

# The Blueprint\_ Grow With The Flow! Sep 19, 2023

Tue, Sep 19, 2023 8:11AM • 1:10:52

## SUMMARY KEYWORDS

love, write, conversation, people, words, talk, good, folks, good morning, morning, development, dictionary, work, capability, stream, enable, leaders, space, song, speak

## SPEAKERS

Kim

### Kim

I am going to tell you all this story and then I am we're going to jump in and get started with our hellos and, and all of the greetings that we that we want to have before we jump in. So this morning, why I was late, so the young prince as you all know it is the absolute love of my life has decided that this year he is going to join the drama club. So he is learning how to use his voice he gets exposure to song and dance and the arts so shout out to this community because we know he's is a massive part of that and so he is joining the drama club now he's not yet found his voice, but he loves to sing and he loves to dance. He is a nine year old boy. So every spring his school does a play. This year, the screenplay is The Wiz which I could not be more excited about. And they're focusing on the yellow brick road song if you've not seen the movie, or if you're not familiar, definitely go YouTube. It's out there. But today they have to do an audition. And so he has to wear his uniform and you know, he was trying to figure out what song am I going to sing? Because he's a little nervous about auditioning. So I wanted to try to make some suggestions because he said what do you think Mom? I should think I made some suggestions for him. Because I wanted to instill some confidence in him. What are some ways to connect with message in the song now?

### Kim

The unique challenge that I find myself in because because of his ADHD is very tired at night so I have to do a lot with him in the morning, which means my mornings are very high energy when I get up to engage with him, and so last night I suggested that he do the song I'm still standing from the movie scene, and he had no idea about the actual origin. He's never heard of Elton John. He did not know anything about the story and I didn't tell him Elton John's story, but he's seen the movie Sing, and if anybody's seen that, you know that the character in the movie is kind of overcoming this adversity that he's had in his life. He kind of comes from this family of sort of misfits and they've all been in and out of the theater, I think. I think they're coming in and out jail for just some some bad decisions and bad choices. And he's the only one who's managed to like get out and do something with himself. And so the song is very appropriate. And if you've never heard it, hopefully everybody's heard it, but if

you've never heard it, so this morning, he was writing the lyrics down and he was sitting on my lap because every once in a while he'll still want to sit with me or still, you know, cuddle up next to me.

### **Kim**

So he was like, Mom, can we write these lyrics? And so I had YouTube up, and he was writing the lyrics because I found a version of it where you can just see the character and then the lyrics are next to it so he could sing. And y'all he was just singing his whole heart out this morning so excited, and I could just see the confidence in him rising and it goes right along with what we're going to talk about today from a professional standpoint, because that's how he has to present himself. He has to present himself professionally. To say, I'm confident and I know that I can go in and do this and no matter what it is that someone says about me, right, I'm still going to be standing after this audition, I'm still gonna have a part. I'm still gonna have gotten up there and done my 30 seconds of song. So I watched him write these lyrics. And I watched him read he had a little index card, and I watched him write these lyrics. And we were listening to it this morning in the car and I mean, I was just blasting the music literally trying to keep myself from crying because he's in the background, that I had my hair and a ponytail. And I was in the front seat just bobbing and drive it and the music was so loud. I'm sure the other parents were like, What the hell was wrong with his mom, but I clearly don't care. Those are the moments that I hope he remembers when he's old enough to be like, mom helped me write these lyrics. But more importantly, mom picked a song that helped me talk about myself in a way so that I knew I'm confident so his audition is this afternoon. He really wants to be the tin man as who he says he wants to be.

### **Kim**

Now you all know that the main character and he wants to kind of the out there so hopefully, I picked a song for him that he was able to connect to. But the fact that it the lyrics say I'm still standing and it talks about finding love and it talks about connecting with Yeah, music says it's the width. It talks about write the lyrics of the song you know, say I'm still standing better than I ever did. Feeling like a true survivor. Looking like a true survivor feeling like a little kid. I'm still standing after all this time right picking up the pieces of my life without picking up the pieces of my life without anyone my mind. Right and I'm still standing and so he's just in the backseat, just screaming his head off and singing. And I don't care that he's loud. I don't care that he is still trying to learn the words I care that that kid is realizing that he's going to be able to do anything that he wants. And so in that moment, all that mattered is that we both were still standing. Now this is very personal to me, because what you all don't know is that on Friday, I had my last court date. And so the judge officially granted. Me and his dad are divorced. verbally and so I've sent in my documentation. And so for me, it was very much an overcoming moment as well because there has been very much a journey behind this that some I've talked about and some that I haven't spoken about. So it was a whole full circle moment. And so I had to pull my car over because I was bawling after I held it together until he got out of the car. And then after he got out of the car I just found a place on the side of the road. And I sent MyLifeJourney a text and told her I was going to be late and then I bawled my eyes out because I was proud of my kid and proud of myself for still being here.

