:00 am [RareBeautiful](#)

A12. I like Mary Kay Ash's \$30,000 list theory... (it's in her biography, which is awesome btw) **#smallbizchat**

2011-12-08 2:00 am [MsBostwick](#)

Q12. Balance is difficult for entrepreneurs. We are too driven to be balanced. However, well ran biz makes for more balance.

#smallbizchat

2011-12-08 2:00 am [techsparx1](#)

RT [@SmallBizLady](#): Get your FREE chapter of Become Your Own Boss in 12 Months: <http://t.co/HJq4AKnN> **#smallbizchat**

2011-12-08 2:00 am [DawnComber](#)

Thanks [@Jaysmallbiz](#) [@Smallbizlady](#) Excellent **#smallbizchat**. Glad I checked. Thanx everyone for yr contributions! I'll watch for a transcript

2011-12-08 2:00 am [helenantholis](#)

Love Jay's column! Thank you./RT [@SmallBizLady](#): Special thanks to Jay Goltz [@jaysmallbiz](#) lead blogger at <http://t.co/JOd8vvpX>

#smallbizchat

2011-12-08 2:00 am [Econsulagency](#)

RT [@SmallBizLady](#): Was this interview helpful? Join us every Wednesday 8-9p ET and follow [@Smallbizchat](#) on Twitter for info.

#smallbizchat

2011-12-08 2:00 am [w3consulting](#)

[@w3consulting](#) helps small businesses plan strategically and implement successfully for the Web, Social Web, Mobile and beyond.

#smallbizchat

2011-12-08 2:01 am [DiscoveringPR](#)

RT [@SmallBizLady](#): The mission of **#Smallbizchat** is to end small business failure by helping you succeed as your own boss.

#smallbizchat

2011-12-08 2:01 am [krewmom](#)

RT [@SmallBizLady](#): Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 2:01 am [SweetieBerry](#)

[@TWOBOLT](#) Glad to have you visit, and we hope you'll join us next week at 8 pm et, be sure to check out the follow up post

#smallbizchat

2011-12-08 2:01 am [helenantholis](#)

At Performance Advantage, we help bosses manage better - Check your mindset - free eBook <http://t.co/AHAYjpwB> **#smallbizchat**

2011-12-08 2:01 am [RareBeautiful](#)

A12. Make 6 point list at end of every day for next, in order of importance. Don't b distracted by anything til those r done.

#smallbizchat

2011-12-08 2:01 am [LBarraco](#)

[@SmallBizLady](#) [@FranchiseKing](#) Excited for next week!

#Smallbizchat

2011-12-08 2:01 am [anniesgoathill](#)

Thank you [@SmallBizLady](#) for the excellent chat! Also thanks to [@jaysmallbiz](#) **#smallbizchat**

2011-12-08 2:01 am [stylishthought](#)

RT [@SweetieBerry](#): **#SmallBizChat** is each Wednesday and (thankful this week) transcripts and follow up posts are ...

<http://t.co/j0az5BeW>

2011-12-08 2:01 am [USAlovelist](#)

Thx to all, esp hosts. I listened more thn tweeted tonight but it was helpful! **#smallbizchat**

2011-12-08 2:01 am [krewmom](#)

RT [@SmallBizLady](#): The mission of **#Smallbizchat** is to end small business failure by helping you succeed as your own boss.

#smallbizchat

2011-12-08 2:01 am [SmallBizLady](#)

#FOLLOW New York Times blogger Jay Goltz [@jaysmallbiz](#) he's new to twitter and did a great job on **#smallbizchat** tonight.

2011-12-08 2:01 am [JaySmallBiz](#)

My [@NYTimes](#) post "Why I Swore Off Debt (for a While)" <http://t.co/7vaADe28> What your relationship with debt like these days?

