

# The Blueprint

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## SUMMARY KEYWORDS

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## SPEAKERS

Kim

**Kim** 02:40

Good morning. Everyone. Happy Monday. Thank you so much for being here. We are already in week two of April. This first week went by so fast and it was so productive all at the same time. I'm excited to be here with you again. In the blueprint. I hope everyone had for those who celebrate or acknowledge I hope you had a fantastic Easter weekend if there's any more in the stream to celebrate Passover, Ramadan, same amount of energy and love to you. A little known fact this was the first time and I think it's been in either two decades or longer than that maybe longer. That Easter, Passover, and Ramadan all occurred within the same day or within the same few days and it rarely happens like that. They tend to be more around a week apart or something along those lines. So big shout out to everybody who was celebrating in whatever way you acknowledge. I hope it was filled with family and I hope it was filled with love and I hope that your soul and your spirit got whatever you needed. So with that, let's do some quick introductions. Let's do a little housekeeping and then we'll jump right into today's conversation around moving from avoidance, so I'm super excited. So if there's anybody who is new in the room, my name is Kim Blue. I am an HR coach and strategist and I have been working in leadership development and career development for a very long time and human resources north of 15 years. And I specialize in helping people think differently, but also really be in control and in the driver's seat of what it is they want to do my personal motto is I think everybody should be the boss of their own blueprint. And so what that means is you should have access to the knowledge, skills, capabilities and resources so that you can do three things every day. Number one is operate at your highest potential. We all have potential we all have untapped gifts and talents and we want to make sure those things are coming to the forefront every day. Number two, we want to add value to whatever work we own or are responsible for. And number three, and this is the most important, is that we want to show up as our most authentic self because when you can be authentically who you are now you can speak from a place of confidence you can lead from a place of trust and people see that radiating from you. And because you are coming from those competent spaces it allows you to truly operate at your highest potential and ensure that you can be your most authentic self because that's what you want to be able to give out to people you want to not feel like you have to hide or hold anything back. All of that is truly who you are. And quite frankly, it's who you deserve to be. That's why you're here is when your gifts are their most fluid and how people see you at your best. So that's what we do here in the blueprint. It's a safe space. We do a lot of work. We hold each other accountable. We make sure that we are

intentional about how we want to show up. And we do that here together as a blueprint community from a place of love and with intention. Last week, according to everyone, we were doing lots and lots of stepping on toes and keeping it very honest. That's why we're here right this is a subject that is intentional. Intentional, and so we want to make sure that we're doing the work together and that we are taking our opportunity to not only hold each other accountable but learn from one another that way are these conversations really take us and that is where all of the things that we do really are genuinely that when you all put your comments in the chat, especially last week, we were able to see each other authentically. But then we were also able to say hey, that's me too. Or you know what? I'm not alone and it's okay to say I do that at home. That's my fault, whatever the case is, and that's what we're here. That's what this work is all about.

**Kim 07:08**

Let's let's do a little housekeeping and then let's say good morning to whoever is joining us. I see lots of movement and activity in the chat already. Just a quick housekeeping. A reminder that I'm only streaming today and tomorrow, no stream on Thursday. I will be preparing to facilitate a panel on Thursday afternoon is only the morning to get myself together and then get transported over to where it is and get everything set up and miked up and all of that so no stream on Thursday. I'm going to edit the schedule today. And then I will remind everyone tomorrow that there's not a stream as well. And then in addition to some announcements in a little bit of housekeeping, I want to make sure that everyone knows that the week the last week of the month, the week of April the 24th. We're going to have a guest join us. I think she's in the chat on my mind. I've seen Dr. Debby Freeze come in but Dr. Debby Freeze is going to join this she is going to help us round this out and really tough with the additional tools. If you're not familiar with Dr. Debby Freeze, she does a beautiful stream called Engagement Matters. And it's similar to make big on energy big on just life management. And she brings a completely different but very, very comparable angle to this and so between the things that I say and Dr. Debby Freeze's extra expertise, we are going to bring it all home and so she will be here on Monday, April the 24th. So mark your calendars for that she will be the guest and help facilitate this conversation in the blueprint. I am super excited that she's going to be here so we will be showing her some love and excited that she's going to bring her knowledge and just really expand on all the work that we're doing here in the booth.

**Kim 09:02**

So let's see who's here with us. And then we will kick off our conversation for today so that we can be mindful of everybody's time and intentional about getting our day started in the right way. Good morning. Nice to see to my mod bosses Mr. Christie to one four and my luck journey shout out to both of you. Thank you so much my bosses were working with me on Good Friday as I was preparing, set everything up for today so that we can have a really open weekend and they were both rolling this morning when I sent them text check in they were like got it all all we're all good. We've got it all together. So shout out to both of you for being here. Good morning, Jen. Nice to see you. Happy Monday. I hope you had a lovely lovely weekend. Who else is in here Hops Good morning Hops. You've got to boots and your hard hat. I hope you're ready if you do if you need to re up see my journey. She is managing all equipment distribution and management as we go into this weekend next week.