**Kim**

So that is why the blueprints is late this morning and I say all that to you to say it's all about the way that you show up. The words that you use and how we describe ourselves is so important words matter. But the mantras on these mixtapes matter, ladies and gentlemen, because of what it is that you think and hear and what you say to yourself and here is absolutely gonna be how you show up in these other spaces professionally and when we get into today's conversation about the development dictionary, Words matter. You all hear me talk about word economy and how powerful it is. If ever there was a day for me to start out with this notion of word economy, it was today teaching my kid word economy and why this song is going to be important. Right and so I wanted to share that with you. So thank you for letting me have a parent moment. And that even though that led to me being late in the stream, I wanted to make sure that we talked about that because that was intentional and powerful. And I was all snotty nose and red in the face. So I had to get back to the street because I didn't want to go in here looking too crazy. But I'm happy to tell you all that I was looking crazy. So cheers to you. Thank you for allowing me to be late. Let's jump into these greetings. And then let's jump into today's conversation.

**Kim**

So mylifejourney thank you so much for being here. Appreciate you. As soon as I told her that I said I'm having a positive moment with Avery she was like take your time and say everything else. She just told me to take my time and that's it. So Dr. Dutton Dunn, Mr. Ricca Mala. Good morning, Mr. Ricca. I know you're on the alert of good. Dr. Datie Priest. Good morning to you always lovely to see you. Thank you so much for being here. Please give Dr. Datie Priest a follow if you are not all right. Good morning, Caleb. Nice to see you. Thank you so much for the reup. Appreciate you so much. SeeLove702 good morning. Welcome in. Who else is here with us this morning? Nikki Walker. Welcome, man. Nice to see you. Good morning, Jen. Nice to see you. Jen, I feel like I haven't talked to you in weeks even though it was just last week that I've been talking to you. SeeLove72 Good morning blessings. Right back to you. Hope you're doing well. Nice to see in the blueprint.

**Kim**

Who else is here? Listen, everybody who is given love to Avery I will make sure that I share that with him when I pick him up this afternoon. Music Spasms, thank you so much for being here. I will pass along all this good. Love and all of these cheers to every. Miss KB welcome and nice to see you. Thank you so much for being here. Always good to have your energy in the place. Miss Hartman, 20 Matt, thank you so much for the reup. Happy to see you. I hope you're having a good week so far. DJ purpose welcome in. Nicole 97 good morning. Welcome in nice to see thank you so much for being here.

**Kim**

So music lessons? Yes. You asked if it was going to be The Wiz. It is and he's never seen the movie. So once he gets his part, I will show him the movie so that he can see it in particular if he does get the Tin Man which is what he wants and so we are hopefully manifesting that part for him and I'll keep everybody posted. But we were we were singing our heads off this morning to Elton John or Terragen Eagerton or however you pronounce his name that version of it. So I think I got everybody that I see in the chat. If I did not please put a little message in there and I will say good morning to you

and acknowledge. Welcome into the mess. See you. Happy Happy Tuesday to you so all right virtual salute again to everybody who is lurking working in community. Thank you so much for all of the love. I will be sure to pass that on to a Avery. Miss LB nice to see you welcome in. Thank you so much for being here. Hey Hobbs, nice to see you don't have to wait for the bag to come on to the front for you can slide into the in road because I know you don't have to sneak out in a little bit. Good morning.

**Kim**

Welcome in, nice to see you. Thank you so much for being here. Thank you to everybody who has a tab up. Jennifer Good morning. Listen Jennifer no worries, you're here. Don't worry about being late. It's all about being present in whatever form you can be. Okay, so thank you all for being here. A couple of reminders, folks Twitch awards, please go vote if you have not, MyLifeJourney put the link in the chat. You all voted for this stream to the best new to the newcomer of the year. Thank you. Thank you. Thank you I am alongside some great other streamers. He and I both have been adamant about saying I voted for you. For this I told him directly that I voted for him. I did not vote for myself. So I think there's other folks and fantastic souls who was new I happened to meet her in another stream. I came across her in another stream as well. So dope folks who are out there but nonetheless please go vote please go show the streamers, the mods, the emotes everybody out there some love all of all of us who are here, you are what makes it possible. So, go vote. Go show your support. The awards are Monday nights October the second I'm excited to see who just excited to be among all of the dope folks who are getting here and there folks in this chat who are nominated Dr. Datie has been nominated. Right so so many amazing folks who are in here go through and follows go show support and love and just a reminder that right we are here because you make the space great for us.

**Kim**

Welcome in Nice to see you. Thank you so much for being here. Yes, Carlos. Excuse me. Listen, he's my only one. So I try to give him the moments when I can and make the most of the moments when I get especially because he has ADHD so for him the mornings are the tone setter for the day. So I try to make every morning in particular before he takes his meds because it takes a while for his meds to kick in and take about 15 or 20 minutes and so I have to time it so that he still gets all the love and compassion even through his very hyper moments because he is he has he's nine and he's active in the morning and he's singing and dancing and doing all types of stuff when he needs to be putting on his socks and shoes. And just remember that right? He's a nine year old boy with ADHD. There's not a lot that I can do about that except embrace it. So when I have his attention I do my best to try and make those moments really positive. So thank you for calling that out. And thank you for being here to Carlos06 who is someone else you need to go and follow if you're not following me so thank you, Brooklyn David for the congratulations to me and to all the others who are in the chat who are nominated. Okay, so go vote. Those job support thank you in advance whether I win or don't I am grateful to be acknowledged. I will clearly be excited about way but I am just grateful to be acknowledged as I come through year one of my stream.