#smallbizchat

- 2011-12-08 2:01 am [yourjobmyoffice](#) Tonight, I'm a burningthecandleatbothends-preneur! I missed most of chat w/ [@Jaysmallbiz](#). Will browse blog in the a.m. **#smallbizchat**
- 2011-12-08 2:01 am [TaiGoodwin](#) Thanks to guest [@jaysmallbiz](#) - He's new to Twitter so show him some love and follow him **#smallbizchat**
- 2011-12-08 2:02 am [techsparx1](#) RT [@SmallBizLady](#): Q9: WHAT DO YOU TELL PEOPLE WHO SAY THAT "ALL I NEED IS TO FIND NEW CUSTOMERS TO GET PROFITABLE!" **#smallbizchat**
- 2011-12-08 2:02 am [SarahLCook](#) RT [@SmallBizLady](#): Special thanks to Jay Goltz [@jaysmallbiz](#) lead blogger at <http://t.co/NKNqDNeg> < Great chat tonight! Thanks! **#smallbizchat**
- 2011-12-08 2:02 am [RareBeautiful](#) A12. To-Do lists taken seriously increase productivity. **#smallbizchat**
- 2011-12-08 2:02 am [techsparx1](#) RT [@SmallBizLady](#): For tips on #smallbiz success subscribe to Melinda Emerson's blog at <http://t.co/nk51tp18> **#smallbizchat**
- 2011-12-08 2:02 am [yourjobmyoffice](#) Done! RT [@TaiGoodwin](#): Thanks to guest [@jaysmallbiz](#) - Hes new to Twitter so show him some love and follow him **#smallbizchat**
- 2011-12-08 2:03 am [USAlovelist](#) I am dedicated to sharing the very best of American-made products at <http://t.co/Qb2LnuG4> Thanks All! **#smallbizchat**
- 2011-12-08 2:03 am [w3consulting](#) Thanks [@smallbizlady](#) and [@taigoodwin](#) for another great #smallbiz chat! (Okay, followers, live-tweeting ends now!) **#smallbizchat**
- 2011-12-08 2:03 am [techsparx1](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**
- 2011-12-08 2:03 am [missposhbrown](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**
- 2011-12-08 2:03 am [helenantholis](#) As an NYT subscriber, I've followed Jay for a while! RT [@TaiGoodwin](#): Thanks to [@jaysmallbiz](#) - Show him some love;follow him **#smallbizchat**
- 2011-12-08 2:03 am [JaySmallBiz](#) TY! RT [@SmallBizLady](#): #FOLLOW NY Times blogger Jay Goltz [@jaysmallbiz](#) he's new to twitter & did a great job on **#smallbizchat**
- 2011-12-08 2:03 am [tisasilver](#) [@tisasilver](#) Educator and author of The Time Value of Life <http://t.co/4eWZH7Q> Thanks for a great chat! **#smallbizchat**
- 2011-12-08 2:04 am [SmallBizLady](#) What Can Twitter Do For Your Small Business? <http://t.co/RRpzuL2b> **#smallbizchat**
- 2011-12-08 2:04 am [RareBeautiful](#) The purchase of #handmade goods promotes continued artistic traditions of many cultures around the globe: <http://t.co/Qn7wnRfv> **#smallbizchat**
- 2011-12-08 2:04 am [techsparx1](#) RT [@SmallBizLady](#): #FOLLOW New York Times blogger Jay Goltz [@jaysmallbiz](#) he's new to twitter and did a great job on **#smallbizchat** tonight.
- 2011-12-08 2:04 am [MsBostwick](#) [@SmallBizLady](#) Thanks for another great Wednesday! Thanks to [@jaysmallbiz](#) for your time and expert advice. **#smallbizchat**
- 2011-12-08 2:04 am [USAlovelist](#) RT [@SmallBizLady](#): #FOLLOW New York Times blogger Jay Goltz [@jaysmallbiz](#) he's new to twitter and did a great job on **#smallbizchat** tonight.
- 2011-12-08 2:04 am [techsparx1](#) RT [@SmallBizLady](#): Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**
- 2011-12-08 2:04 am [FranchiseKing](#) RT [@LBarraco](#): [@SmallBizLady](#) [@FranchiseKing](#) Excited for next week! **#Smallbizchat** Me2 :)

2011-12-08 2:04 am [TaiGoodwin](#) Are you launching your business while working full-time? - Check out the Employedpreneur community at <http://t.co/cautSVoN> **#smallbizchat**

2011-12-08 2:05 am [TaiGoodwin](#) RT [@SmallBizLady](#): What Can Twitter Do For Your Small Business? <http://t.co/D0zImU1w> **#smallbizchat**

2011-12-08 2:05 am [techsparx1](#) RT [@SmallBizLady](#): Thank you to co-host [@TaiGoodwin](#) of <http://t.co/vMvwCsVX> – <http://t.co/DI0CNxZI> **#smallbizchat**

2011-12-08 2:05 am [techsparx1](#) RT [@SmallBizLady](#): Was this interview helpful? Join us every Wednesday 8-9p ET and follow [@Smallbizchat](#) on Twitter for info. **#smallbizchat**

2011-12-08 2:05 am [techsparx1](#) RT [@SmallBizLady](#): Tomorrow get the full interview with Jay Goltz [@jaysmallbiz](#) at <http://t.co/ccJDKHp1> **#smallbizchat**

2011-12-08 2:05 am [TaiGoodwin](#) Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 2:05 am [SmallBizLady](#) My End of The Year Checklist: 12 Things To Do Before 2012 <http://t.co/mZh22QIR> **#smallbizchat**

2011-12-08 2:05 am [techsparx1](#) RT [@SmallBizLady](#): What Can Twitter Do For Your Small Business? <http://t.co/RRpzuL2b> **#smallbizchat**

2011-12-08 2:05 am [stevenkmoyer](#) Thanks for allowing me to participate in **#smallbizchat** I will be back!