**Kim 09:59**

Nice to see you. Thank you so much for being here ie smiley Good morning, Queen. Happy Monday. Thank you for being here. I saw you come in Nice to see you. I hope you had a fantastic weekend. Always a pleasure to see you. Will's came in here. So good morning. My mom, sister. Nice to see you. Happy Monday. Thank you so much for joining the blueprint. Who else has been here today I see that I make it up over at GEICO more than welcome and nice to see did I see Marcin queen I think I'm scrolling through. Yes, there's Martian queen. Nice to see Lucia Anna. Good morning. Nice to see you. Thank you so much for being here. Great. But godfather. Good afternoon to you. Welcome in. Always a pleasure to see you. I hope you had a lovely lovely weekend. Who else is here? Godfather has news apply to be a non executive director to the right. Yes, that is great news. Okay, great brother, you should message me on LinkedIn. So to say more about this, because that is a very big deal. It's merging some of the things that we talked about that we talked about our local connectors, and I don't know if you were here for that conversation, great.

**Kim 11:13**

But we talked about sports and technology and all types of things connecting us no matter where we are. So I would love to hear more about more about this. Congratulations to you. Crystal Method. Good morning. Thank you so much for being here. Nice to see you. Katie Browns, good morning. Nice to see thank you so much for being here. Welcome in. Did I miss anybody see? Oh, 702 almost missed it. Good morning. Good morning. Did I see Dr. Dundas come in? I thought I saw her in the stream. If not, good morning. Nice to see you. I think that I got everybody if I didn't just put a little big. Put a little note in the chat so I can see it right away and acknowledge you before we get going to everyone who is working, lurking, and commuting already virtual salute you. I know that the mornings are when you are grounding yourselves, getting into your routine for the day. No need to say good morning unless you absolutely want to appreciate you being here. Just as much if you were active. Good morning. Nice to see you peace and love right back to you. Listen, there's a lot of amazing folks in the stream this morning. Give them a follow. Absolutely, I missed the entire jazz cookout yesterday except for a few minutes and I'm devastated. I'm hoping that I can go back into people's streams. It gets a little bit of the recordings. I'm certain that there are other folks in here who are streamers, mods and DJs who are who might be lurking behind the scenes. All good if you can come in and say hello, follow everybody I know so it was devastating. I listen. And we will talk about it outside of here. Okay. But but all of that to say there's a lot of amazing people in the stream whether they are active or whether they are lurking. So as folks come out please give them a follow because we want to make sure that we are supporting mod fam streamer, DJ fam, whatever it is that you are okay. All right. So with that, let us get started with today's conversation.

**Kim 11:20**

We've been talking about in the month of April how we move from avoidance to action. And we have been intentional about just learning first and foremost, what avoidance is and how it shows up in our lives. And what we need to understand about it so that when it comes time and I'm gonna make myself put myself over here, there we go. So when it comes time to under understand what avoidance is, and how it shows up in our lives, because in order to do that, that is what gets us clear on how we need to move to action. So this is the breakdown for the entire month what we're going to be doing and I'm going to update this to reflect Dr. Debby joining us for a week for so that we know and can be

reminded as we look at it every day that we stream that she's going to be joining us so we can start to tell all the rest of our blueprint boss fam and those who support and love this community. We want to make sure that we're doing that. Okay, raise a good morning. Nice to see you. I know your neighbors and I hear all good. I appreciate you saying good morning.

**Kim 14:29**

And so this week, we're going to start talking about how to move from avoidance into action. And so that's what we're going to do in these next two days. Good morning muscle power, peace and peace and love right back to you. Thank you so much for being here. We're gonna talk about how to remove...Good morning. Nice to see you. Thank you so much for being here. Listen, folks, let me tell you about Jed. 2008 I had the pleasure of being on Emoni's game show Twitch Squares which is fantastic. It was big fun. All types of energy in the chat Jed was my worthy opponent. I was in the lead and they came back it was like it was it was the comeback of all comebacks. I got two questions rather than just the one of only but it was great. So nonetheless, he is smart and an always welcome in the bloopers I invited him. So happy to have me here. Just thank you so, so much for being here. Welcome. And so we are talking about moving from avoidance to action.

**Kim 15:29**

And we started last week defining that and today we're going to start with making meaning and defining action and understanding what it is. So that next week where we get to action planning and we really start to talk about those tools that we want to use. And when I say tools, folks, I mean things like mind mapping, we're going to review, growth mindset, fixed mindset to growth mindset and talk about that. We're also going to talk about a few other tools and I'm holding on to because I'm wanting to actually be some teaching and that's really where I'm going to say make sure you have your notebooks. Make sure you have got access to things where you can take notes because you're going to be able to use the learn these things in the morning and then use them either right away or have them available to you so that you can use them or pull them out whenever you need to, even if it's not immediately. One of the things that I always coach on here is even if you can't use it today, you're going to be able to use it at some point and I want you to have it ready. I also want you to know how it works with other tools that we have learned. So if you're pulling out something from the imperative of living, how are you using your mind map to your veritable living, you know, competency, whatever that is, so that is where we are going. Okay, so definitely next week, make sure you have your notebooks and your pens you're going to need them in addition to your hard hat and your boots and your reflective vest. And then Dr. Debby will join us for the last week and we will do a lot of reflection on the work that we've done.