**Kim**

Okay. All right. So I see you Carlos06 right at the completely completely right. He'll be 10 in November. And so I know my moments with him in that way are winding down and so I'm taking advantage of every single one of them so that I don't so that I don't miss it. So we were reminiscing.

Good morning to you. I think that I did but if not the morning too, as well. Okay, so let's jump right in and do a quick quick recap of today of last week. And so we started talking about the development dictionary, and we started talking about word economy and using the words that we need to in order to thank you, love to I appreciate that. I told him that people he asked when people come and ask goodness, yes, they will come if I let them know. So I got to like buy out all the tickets. Okay, remember, I couldn't remember I think I saw your name but I couldn't remember I actually said it out loud. So but I did tell him my mom was gonna have to buy all the tickets in advance. So for people who want to come and support him, right, it's a play in the spring. I think they do three performances. And he asked me how many I was coming to when I said all of them. That's it. That was the end of this.

### **Kim**

So all right, so let's add this to our conversation. If you have the book. Right help them grow watch them got exactly exactly mylifejourney. All of them appear exactly. Yes. Exactly. If you wondering about the book that we're gonna record before, okay, all good. Thank you so much for being here. This is the book help them grow or watch them go. These are all about career conversations. I am using this as reference to our blueprint conversations around career growth and advancement. Okay, we are represented that list of books this is an excellent, excellent, excellent career. It is here to assist with the things that I am saying. There is absolutely more details in here. And so I'm encouraging you to make notes if you purchase the book. It's a great way for you to learn how to have conversations with your leaders and I am pulling things from here that I think are going to be helpful to use it you can make your notes in the margins. You can put your sticky notes in here if you're a sticky note person, whatever that is for you to take notes, but you're going to want to take notes today, okay, because we're going to cover a lot in the remaining time that we have before we get out of here. So if you're wondering where we are in the book, we are on page 79. And we are talking about the development dictionary now.

### **Kim**

I introduced this last week because I want us to get comfortable finding statements and making sure that we can use our own words from a place of power. And so that we can be empowered by the words that we speak what we say how we are intentional about playing up our gifts and not diminishing them or downplaying them. Now this is really important. Good morning HRnerd. Nice to see you all had conversation with HRnerd last week. And you should know that she is just as delightful as ever and I've known her for a long time. And she has been following me for a long time, all the way from clubhouse through LinkedIn. Now here so I just want to make sure the last little personal because she's not a native Twitch person. She was like I came to twitch. And I had a chance to talk to her on Friday and have a conversation with her. So good morning. Nice to see.

### **Kim**

Okay, so we are going to talk about the word economy and what's really important is the fact that when I open up in our opening module, I always talking about not shrinking back and dimming your light and your development dictionary is going to be a way to do that now in the book on page 76. One of the things that I want to read to you and if you're in the book, you can make this note but one of the things that it says in the middle of page 76. This is talking about managers and I'm going to change the word a little bit to talk about leaders because at the very beginning of this series, we talked about leadership at every level, okay? Yes, HRNerd get your church van. We talked about leaders at every

level I want you to write this down. Opportunity minded leaders envision and an enable. Good morning Revel. Nice to see you welcome and thank you so much for being here. You guys. Follow for sure. Revel is also nominated for some Twitch awards. Okay, so go and vote and go find the categories that she's in. I do not remember the categories that you're in, but I know you're in them. So give The Reveling a follow. It is Tuesday, so you are not streaming today she was on yesterday, but she's not there today. Okay. I don't remember that. I'm just good to remember my own okay. Yes, there you go. So write this down. Ladies and gentlemen, opportunity minded leaders because leadership happens at every level, whether it's an entry level or whether you are the CEO envision and enable opportunity minded manager of leaders in vision and in April what does that mean? It means that if you are thinking from a mindset of growth, if you are thinking from a mindset of possibility, if you are thinking from a mindset of what is my next greater, my vision, my dream, how do I make sure that I am tapping into the resources around me? If you are a leader and you lead anything's two things that you have to do you have to envision what it is that you want to be doing or where you want to be and why and you have to enable the people the resources, the possibilities, right, we're on page 76.

### **Kim**

It's in the green square in the middle of the page, opportunity minded leaders envision and enabled now I am having some amazing coaching conversations with people right now folks who have come to me and said have a vision about like, what my business is or how I want to evolve my space or how I want to turn some things or what my opportunities are unable to do. So I was having a conversation with someone Saturday about the space that they are in and what they want to do respective to those spaces. And saying my vision for this is that and I want to be able to do these two or three things out of this space while keeping this here and maybe there's a secondary space that can be more creative so that I can really expand or get my footprint out there too which that led to a series of other thoughts and things that could possibly be but you cannot enable anyone else if you don't envision what it is that you want.