2011-12-08 2:05 am [FranchiseKing](#) RT [@SarahLCook](#): RT [@SmallBizLady](#): Special thanks to Jay Goltz [@jaysmallbiz](#) lead blogger at <http://t.co/NKNqDNeg> < Great chat tonight! Thanks! **#smallbizchat**

2011-12-08 2:05 am [RareBeautiful](#) wow. great **#smallbizchat**! Thanks [@SmallBizLady](#) [@JaySmallBiz](#) [@NancysGold](#) [@su_ccess_ful](#) [@anniesgoathill](#) [@chloeisppla](#) [@CaylieBBBL](#) [@mybincglobal](#)

2011-12-08 2:06 am [Mecosells](#) RT [@SmallBizLady](#): Find out how I got started on Twitter: What Can Twitter Do For Your Small Business? <http://t.co/332NX053> **#smallbizchat**

2011-12-08 2:06 am [RareBeautiful](#) RT [@taigoodwin](#): Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 2:06 am [TaiGoodwin](#) My End of The Year Checklist: 12 Things To Do Before 2012 <http://t.co/b7EolsFQ> **#smallbizchat**

2011-12-08 2:06 am [MrJAlabaster](#) [@SmallBizLady](#) [@JaySmallBiz](#) It was good, I didn't want it to end just yet. This is my fav chat to date :) **#smallbizchat**

2011-12-08 2:06 am [techsparx1](#) RT [@SmallBizLady](#): My End of The Year Checklist: 12 Things To Do Before 2012 <http://t.co/mZh22QIR> **#smallbizchat**

2011-12-08 2:06 am [ChloeisPPLA](#) RT [@RareBeautiful](#): wow. great **#smallbizchat**! Thanks [@SmallBizLady](#) [@JaySmallBiz](#) [@NancysGold](#) [@su_ccess_ful](#) [@anniesgoathill](#) [@chloeisppla](#) [@CaylieBBBL](#) [@mybincglobal](#)

2011-12-08 2:06 am [KatrinaMauro](#) RT [@taigoodwin](#): Launching your business while working full-time? -Check out the Employedpreneur community <http://t.co/WHUPHJej> **#smallbizchat**

2011-12-08 2:06 am [RareBeautiful](#) RT [@taigoodwin](#): Launching your business while working full-time? -Check out the Employedpreneur community <http://t.co/7B9vHTYY> **#smallbizchat**

2011-12-08 2:07 am [JaySmallBiz](#) Thank you both! [@TaiGoodwin](#) [@SmallBizLady](#) **#smallbizchat**

2011-12-08 2:07 am [helenantholis](#) Among the best of chats so far! Great questions/content. Thank you [@jaysmallbiz](#) [@SmallBizLady](#) ~ Helen <http://t.co/AHAyipwB> **#smallbizchat**

2011-12-08 2:08 am [FranchiseKing](#) RT [@SmallBizLady](#): Join us next week for Joel Libava

[@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**
 I'm so #pumped

2011-12-08 2:08 am [stevenkmoyer](#) If you are a small business owner and/or part of a family owned business, find helpful info & tools here: <http://t.co/nylRRqXm>
#smallbizchat

2011-12-08 2:08 am [MsBostwick](#) Thanks for RT's tonight at **#smallbizchat** [@SarahLCook](#)
[@TaiGoodwin](#) [@yourjobmyoffice](#) [@RareBeautiful](#) [@StevenKmoyer](#)
 See you next week!

2011-12-08 2:09 am [w3consulting](#) RT [@SmallBizLady](#): Join us next week for Joel Libava
[@FranchiseKing](#) How to become a franchise owner. **#smallbizchat**

2011-12-08 2:09 am [cedricluma](#) RT [@helenantholis](#): At Performance Advantage, we help bosses manage better - Check your mindset - free eBook
<http://t.co/AHAyipwB> **#smallbizchat**

2011-12-08 2:10 am [LaTeaDolly](#) [@SmallBizLady](#) La Tea Dolly-a children's tea & spa party service.We treat your girls like princesses, its a special experience **#Smallbizchat**

2011-12-08 2:10 am [Su ccess ful](#) RT [@RareBeautiful](#): RT [@taigoodwin](#): Launching your business while working full-time? -Check out the Employedpreneur community
<http://t.co/7B9vHTYY> **#smallbizchat**

2011-12-08 2:10 am [Mecosells](#) RT [@SmallBizLady](#): BACK AT THE BLOG: 5 TIPS TO CREATE A SUCCESSFUL 2012 MARKETING BUDGET - <http://t.co/myzQ8yBQ>
#smallbizchat

2011-12-08 2:11 am [alexis_fly](#) "@SmallBizLady: Q12: HOW DO YOU KEEP BALANCE AS AN ENTREPRENEUR? **#smallbizchat**" Time management is KEY!