**Kim 17:03**

Who and how it shapes us as people and then what we're going to do when we go back into the world and we use all of this shisha y'all Good morning. Nice to see you. Thank you so much for being here. Welcome in. All right, so in terms of our framing this is it. Our core Kim Gem is avoidance is not a strategy. And while you may employ it as a strategy, it is not the strategy that we want to employ because it gets in the way of us making significant progress. And this is just a quick slide on what avoidance means. A reminder that we avoid intentionally we want to not feel or experience something so we avoid it. And we have a set of reasons that we take for not doing that, but just know that its purpose and it's typically rooted in fear or anxiety, that anxious feeling or those feelings that we get

when we know we shouldn't be doing something. But for a variety of reasons. We're not we're just choosing to say I'm not ready. I don't have the energy. I don't have the capacity. I just can't understand why I'm not there. You know that phrase, I'm not there yet. Whatever the case may be. Our second Kim Gem that we came into right is no response is a response. When you choose silence, that is not a risk. That is a response, even though we think if I don't say anything, it won't come up. It might go away and don't have to deal with it. But the truth of the matter is, is that it is a response. And this is where we talked about this notion of evolving or remaining and we really spent a lot of time talking about what it means to remain. We are going to get to what it means to evolve as we talk about taking action and then some of that action planning next week.

**Kim 18:47**

When we choose to remain what I think is most important to remember here is that you have solidified your acceptance with whatever the circumstances are around you. So you're fine with right what we call the damages, you're fine with knowing that it's going to impact people, it might hurt others, it could slow down progress, whatever that means. You accept that and you sit in that seat of knowing. Because when you know that no response is not a response. And you do it anyway. You set in motion, whatever downstream impacts that's going to be and so we see my man here and the rocking chair with his wheelchair. I mean no in the rocking chair on the railroad tracks with his newspaper. And life is happening around them and it could change at any moment knowing that a train could come barreling down in front of him or behind him. He may see it or hear it, but he's okay with whatever the outcomes is because there's no response. The assumption is is that he stays in the chair and that is what we want to move away from.

**Kim 19:51**

So we talked about avoidant behaviors as well. These are the main five Thank you, Mr. Christie, no response is a response. And these are the main five behaviors when we talk about avoidance that we often display, it usually starts with procrastinate, excuse me, it usually starts with silence, so I'm not going to respond. That example that I gave was you get a text message and someone leaves you unread, or you leave someone unread, and they're waiting on you or you're waiting on them. Then we procrastinate. we procrastinate and our response to procrastinate and knowing that we need to do something. Right. Procrastination is real rights tax season. Everybody knows that taxes need to be done. The tax deadline I think is next Tuesday, the 18th. You're still not done their tax to do points to self. Right. I have it scheduled to do this week. Because I was waiting on a couple of things to come in. My intention is always to do them in March but this year, right have not right. Good morning. Nice to see you. Thank you so much for being here. Welcome and they can walk up. Good morning. Nice to see you. Welcome in queen, happy Monday. I have all of my paper documents the procrastination has come in me in my email and I've got them all flagged in my email. I simply have not download the documents that I need in order to complete this right to want to just own it full stop. So when it says I have all this stuff to complete them, right?

**Kim 21:20**

Stokes says I'm still just went all in I'm filing for the extension right it's still denied even though back right. There are things in our lives we know we need to do and it is at the end of tax season and now here we are instead of stead of to step in because we know we to step in the blueprint. We're over

here tap dance and tap dance and we give this extension tap dance and right it's like I said you're driving around with this stuff in your car, right? In my in my mind, I've done it all these times. I think I have driven past h&r block and have not called them to say, can you tell me what your available appointments are so that I can absolutely get this done? That is all the stuff that I want to do. Good morning. Hey, Ricky. Nice to see you. Thank you so much for being here. Welcome into the blueprint. Right in our minds folks, we do all types of things upgrade the Godfather says I'm not even tapdancing and I'm breakdance so he is all the way doing all the work right what is it I don't know Stars if you don't know if Stars is lurking, or Stars is in here. But last week Stars said we spend more time doing the work to avoid the thing instead of just doing the work towards the thing we need to do. Right. And that's the breakdancing that Gregor Godfather is talking about right at breakdance. I'm gonna do all the moves to procrastinate from doing the very same thing. So now that we don't have energy to do the work that we need to do so now our choice of them but yes, just just says just spinning tires, right? Just spinning tires, Mickey drove safe. Okay, I know you're working and traveling. Right so now we are out here. Just putting all that energy into the procrastination. And then we are drained because we have chosen avoidance as our strategy and so we have no energy to give to what we need to do.