### **Kim**

So it all starts with this statement. Opportunity minded leaders envision and enable. You have to envision what it is that you want where you want to be, how you want it to be executed or play out, so that you can enable the resources that you need. Now sometimes these resources are other people who do things and provide services that you don't. Right and with this world, this would look like a subcontractor or it would look like somebody who's coming in as an independent contractor for more than eight days would be nice to see you have men right? It could be someone that you outsource all together and you say hey, this is not my ministry. And so because I don't do it I need to bring you in because it's your ministry and you do it is enabled somebody's ministry write that down. Sometimes the greatest thing that you can do is enable somebody else's ministry. Because if it is not your ministry, meaning your zone of genius your lane, your specialty, please don't. Please don't waste your time energy resources, also known as currency ladies and gentlemen, please do not spend your currency when you can enable somebody else right? If it is not your ministry, please don't do it.

### **Kim**

Sometimes the best thing that you can do is enable somebody else's ministry so you can be great monitor and I know you're out there rolling your eyes at me if I've ever replaced the flow of love

you've made and sometimes the best thing you can do is step aside and let somebody else be great in their gifts. And in fact, that probably makes you the best leader. Right? Sometimes what you can or need to do. Is enable somebody else ministry being so welcome and nice to see you being happy Thursday. Happy Tuesday to you. Thank you so much for being here because I was also nominated for an award so please go and look him up and I and there they are ladies and gentlemen, The Gospel takeover family coming in. I'm gonna pause there on my phrasing about leadership before we get to the developing dictionary.

**Kim**

And say good morning. Good morning. Good morning. Greetings to our family that is coming over. One reason I appreciate you more than you know. Ladies and gentlemen, please blueprint them and let's make some room and show some love. So scoot over right let's make some room in the boardroom for the for the gospel takeover families now doing well. We had a great stream this morning. Thank you for bringing everybody over and for giving up part of your time so that we can all benefit and learn to get there. One Reason with the raid ladies and gentlemen, listen folks. Happy to have you here. Thank you so much. I hope that your Tuesday has started off well. If you are not following one reason please. So many dope folks in the chat that I want to make sure that we're all getting our lights and getting an opportunity to connect with one another.

**Kim**

So Misty Blue Good morning. One Reason Good morning Dawn. Good morning to you. DJ TNTAutoDetailer. Good morning fam. Nice to see you. DJ TNTAutoDetailing is also nominated for a Twitch award. So go look him up and go give him a follow and find yourself in this stream. Thank me later. I got to him through the rebel ink and this is why community is what it is. Right Diana DB X Good morning. Nice to see CrazyBearyTime good morning sis it's always good to see you. Very talented, follow and go get your fitness on. She always has good energy in her stream when I'm able to catch her. All right SPO seven Good morning welcome in. Did I catch everybody who came in on the raid? If I did not please say good morning. Let me make sure that I show my love and appreciation to everybody who came in on the raid and may be lurking or have a tab up appreciate you for holding space for the blueprint.

**Kim**

And for yourself if you're gonna go back and watch the replay later but you're keeping the tab up here and another stream that is in service to you right now. All good. Appreciate you being here. Let's see what's came in I think about everybody who is all coming on the raid if I didn't. Hi, good morning. Welcome in Nice to see you. Thank you so much for being here. You all continue to greet each other in the chat and show love we're going to jump right back into our conversation. Before we get into the development dictionary. Make sure you have your notes because we're going to want to write things down and take these things away because these are going to be things that you can immediately use. MissShopALot welcome in Nice to see you. So we're talking about the ability to be a leader and the statement that we just made. And MyLifeJourney can we put this back in the chat or pin it to the top of the chat? It says opportunity minded leaders envision and enable. That's our sort of signature statement today opportunity minded leaders in vision and in April.

**Kim**

And where we left off right before the raid came in, was me saying that you have to have your own vision you'd have to envision what your greater is what your next is, what your call to hire is. And you have to envision that for yourself. Because if you cannot describe it to someone else, if you can't describe it to someone who's going to support you financially, who's going to be willing to maybe donate some of their time, energy currency, all of those things all right, then you have to be then you cannot be able to explain it and enable somebody else. And in particular, I was saying part of that enablement is recognizing that some of the things you may need to enable are not your ministry and one of the best things that you can do is enable somebody else's ministry so that they can be great in their gifts.