2011-12-08 2:11 am [CorpNet](#) RT [@FranchiseKing](#): RT [@SmallBizLady](#): Join us next week for Joel Libava [@FranchiseKing](#) How to become a franchise owner.
#smallbizchat I'm so #pumped

2011-12-08 2:12 am [w3consulting](#) Ask us all ur Social Media, Web and Mobile marketing questions for Small Business, and get answers! - <http://t.co/9Ab01xFn>
#smallbizchat

2011-12-08 2:14 am [keziamw](#) RT [@tisasilver](#): [@tisasilver](#) Educator and author of The Time Value of Life <http://t.co/4eWZHH7Q> Thanks for a great chat! **#smallbizchat**

2011-12-08 2:17 am [kayross](#) RT [@SmallBizLady](#) What Can Twitter Do For Your Small Business?
<http://t.co/PWdpphvW> **#smallbizchat**

2011-12-08 2:18 am [RareBeautiful](#) Wholesale & #Designer Pricing on valid accounts...register to start:
<http://t.co/nob0Lbng> #shopsmall #interiordesign **#smallbizchat**

2011-12-08 2:18 am [WithinEssence](#) RT [@MsBostwick](#): [@SmallBizLady](#) Thanks for another great Wednesday! Thanks to [@jaysmallbiz](#) for your time and expert advice.
#smallbizchat

2011-12-08 2:27 am [djoneslucid](#) RT [@WithinEssence](#): [@djoneslucid](#) You really hit the nail on that one! Couldn't agree more **#smallbizchat**

2011-12-08 2:30 am [WithinEssence](#) RT [@w3consulting](#): A12: Learn to wear different "hats" at different times. Monday may be for marketing. Tuesday: billing. Wednesday: HR. And on.. **#smallbizchat**

2011-12-08 2:32 am [daniioliver](#) [@WithinEssence](#) That's what I do **#smallbizchat**

2011-12-08 2:35 am [BourgeBombshell](#) RT [@SmallBizLady](#): What Can Twitter Do For Your Small Business?
<http://t.co/RRpzuL2b> **#smallbizchat**

2011-12-08 2:36 am [BourgeBombshell](#) RT [@SmallBizLady](#): My End of The Year Checklist: 12 Things To Do Before 2012 <http://t.co/mZh22QIR> **#smallbizchat**

2011-12-08 2:39 am [WithinEssence](#) Ditto :) RT [@daniioliver](#) [@WithinEssence](#) That's what I do
#smallbizchat

2011-12-08 2:46 am [susanlawino](#) +Personalized embossed stationery RT [@SmallBizLady](#) My End of The Year Checklist: 12Things ToDoBefore 2012 <http://t.co/Ja2wGbp6>
#smallbizchat

2011-12-08 2:46 am [TMarieBattle](#) RT [@SmallBizLady](#): Q10: HOW DID YOU GO FROM WORKING IN THE BUSINESS TO WORKING ON THE BUSINESS?
#smallbizchat

2011-12-08 2:47 am [TMarieBattle](#) RT [@SmallBizLady](#): If you know a small biz owner who could use some advice tell them to follow [@SmallBizChat](#) and join us every Wed 8-9 ET **#smallbizchat**

2011-12-08 2:49 am [DKMsolutions](#) RT [@TaiGoodwin](#): RT [@taraturk1](#): [@SmallBizLady](#) if u r going to work with a partner it's essential to have the same values and different skills **#smallbizchat**

2011-12-08 2:49 am [MzBarbieJay](#) RT [@SmallBizLady](#): What Can Twitter Do For Your Small Business? <http://t.co/RRpzuL2b> **#smallbizchat**

2011-12-08 2:50 am [MzBarbieJay](#) RT [@SmallBizLady](#): #FOLLOW New York Times blogger Jay Goltz [@jaysmallbiz](#) he's new to twitter and did a great job on **#smallbizchat** tonight.

2011-12-08 2:52 am [PAGMarketing](#) RT [@SmallBizLady](#): Find out how I got started on Twitter: What Can Twitter Do For Your Small Business? <http://t.co/332NX053>
#smallbizchat