**Kim 23:19**

Come on yall better own this stuff this morning. I'm here for you and this is what it is about. Right we can own it together in our managing hardhats, right, no shots fired just on a space right to be accountable to others. And here's the thing once we procrastinate, because we've been silent about it silent with the outside world silent with whomever it is. Not only that you may have been getting an email to get the email reminders or have the automatic notification setup. So you set the reminder in your phone, your calendar, you get an email from somebody that has said hey, we'll remind you, you know, it's coming and all of the reminders are there all of the notifications are there. Everything you need to do comes at you and you look at it and then what do you do? You flag it so when I said I ignored every single one. I make a note and then put it in my calendar and then sometimes I put it on a sticky note. Once it makes it to a sticky note, I absolutely have to do something about it. Because while sticky notes are amazing, once my workspace gets covered in sticky notes, it gives me anxiety and then I need to rip sticky notes up because the sticky notes mean that I am behind in the things that I am accountable for and I need space.

**Kim 24:48**

You start to realize, right and it does, it gives you right and she's talking about like her stress level but that's that internal viewing that's coming right you hear you know it in your mind and you feel in a chest you're like "oh my God, I need to go get this done". And then I got a call I gotta wait and sit. That's my whole day not gonna take off work. I gotta rearrange to get, you know, care for my kids or somebody else to pick this up. Right and that is why to James's point in your mind, you've done it 3000 times. But you haven't done it in real life. Right riding around with the documents saying that you're going to drop them off. Or I'm just going to acknowledge that at least your watch told you that your stress level was hacked because sometimes it shows up in other ways. But you get those notifications you get those feelings, right. All of those things come into play. See Luke 702 says normally she has done in February and she's got her scheduled for Wednesday. So I am actually called today to try to schedule an appointment for tomorrow, Friday or next Monday. Those are my three options. And so I am praying that there's some alignment in the universe. Right KB Brown says keeps the reminder on

the phone to keep you on track all of that. So there's all types of things that we do and yet we still procrastinate.

**Kim 26:02**

We put our best foot forward. We have intentions to do the right thing but let me tell you something ladies and gentlemen, the road to hell was paved with good intentions. I didn't mean to do this, right. I only thought it was going to be and now things have gone in a way where they're now adding multiple reminders to enter by left and right. I love it. So all of that comes into place. And so now we have procrastinated. And then then what do we do? Right so now we got to isolate. That's the next thing. It's intentionally being a lot. Well now I can't tell anybody right now. I now can't respond to the IRS when they come after me. Now I can't acknowledge anything because I have all of that in place and I haven't taken those steps. I now need to hide away so find my way that's that's the way I describe isolation. You see that little red face? That's right there is everything around you being in order, or everything around you being prepared for you and you being like Well now I've waited too long to try to do this. And so now I've got to kind of hide away, but in hiding away you actually stand out. That's why that little ball is red with the face to be like right the feelings that you have on the inside.

**Kim 26:23**

Then that isolation turns into blaming things right and usually the blame is on the things that we can control. Let me say that again. We get isolated and then that isolation we start to reflect and then we start to look at well, I couldn't drop them off this day because I was running late because you know forgot the papers, whatever it is, but we start to put the blame on things and often times they are things that we can mitigate ourselves. We don't have to blame other circumstances, other people on occasion when we acknowledge that sometimes there are things there that we cannot control. There are going to be things in our environment, but everything that we can control is a reason to ensure we operate and take action, and we don't stay in avoidance.

**Kim 28:21**

I'm wanting to spend some time revisiting this slide because these avoidant behaviors are the ones that we have to choose to put to the side when we elect to take action. When we decide that I'm truly not going to move in avoidance because it's not a strategy and I need to take action. The other behavior here, absolutely can be grounded is about what we place our importance on, where we want to give our time, where we want to give our energy, and what we are mentally, physically, and emotionally prepared to receive and deal with. Anybody in here who does not like conflict? Even if we know we're here for this, there are some people who do not like to deal with conflict. I don't want to deal with another person's emotions, their response, their whatever it is, right. I don't want that intensity coming towards me. Oh, I don't want to take it in. Right, lots of folks. And so in that conflict avoidance.

**Kim 29:34**

That is where we say, I don't want to do or I don't want to have to deal with anybody else's emotion here. And that. That is that is a clear place. Absolutely. Just right. There's a clear place there, where there's a reason why you don't want to do it. Because those emotions that you then take in that response from everybody, you know, have to do something with that. And oftentimes you don't know what to do with this. So you're sitting with your own emotions, and you're sitting with your emotions, and

that it can't function. Your brain is all in this space where you're just like, oh, man, what do I do with it? And then you get overwhelmed. Right? Or then you start to feel an obligation to show up and then you're moving out of frustration and you're moving out of obligation and who here likes to take steps out of obligation? No one likes to feel obligated or likes to feel pushed to take something. We'd like to move at our own pace, but now you're tap dancing or to stepping to someone else's rhythm. Good morning, Tom. Nice to see you welcome in.