**Kim**

If you use your currency in a way or spend it in spaces that are not the best for you, you will actually not be using your currency to its to its greatest potential because just like you need to operate at your highest potential you have to be emotionally intelligent enough to spend your currency at its highest potential. Does everybody understand that? Wasting currency means that it's not being invested wisely, and we don't want to waste our currency. We want to spend it wisely. time, energy, emotion health, you know, love, right loves currency, all of those things, whatever you're pouring into this vision. You want to enable that currency to help you be great and to take it further so that it lasts longer so that it can invest and you get a good return on your investment. Okay, so let's talk through the development dictionary, because I want to really spend time helping you get comfortable with how to think about simplifying these words that you hear or the way that we need to describe ourselves. So the purpose of the development dictionary is this key question what are the ways you can describe yourself and be confident and humble? Right, because what do we know about humility? We do not need to let humility be a lot of liability. That is a signature Kim Gem, please don't let you your humility be a liability and we know that it can be sometimes we are humbled to a fault and that makes us liable because then we can't accept flowers, gifts compliments, you know, love greatness. We can't accept our next opportunity because we're so humbled trying to be over here instead of saying thank you. I now know how to embrace that. And now know how to receive the compliment. I now know how to sit in the discomfort of hearing how great I am and still respond positively. Okay, because what did we say off the top of the conversation positive emotion trump's negative emotion any day of the week.

**Kim**

Okay, so we want to understand how to speak about ourselves while remaining confident and humble and honest about our capabilities. What Listen, Desi, Hey, baby, I'm glad you're here. I am so glad that you are with us to be able to take all of this in. So thank you for being here. Listen, folks, this is an example and this is one example of my development dictionary. Your development dictionary should be words that you use to describe yourself, where you can show up humble, but still speak positively. Okay, your development dictionary or the words you use to describe yourself, where you could still show up humble, but speak positively about yourself. Right?

**Kim**

Yesterday I was on one reason streaming I was working and he's got these amazing graphics. And the one that he had up yesterday was all these positive words just zooming at you right? And I



don't remember all of them, but it was a blue background look, they looked like stars. Just think about like one of those graphics where you see like the stars coming at you. And the words were like coming out of the stars and it was all of these positive words that were coming through. And I just thought Man, that's amazing. Because you're seeing these images and then you're hearing this inspirational music that he's playing. And that's what is helping you get started in your day. That's part of his development dictionary from a spiritual standpoint, right or from a faith standpoint where we are manifesting that word, this is the same thing. It's just coming at us from a professional way. And we're now saying alright, how do I talk about myself without diminishing, but remaining positive? That is the development dictionary. All right.

### **Kim**

Now these are the first five words that I have put in my development dictionary. I've used them over and over and over again. This is also the way people experience me. Ladies and gentlemen. Okay. So if you are in a space where you want to see how people experience you, these are the actual words that if I were to go or someone else or to go, where to go and ask them, How is Kim blue when you talk to her when she sits with you when you have a coaching session with her, okay. All of these are words that I would want people to use or if I was to have to write why I am going to add value to a job to accompany to my next opportunity. I want to be able to use these words. So what you see on the screen is the word that I would use but then the way that I would simply state it in a conversation and that's what this is.

### **Kim**

So I want as you're listening to me describe this. I want you to get comfortable writing down what your own words are and you may write them while you're listening right so get your pen, get your notes out, get the book out. If you want to write in your own development dictionaries that page 79 is where the actual development dictionary is. And then we're going to talk about the four questions on page 77 that help you get clear on what this is right? So let me tell you how this sounds so you can hear it so you know, you hear the confidence. And you hear the enhanced self view without the elevated self view. So when people ask me and especially because I interviewed for C suite level jobs or a coach to C suite level people they always want to know what I'm gonna pay you \$450 an hour as a consultant or \$750 an hour for professional development or whatever right I may be charging depending on the complexity. How do I know that you're worth it?

### **Kim**

And what my response is, you know what I'm really glad you asked I have a couple of things that you know for me that I have been consistently seeing success in that I want to share with you. That's my opening line. There are a couple of capabilities that I demonstrate that I've consistently seen success in that helped me you know, do my thing, help me show up at my best whatever that is. Okay. So when we think about all of the words that we want to use to describe ourselves, they should always be words where we can start out from a positive space. And even if we have to go into a space where we say this is also a growth opportunity for me, because where I still need to grow is this. It's not saying I'm not good at it. It's saying I've got experience here, and I'd like to get more because, again, positive trump's the negative. So we want to speak about ourselves in a positive way. If you've heard me speak about this in past streams, what I call appreciative inquiry. It means that we're going to start what we're

good at that by the time we get to things we're not so good at it's easy to feel or easy to absorb. So what I tell people is you know what, one of my greatest capabilities is being agile or my ability to you know, my agility, right? I have a real keen ability to adjust and redirect in real time. Sometimes situations come up where we need to make a change to pivot very quickly.

**Kim**

Dr. Datie said, we're just pivot come from a space of change. Dr. Datie comes from a space of pivoting. It's the same exact thing. It's just all about the word economy. And I'll say in the companies that I've worked for in the in the in the spaces that I've been in sometimes I've needed to adjust or redirect in real time, and then put together an action plan for how we're going to do that. So agility for me, is actually a superpower. Do you all hear how simple that is? I'm not saying well, I'm so flexible and anything that comes at me, you know, I'm able to just like, deal with it in real time. You know, nothing kind of fazes me nothing kind of frazzles me. Instead what I'm saying is, I've been in situations where I have to make adjustments and I have to do so in real time. I may not have a lot of time to think but I may need to redirect or I may need to put an action plan together so I am I'm I benefit from being agile, right? It's actually a benefit to me to be agile. Very simple language. Right?

**Kim**

Absolutely. Dr. Datie, please write growth mindset voice. That is a Datie Diamond if I ever heard one, okay, and this is why I appreciate it. Right, using your growth mindset voice, please write that in the book. Ladies and gentlemen, your growth mindset voice. That is so good. Dr. Datie. Thank you because when we talk about ourselves from that place, it allows us to even speak about our opportunities, the places where we're not as good at what we want to be. Okay, absolutely. We were that's what it's about. Let's go to innovation next what it says up there, right. Innovation is our ability to like do things different. So when people again, if people are having a conversation with me, and I'm talking about being innovative, what I say is, you know what? I love bringing new ideas and approaches to situations. What it does is it helps me learn what's important to other people. And it fosters conversation to say, well, let me let me try this or have you thought about it this way? Or you know what? I've been in an experience where we did a, b and c. Do you think that that could work here? And if so, let me tell you more about how I did that. And let's see if we can help you.

**Kim**

Now I am the change agent. I am an innovator but I'm not tooting my horn and say, Oh, I've done this before. I know exactly how this is gonna work and this is what we need to do what the best option is blah, blah, blah. I'm going at it saying I'd like to bring my ideas to a situation and let's see how it works. Right? innovation and collaboration, which is the next one that's underneath there is right on point, right? They actually go together. And what I will say sometimes is is because I bring innovative ideas that actually fosters collaboration. I love interacting with people and I work my best when I am in those situations. Again, folks, simple language. I haven't like humbly popping my collar but I'm not diminishing the fact that I'm good at what I'm capable of what I'm able to do, and I'm capable of bringing that into this conversation. I'm still confident. I'm not dipping down or drawing back. I'm stating very clearly what it is that I've had experience in and how I've seen success. Authenticity, I'm comfortable being myself and doing so with awareness. So when I talk about being authentic, what I say is you know what I value self awareness. And self awareness is what fuels my authenticity. So I'm comfortable

being myself because I'm aware of how I show up and I'm aware of how I want to show up in those situations. Good morning Gclass welcome in in exactly. Confident, not cocky. There is a difference and there's a very thin line in the sand about being there. Off good on the late past you've actually made it which is the most important thing.

### **Kim**

Finally, right being a connector is my last one and then we're going to spend some time writing down our own words and writing some sentences and I want to hear from you guys. Like is this resonating or how this shows up? When I talk about being a connector? What I say is I love watching the light bulb go off and other people right when they're inspired. When I recognize a gift in someone and I think it's going to pair well with someone else outtake my ability to be a connector and bring that together. Now those two things can we can collaborate and out of that is going to come something innovative and new. So now I'm bringing three of my capabilities together. You'll see I just did that. I took one of my capabilities and brought in the other two and tied it together so that there's a seamless exposure to help people are going to experience me. And then in the midst of all of this collaborative, innovative approaches, if we need to redirect, I can now be agile and say, hey, you know what, we started in this one direction, but the ideas are flowing. And now we've got some new energy in the room. We've now brought these two things together. Let's pivot right let's redirect where we were and go into this space. Now we can do that. And now I can show up authentically as a leader as myself. I don't have to do anything different but like that's it like to do them and this is this is part of my development dictionary. This is how I roll.

### **Kim**

Now these are only five of the words in my development dictionary, you should have like 25 or 30 of them. And if you don't, let's spend some time thinking about whether or not it would be in service to this community to have a conversation about how we build our own development dictionary. There should there is no reason that you should be able let me let me start this over. There's no reason you shouldn't be able to speak confidently about yourself with the proper word economy. That is true to you and how you will show up or how someone will experience you. Those are all true statements. Okay. You need to be able to think about what are the words that are in your development dictionary. Now these are five of mine, I could pick five more, but there you should absolutely have 20 words in your development dictionary. And they should come out in conversations, whether it's in an interview, whether it's in a networking conversation, if you are talking to a mentor, a sponsor or an advocate. And remember, we talked about how the the value of each one of those in your circle or in your life is beneficial. You should be using these words in your development dictionary with all three of those folks in particular someone who's willing to sponsor you because your sponsor is likely going to repeat these words from your development dictionary when they are in rooms that you are not in just like your energy goes ahead of you. As Dr. Datie says, right. This sponsor was going to represent that energy in a different room and a different conversation, and so they should have access to your development dictionary to you write it and then you use it and share it with others so that they repeat it because they are having these experiences with you. Does that make sense to everybody?

**Kim**

Okay, I want to make sure that we know clearly how to connect and how to be intentional about what is that's going on and about how we're thinking about things. Okay. So, word economy matters, right? The power that we have, all of these things are intentional, right? All of these things are the way we should talk about ourselves and for those who are leaders of other people in the room. So whether you have a team, whether you lead process, whether you leave something else, you should be able to lead from this place, right use the words. These are the words you should use to describe yourself. Right? I recently helped someone by a sponsorship letter. And because they're looking to get a portion of their work or something that they do sponsored. And one of the first things that I said to him in the letter is none of this is authentic to you. Whereas the descriptor and they said well, you know, actually wrote it using like something in this AI space, which is fine. With a daisy, that's why we're here right? That is exactly why we're here. Okay. And this is why we have these conversations, because this book is great. And you can read the parts of it yourself that are in between, I'm pulling the parts that are going to be authentic to you being the boss of your own blueprint.