**Kim 30:36**

Absolutely toxic when it is rooted in foolishness, and gaslighting. And sometimes folks, that is a form of avoidance that is passive aggressive avoidance. Oh my goodness top on so it's just taken us into a whole other direction. We don't we don't put a pin in that. That is one of those things that we're going to have to come back to tell folks thank you for bringing that up. Because sometimes our avoidance or someone else's avoidance can be passive aggressive. The gaslighting is the story writer to make us feel a certain thing, or when people move from an informed place knowing that it's going to trigger us to behave in a certain way. All of that comes into play. That is an excellent, excellent point. Thank you. Absolutely. But you guys sometimes it creates more conflict. So I'll focus just on that she was like I'm dealing with that and is putting her salad bowl so she's owning her first avoidant behavior which I love. I love because then that silence then leads to the next avoiding behavior, procrastination. I don't want to deal with this person so I'm not even respond to their emails. I'm not going to whatever it is. And then sometimes you blame based on that. So all of that shows up. So I'm wanting to make sure we spent a little bit of time in these avoided behaviors, because this is where our greatest opportunity to take action comes into play. So thank you for letting me recap that.

**Kim 32:07**

Let's talk about why we avoid taking action really quickly. And then we'll move into our next couple of slides for today and prep for tomorrow. And I just said this, right, there's a bit of an obligation but like once we know something, there's an obligation to do something and sometimes we don't want to move in obligation, especially to talk about this point, when it is a result of someone else's foolishness, right? Or we're being asked I'm gonna take myself out of the screen for just a minute. So you can see this and it says when we encounter this roadblock, we choose to prioritize either the perceived risk of if I email them back or if I talk to them, then this is what's going to happen. Instead of saying, if I just have this conversation, now this is behind me and now I can move forward and the things that I need to do so that risk and reward really shows up for us. And we make sure that we lean into the risk because the risk is where we try to protect. It's where our defense fence comes up. Instead of being on offense, we immediately put up the fence of defense and that's where we keep our boundaries but our boundaries are not rooted in something that's going to help us move forward. It's rooted in protecting our peace. It's rude, and I'm not saying that that's wrong. What I'm saying is, is that if we're protecting our peace through avoidant behaviors, that's not the best move. All of that is where we need to look at saying, in fact, if we decide for ourselves that we can choose to invite the reward in instead of prioritizing the risk, because that risk is fixed mindset. Absolutely. Dr. Daly, please I'm gonna go ahead and put that up here for just a moment. Dr. Debby Freeze says a lack of accountability and self reflection permits from pivoting past discord. That's absolutely right. And this is one of the things that keeps us in the space of risk because when we assess the risk, we know that there's some accountability there that we did not take.



**Kim 34:20**

Absolutely. Crystal Method says when you don't know how to respond, because of a fixed mindset, so if your mindset is fixed, and this is exactly why we're going to talk about fixed mindset and growth mindset and the mix of both in the midst of all of this and so power asked me if I could revisit it and I said yes. And it's perfectly aligned to what we're talking about here. If you and here's the thing, folks, you might not even know you've moved into a fixed mindset. Avoidance says I'm not going to do it. That's actually a fixed mindset, but you might not recognize that your mindset is an avoidance action. If your mindset is in this space, you then will not move forward with doing the things that you need to do and so you'll continue to stay put thinking that it will fix itself. Likely though it creates more work. I think that's what Mark said earlier. Like we will do the work to keep ourselves from doing the work that we should have just done in the first place. So let's talk about taking action, because this is the opposite of avoidance. And this is really where we get to a place where we look at what it is that we need to do. And so we're going to define action. We're going to talk about moving towards that because we're clear on avoidance and we're clear on those behaviors, but at some point, whether it is by our choice, or whether it is circumstantial, meaning the environment has pushed us and said no more. There's not any more time we've now reached a fever pitch. This is a dumpster fire, it's a cluster, you know what?

**Kim 35:58**

And all we now have to we have to spend the time taking the action. So what is it? Just go there and good morning. Nice to see you. Thank you so much for being here. Happy Monday to you. We are talking about action Darren, and really understand because we went and recapped avoidance and we spent some more times in those time in those avoided behaviors. And now we're talking about taking action because eventually it all just comes back to the middle back to the place where we absolutely cannot wait to listen. Again. It's a whole question. You know what, right it is a cluster. And that's exactly how you get and you say you're like "man, this is an entire cluster, a dumpster fire a shitshow" whatever you want to call it right? But all of that is what it is. And you now have to do more work. You have to take more action than if we had not avoided right this morning yesterday there was a post for those who are following on KBlue consulting and it was talking about what we're going to the topic for this week and one of the comments in my right now self my future self knows that not avoiding is the right thing to do but my right now me is fully comfortable. Like avoiding and I just said to the person this is absolutely true so but your future self will thank you if you choose not to avoid.

**Kim 37:20**

Think about all of that and it was and I love she said "you know right now I know that I just I'm choosing avoidance because right for whatever reason I don't have it."Yoshi son Good morning. Nice to see you. Welcome and thank you so much for being here. That is exactly right Christopher method right. It is a whole crash and burn. We get to this place where we can no longer stay there came back the morning came Nice to see you. Welcome and all of this folks, and then we get to a place where we are stuck. There is literally no moving forward, backward, left, right up down anything until we take action towards the things that we have been avoiding so let's talk about some action facts. Good morning, Jennifer. Nice to see you. Don't worry about being late. The replay will be up there. You can come back and get everything in the morning of everything later. We recap to avoidance. And now we're talking about action. Thank you so much for being here. Appreciate the large and virtual salute to

everyone else who was lurking, working and commuting. Appreciate you and your presence always. This definition of action is really important because it starts to shift our mind. But what it does is it also increases our comfort and our confidence in taking the steps that we need to especially because once we start taking action, we either discover one or two things it is not that bad. Or it is that bad and we're going to be okay. Good morning. Nice to see you. Thank you so much for being here all get on alert and work. Happy to have your presence. I hope you were able to take something away from this. Thank you for being here. We all listen, folks. Does everybody understand this statement? The story that you tell yourself?

**Kim 39:25**

What I mean by that is in your mind. You have assessed all of the most extreme responses, outcomes, possibilities, in games, whatever it could be that happened, you have gone all the way into the right to infinity and beyond and have decided that these are the things that are going to happen and that this is how it is going to impact you and that there's no possible way that I could get any better or any worse and that it's only going to end in this one particular way. So you tell yourself this story, we create this whole story. And then not only do we create it, we invest in this story and we see these outcomes we know beyond a shadow of a doubt that this is it. It can only be this because all of these things are in place and because you now are seeing yourself you're holding your mirror and you're saying because I didn't do ABC 123 ESG XYZ now. It can only end in demise and destruction and all of these things and so we avoid that.

**Kim 40:39**

Listen folks, Matt, thank you so much for the boss bits. I appreciate that. Absolutely. Dr. Davey. Dr. Davey says the thoughts are often skewed by what we want to happen. Listen folks on my most extreme levels, and I don't want this to trigger anyone. So let me just be clear about that. Thank you so much for the boss bits. I appreciate you. Listen, folks, on the most extreme levels, we see people avoiding things because the story that they've told themselves is so severe and they will take such extreme action to the point where they may choose that life is not worth it and they may take steps or whatever that looks like and I will leave that there. Without actually putting words out there in the atmosphere this early this morning but people have taken such extreme measures, because the story that they have told themselves they have invested in it. And taking action will now reflect them in such a manner that they don't want that honesty. To be now the brand or the story that is out there about them. Anything less than what they have decided they believe about themselves that they want to people will take action if that story cannot be the story they do. I call it controlling the narrative all the time. We often want to control our own narrative. DJ trooping Nice to see you again. Thank you so much for being here. Shout out to you always appreciate you being in this space. I know you're often lurking but it's nice to see you in the chat. Right there is right. Droobie says that there is a reality that exists past our own perception. Absolutely.

**Kim 42:14**

Sometimes what we do is we stick to this story. And instead of taking the action, embracing a little bit of that discomfort instead of doing the work, we decide that that story is the thing that defines us, validates us. It is who we are and what we should be doing and we cannot accept for ourselves anything other than this. And so sometimes in very extreme circumstances, we do what we need to do

to preserve that because we'd rather leave our legacy or let people remember us in a certain way than to have to be accountable to anything other than our view of perfection for ourselves. And that is very much ladies and gentlemen why avoidance is cannot be a strategy because in the most extreme circumstances, it could be a Pyrrhic victory. And for those who don't know what a Pyrrhic victory is, it is a victory that comes at the greatest cost. Oftentimes it is it is a person's life or a person's you know, well being or whatever the case may be, especially in like times of war. Part of the hero's story, a Pyrrhic victory is I win, but I had to sacrifice at the highest level in order to do that.

**Kim 43:21**

When we talk about avoidance what I want to make sure that we are embracing is is that when we surrender to avoidance as our strategy and we step into action, we embrace this process of doing something to achieve whatever this aim is, right? It's the thing we need to get done or the things we need to get done. Whatever that is, that's the definition of it. Literally stepping into that space of saying, "I know I need to take these three steps. And these three steps are really really hard. And I'm struggling with them because in my mind, it makes something real it changes something it means that I now have to do something new. My life is going to look different." Jess thank you so much for being here. Appreciate you have a fantastic day. Okay, come back anytime. Monday, Tuesday, Thursday. Just I think I said it in the show when you were there, but I don't remember except not this Thursday. Okay.

**Kim 44:23**

But it means when we take action, we own it, it becomes real. And we aligned to this new narrative. And what we can't see is how this new narrative will treat us how other people will treat us as a result of this. And I don't and we don't understand if we're going to be welcomed. Because we're comfortable with this. And now we have to admit, change, defeat a shift. Something wasn't working, perhaps that we didn't know we presented ourselves in one way but when we start to take action things change. So let's talk about what taking action looks like in order to get that thing done or those things done or to achieve the aim that we have known is there but we've sort of not taken the steps to do it.