**Kim**

Okay. So if you're wondering why I'm hopping around, it's because the I can use the book as well. I've read this book a million times, right. I'm using it in a way that I think is going to be most in service to a broader sort of coaching community that we're having. Right, but I was helping someone write a sponsorship letter and it was the word that I use, as I said, you know, it's a very clinical and said, there's none of your energy in here when I watch you do your thing, right I don't see you in this. So how do we infuse this with a lot of you so that if they're just reading the letter, they take away enough to be interested to want to come see you do your craft, to want to come see you represent yourself and, understand how their product is going to be aligned with you as a brand this development dictionary.

**Kim**

Okay, Carlos06. Did you get that information? She just put it in the chat. Okay. There is something to be said for knowing and believing that when you speak authentically about yourself, you can surely... Okay, awesome... You can surely be intentional about your views expressed right? And listen folks, if you are curious, and you want to go back because I'm making page references I'm happy to go back and talk you through all of the different things that are in the here, right because the book is going to be very straightforward. It has a very HR undertone. You all know that that's where I come from. What I'm doing is adding in the color to the commentary. So you've got easy language to represent and use outside of your that's why the statements on our slide today are very intentional. I want you to understand that how you talk should be representative of how you're thinking you do not have to use big words or all types of buzzwords or other lingo you can speak very intentionally and very simply and convey your point. One sentence is underneath every single one of these words. And so when you think about your own development dictionary, what's your sentence that defines your capability?

**Kim**

Right? See mine for an example. I didn't write a long sentence it's easy for me to be able to say it, it's repeatable, and it's enough for people to go Okay, give me an example of that. So when you say

when people say have a keen ability to adjust and redirect in real time, and when people say what does that look like? I can go you know what, in my in my work, I often meet a leader who may say we were starting on this one journey, and we now need to change due to business conditions. Or I'll say, You know what, I once went into a role where the CEO said, here's going to be your remember. And as I went through preparing my action plan for that remit, he came to me and said, We're now going to have to change this. We're actually going to need to lay people off. And so what I said was no problem. Let's get into a room and talk about what the impact is going to be how quickly we need to get things together. I'll be able to pull a process together for you by the end of the day today and we can design our first huddle for everybody who needs to be involved first thing tomorrow morning so that you can be ready to start talking to other leaders, outside business entities that are going to be impacted, and I can have enough time to notify my team so we can get everything together.

**Kim**

That's what I said to him these are the words that we need to use. Carlo06 the book is called... There you go MyLifeJourney got it...Help Him Grow or Watch Him Grow. Thank you so much MyLifeJourney. But what we needed to do was infuse some words or some infuse some of the things about his stream and about the way he presents himself in right from his development dictionary into this sponsorship letter. So when he sends the letter off, hopefully they are able to see enough of who he is and the way he represents not only himself the way he represents doing his craft and all of that is part of how he shows up. Right? All of that is part of the reason why we would want to thank you. Right? All of this is the way that we would want to be proud to put our products next to you know, his brand and the way he's doing his thing and the growth that he wants to see alongside that.

**Kim**

Dr. Datie Priest, I appreciate you. Write one sentence folks. That was maybe an add on that's the story that I told us. It's so I was able to pull together what the CEO needed in 24 hours. It was a redirect from the plan that I had initially put together. And I needed to put together a new plan right in real time. He called me up and said I need to talk to you. We are moving away from doing this. We now need to plan prepare for layoffs. Okay. I understand. Let's make sure we have a follow up conversation. So I have some context. But in the meantime, I'll get these first three steps kicked off, very simple. And they need to be in there and say, Okay, well what's our strategic approach for the workforce reduction that we're getting ready to execute? No, folks, I don't need to say all of that. Yes, I could have said all of that. But did I need to know I did not need to say any of that. And the most important thing that you can be reminded of as we think about all of these things is knowing that it doesn't take much to inspire what it is that you need for someone else to know about you about your capability.

**Kim**

So your homework between now and next Tuesday, okay, is to start to work on your own development dictionary. I gave you five words. I want you to form your own five words, and write your sentence and I'm sure you're you're like this is a little cheesy. I promise you though. Wait until you get to your next opportunity. And you never know when it's coming. Listen, folks, if you stay ready, so you don't have to get ready. You won't be behind. Or left behind. If you stay ready, so you don't have to get ready. You won't be behind or be left behind. I don't know any other way, say a team. Okay? Because what happens when you're not ready, you get left behind because you never know who's going to wait

for you who's not going to wait for you sometimes okay. One reason I tried to make it so that you can meet you if you're gonna bring the books over I've got to make so that y'all can get everything that you need and the time that we are here and I started a little late this morning Reason because I was having a whole mom moment this morning.