**Kim 45:10**

What we know about action first and foremost is that it happens in stages. There's always some steps. That column was taking action. Sometimes the action is it will all happen at one time. But the thing that leads up to it first of all, what we have to do is in our mind, make the decision. That's the first step is that I'm ready to take action. I'm ready to do all of these things. I'm made peace in my soul. I'm okay with this story or I'm not okay with it, but I know what needs to be done. I can't put it off any longer because if I do it will cause more harm. And we don't want to be the man in the rocking chair on the railroad tracks with a newspaper. Yes, Derek, we're going to talk about that tomorrow about the about the way that avoidance can be good and in those instances, I wouldn't even classify it as avoidance. That probably is a little bit more of because it's it is intentional, but it's a little bit different. But that's a great point.

**Kim 46:15**

For those who can't see it in the chat when we put it up there. Derek says sometimes avoidance is good, because it gives him time to regroup and then find that effective course of action and address the issue. There's a level of intentionality here that I want to make sure everybody takes away from

Derek's comment. And that gets to some of this, these action like behaviors that we're going to see I'm going to leave it up for just a moment so folks can see this, but there is some intent there. When we talk about this notion to be able to regroup and find that effective course of action. Sometimes when we take action, and it happens in stages, what they're just talked about is this first step in our minds, I've got to be okay with it as opposed to one it is such a great question. And there's a unique distinction between when we intentionally pause or when we when we avoid whether it is intentional and avoidance or a passive aggressive avoid is to what Tom Holmes was talking about earlier. Okay.

**Kim 47:15**

Understand, folks that we own all of it. It is also intentional action is intentional, right our acts then become facts. For real. What we choose to do, the work that we are doing, becomes a fact. That is those are movements and behaviors of record, and we can reflect back on them and we can refer back to them. When we need to account for what it is that we're doing. Yes, Tarbox is making a great point. She says that she looks at avoidance and silence as a pivot from being sucked into an already volatile situation. So this is why when we talk about action, there's an entire separate conversation or side to this story. And that's what we're going to deal with tomorrow as we talk about action and we get into some of these conversations because you all are bringing up this and this is why moving from avoidance to action is so important. Because you're all starting to see there's another side to the story.

**Kim 50:15**

It is a little bit of do I need to sit here before I respond, right. It's like when you get that email foes and somebody comes at you with intellect like here's the thing you ever had time today like you know, you have time and then the email hits your inbox in your life today. And it might actually not be a good thing that you have time. It's in that moment that you have a choice. You can either fire off and pop off in that moment. And tell people what it is that you think how you feel about them the horse that they wrote it on, or you can pause and go, "Let me take a breather so that I don't give away my energy". Right. And in that moment, it could be perceived as avoidance if there's not an immediate response, but when we elect to take action and we're intentional about it, which is why you see underneath the slot, I mean underneath the taking action section, that action is intentional. That's where that reflection comes in.

**Kim 51:09**

Yes, avoidance is not a strategy, but can I avoid and it keeps me from being in these situations that I don't want to be in. With taking advantage of the pause between stimulus and response. Stimulus mean that things that get us round out what we respond to in the outside world that causes us to have this response. And this is why Dr. Debby is coming on to the blueprint on April 24. So we can bring a lot of this part of the conversation to it because there's an entire psychological and philosophical part of this that we haven't dealt with just the just the facts. Let's just define and name what it is, and then talk through how it shows up. That's a great point. Rex. Good morning. Nice to see you. Thank you so much for being here. Happy Monday to you. If you're not following DJ RX, you should do so to thank me later. Okay, along with everybody else who has come into the stream DJ droopy, K Mac folks who said that they were alerting and work and all of that. So good morning Brex.

**Kim 51:09**

Thank you for being here. Right sometimes Brax that impulse acting can be something that you recognize it, you recognize it and that's part of the taking action happening in stages because there is a measure of reflection that should take place there. And once you see it, and that's one I see your comment about back to Brax about saying that you do once you see it and acknowledge it though it is something that as we take action you can evolve in and getting more comfortable with that. Good morning HR nerd. Nice to see you. Thank you so much for being here. HR nerd also says pausing helps to strategize and not be reactive. That's a great response. And observation. You all are setting up tomorrows conversation really nicely when we start to talk about what that is and how when we start to take action.

**Kim 51:09**

Remember, we talked about impulse and ego and what did I tell you guys that you're in your that's your ego talking when he wants to be impulsive? You want to react right there in that moment. But there's an intentionality that balances out that impulse and that's what we want to think through. That's what we want to let lead us you alert on it today. It looks like everybody had their Wheaties, a coffee, or whatever it is that you do in the morning. Right all of that is coming out I love it. Sometimes that restraint can turn into a voice. And so if we let it sit too long, if we let it sit too long do you then decide? Probably not as bad as it is it is still a dumpster fire, fire a cluster, all of those things, right? All of that is there. Period. And so sometimes that's where it becomes passive aggressive avoidance from you not what you're receiving from someone else that makes you now want to be silent so that it doesn't become more of a dumpster fire. Journey says sometimes having that time is very therapeutic especially when you don't always get that opportunity.