**Kim**

Right? So all of the things that are we're thinking about, right? This is all the ability to go right out of here and do that because what you don't want to do is be caught flat footed or off guard if someone says hey, I have an opportunity for you. Right. Are you available? To do this? Do you have the ability to do this? Can you get this together? That person may then be an advocate or a sponsor for you while you were saying yes, let me get my things together. Yes, let me make sure I do that. When people reach out to me and say Hey, Kim, are you available? Hey, are you available to do this? I say to them, let me get you my resume my bio my LinkedIn profile and my capability statement. I always have four things available to send to them. What will be helpful for you? Do you need bio and headshot? Do you need resume and bio? Do you need resume and headshot? Do you need capability statement and headshot? What is it that you need?

**Kim**

I have an entire bevy of things available to you shout out to Jen may or may not still be in the chat. Okay, who helps make sure that all of these things are with me. Jen and I have a quarterly strategic conversation and it is to review things for me talking. She'll just say let's just put a strategy session on the calendar because I know you're going to need these things. Let's just have a work session. So we can get these things done. Take the time and invest you're there you go Jen. Right Jen will did will tell you all the time like she'll hear me talk about something or she'll see a pattern of things come up in my inbox. And Jen will say she will be talking and I'll see Jen will say I put a meeting on the calendar for you because I see you didn't ask about this far I see that these things are coming up for you or you're you're having more instances of this. And so she'll just take the opportunity to say let's strategize and she will just put the time on the calendar. We just did that last week with some documents and then the very next day, I needed to perform some layoffs and sure enough, right Jen was like let me get you these documents and I just now I just say Jen, can you send me this because we now have everything and she's got it all put together. In my nice little project management software shout out to Monday I use Monday in case anybody ever wants to know what I use. But it is all there and available for me.

**Kim**

Because we make the time to do that. That's all a part of what it is that I have going on. Right so you can get what you need. I took the time to be able to do with these things. Swirls, good morning. Welcome in. Nice to see you. Happy to be in your ear sir. I hope you are doing well. Thank you for being here. Okay. And so all of these things right when I say it is it is the time well spent. Dr. Datie reached out to me right about some things and we got her capability statement together and it is everything okay, let me just go ahead. It was everything when should got it to be I made some very minor suggestions to what it is that she already had put in place and now she's got a beautiful capability statement to help people know this is what they Datie is going to do and what she has to offer when she comes in here, right? All of these all of these things are present. So take the time folks to spend

curating your development dictionary if you want some help or if you feel like can we have an open session about doing this? The answer is yes, we can absolutely do that. Here. I am. Disco Darren, welcome and thank you so much for being here right.

### **Kim**

I am gain to do that here if we feel like it's going to be intentional because sometimes you just need to hear different words. Sometimes we hear the same word about ourselves. And sometimes we need to hear and experience different words, right. We need to understand that we don't have to be whatever it is that we think we need to be we can be who we are, we can be exactly what it is that we want. And we don't have to do anything different. And all of that is going to be intentional. Okay. So with that Thursday, we're going to be here talking about superpowers. And we're going to bring the superpowers back in today. We brought the humility back into this conversation. How do you show up confident and humble at the same time? Thursday we're going to be talking about our next superpower which is intuition. This is my personal superpower. It's the one that I use all the time. It's the one that keeps me the most honest and the most grounded. And we're going to be talking about intuition and what happens when we don't follow it. Okay. Thank you, Darren. All right. We're going to talk good morning classes. We're going to talk about intuition classes knows about this because she has conversations about this all the time in her stream right that when we don't follow our gut, right? She's got stories about like how I had this thing, and I didn't, I didn't listen to myself and then these other things happen, because the world and the universe will show you so we're going to talk about intuition as a superpower and how it ties to humility, and how it ties to compassion. Okay. All right. Folks, with that we are going to we are gonna go see Spiritual Thought Later this morning because hold on. You can come and get this together because I rarely get to raid into her.

### **Kim**

Vader welcome in nice to see, I suppose I think I told you last week. I love love, love, love, love, love. Everybody. I love Vader. That's it. That's as simple as I can stay all right. My gut is hungry to just so that is the next thing that I am going to do is find some breakfast. Listen to me, folks. HR nerd. I saw you say that you're ready. I know that you're ready because I just had a conversation with you. LV thank you so much for being here. Listen, folks work on your development dictionary words matter and word economy is even more important. Okay. All right. Thank you so much for being here. Appreciate you all go vote for your favorite folks in all of our categories for the Twitch awards. Okay. Always good to see you. Give everybody a follow. Let me tell you what my guy Big Stov so says love is what it does. So go show love. And go show your support by following, supporting, voting, whatever that is. Okay. Copy the raid message. We're going to go show Spiritual Thought Leader some love I will see you all on the other side. All right, I am sending you into your Tuesday with all of the good energy and light that you will need to guide you take exceptional care of yourselves and we will speak again on Thursday. Morning.