**Kim 52:37**

Jennifer is that a book big feelings about big feelings lasts about 90 seconds. Yes. In the big feelings book. So that is one of those books that is on my list to either read or get on Audible because I think you would have a lot of relevance for the things that we talked about here. And so when we look at taking action understand that it is also intentional. Sometimes taking action is repetitive folks. And that is the thing that we don't want. We don't want to keep doing the same thing over and over. We don't want to keep staying in the same space. And sometimes we take action or we don't take action because we don't have all of the components in order for the action that we need to take in order for it to show up. Yes, Jennifer says chopping wood and carrying water you have to do both of them every day or all the time. Study long, study wrong. And that's where it borders on becoming passive aggressive or were intentional about what that study is so that we could get that right. How long does it take to turn action into a habit? That's a great question Brax.

**Kim 54:01**

I think in order to turn an action into a habit, there's a level of commitment there that has to come in. Ultimately, if you've been able to repeat something between seven and 10 times and I'm telling you this in my experience when I coach because you have to have enough consistency with that particular thing. If it's not something that you're going to do regularly, it may not become a habit for you and then you have to go back through this whole kind of familiarity with "okay, I've got to go back and do that", or "Yes, I remember from last time", or "oh, you know what, this has now changed." If it is something though, Brax that you were doing on a regular basis, meaning weekly, every day, every

other day, often enough where your routine is going to be impacted by and say within a week, maybe a week and a half and when I say a week, that's like seven instances or seven to 10 instances of this, it becoming a habit because now what's happening is your brain recognizes I need to adopt a new pattern. And I need to dismiss this old pattern. So your brain absolutely has to change the signals that it gives to receive the new pattern and to dismiss the old pattern. Said differently briefing with brevity and depth, focus and consistency. Does that answer your question? Brax because as we talk about the timing it takes to do this part of that that's a part of having all of the components. You are also setting this up really great for tomorrow because listen, there's a difference between action and behavior, folks, is everybody understand that? There is a significant difference between action and behavior.

**Kim 55:46**

Jennifer says it's important to figure out what works best for us and what kind of communication and how you can support yourself to get through that action. If you're frustrated early, right. You have to give yourself grace. I agree. I think that that is really, really important. Thank you Christy, we're getting ready to wrap up and then we can get out of the meeting. I'm gonna get to these last two statements and then we're going to set up tomorrow and so like one and a half minutes, Christy, okay. Good morning Razzie. Nice to see you. Thank you so much for being here. Happy Monday. I hope you have a beautiful weekend. Right So Jennifer, we're going to pick up with that comment tomorrow and tomorrow's conversation. And listen, folks, I'm going to show this slide real quick and then we're going to get ready to get out of here. Yes. Brax neuroplasticity. Thank you so much. So listen, tomorrow ladies and gentleman, we get ready to get out of here. Okay. We are going to talk about the difference between action and behavior. We're not even really going to get into it but I'm going to show you this so that as we recap and we spend our time here tomorrow because this is really where the toes are going to come into play. I want to take myself out of the screen for just a minute okay, but here it is right? The difference between action and behavior. And this notion of understanding that behavior is the action is the act of doing something but behavior is the way in which we do it in certain mindset.

**Kim 57:14**

Here's where we get into growth mindset and fixed mindset because if you have a fixed mindset, your attitude and intention are all going to be suspect. A little bit Brax they can be the habit is the actual act of doing it the behavior is that how you do the habit? So you might be like, I hate that right? But your energy your mindset around it. So we're gonna say yes, you are you in there and at the same time, habits equals behavior and action equals focus, it can be that right? It can be that and we're going to talk about each one of these daily actions, planned actions and inspirational actions. So we are setting all of this up for tomorrow's conversation. This is going to be really, really good. So bring yourselves back here tomorrow morning. We are going to continue this work. We are going to continue the open dialogue. You guys brought it this morning. All types of good energy, really good input. I'm going to take the notes from the stream today and make sure that we are bringing some of this back to the conversation tomorrow. It's it's more dancing hop, not necessarily stepping on toes. Okay. So to everyone who gave boss bits. Thank you so much. Thank you. So this morning, okay. All of this is helping anybody who reuped today that I my missed thank you so much for the reups and for continuing to support all of this. All of this is intentional, folks. It's the work that we're doing. Thank you Kate, for the boss bits. I appreciate you. Thank you Brax for the boss bits. I appreciate that so much. Listen, folks. This is the work and this is how we are intentionally coming, coming together to

understand how we can be evolving into best and this is why moving from avoidance to action is super important. Because when we know better, we do better. Okay. So with that, Dr. Debby, thank you so much for being here. Appreciate you and look forward to having you on the stream on the 24th Okay, folks, we are getting ready to get out of here. Oh, hey Molly, thank you so much for the boss bits. I appreciate you.

**Kim** 59:25

Pauses looking for the dents in the armor. I love it. I love it. Thank you lb Nice to see you. I appreciate you. Of course you guys are the best and so of course the hype train is on the way out. So we are going to hang for just a moment. Yes, if you knew better, you get a little bit of pep talk. Brax just a little bit of pep talk for sure. But listen, here's the thing, and I'm not going to put the slides back up. We're going to talk through this. So listen, folks, thank you for the hype train that you picked up. Always appreciated, never required know that I'm here and I do this for the betterment of us.