

# The Blueprint\_ Grow With the Flow (October!)

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### SUMMARY KEYWORDS

strengths, blueprint, highest potential, weaknesses, swot, talk, folks, shadow, space, stream, self awareness, sap, meaning, raid, book, happy, tuesday, achiever, conversation, systems

### SPEAKERS

Kim

#### Kim

Here at the Blueprint we teach you how to use your skills, capabilities and resources. If you can do three things, you can operate at your highest potential. You can add value to whatever work you own or are responsible for. And most importantly, you can show up as your authentic self. Because when you can do that, you do not have to dim your light. You don't have to shrink back. You can be great in your gifts and you can let them shine, you can let your gifts shine. And when that happens, everybody gets to see you at your highest potential. And you can show up as you and that's the best thing that you can do every day is give your authentic self to the world. So this is a space where we come to do the work. We show love and support. And we hold each other accountable both inside of the stream and out of outside of here. So my goal is that you leave this conversation every day with something applicable or tangible that you can use. In your next conversation. Your next meeting in your life in some capacity. So that's what we do here and who I am.

#### Kim

We're going to do a little bit of housekeeping and then we're going to jump right into today's conversation. And it's already October, and we are in month three of our Grow with the Flow series that is also split on Thursdays between our Super YOU! which is getting into the superpowers and exploring kind of some of the things that make us who we are that help us in the professional realm. So we're going to dig a little deeper into the kind of the career development space this month. We've been easing into it, but we're gonna really kind of put our arms around it and put a bow on this Grow with the Flow series as we move into the rest of October. Which I feel like we were just starting this in August, and coming off of our mantra of our blueprint mixtape series and now we're almost three months through this so thank you all for rockin with me for hanging in these conversations for doing the work. It is not lost on me at all. That you all are staying committed. So appreciate you and with that couple of housekeeping things we are officially in October.

**Kim**

This kicks off our month with beats for a cure. I think I've shared with you that I will be participating in that I was invited by one of our own DJ Dement to have a slot during our fundraising campaign but that is not going to stop me from going ahead and promoting that now. My date is October 26. The blueprint will stream from 11 -1 that day. I'll have a two hour window and that will be primarily the time that we are doing our fundraising however, you will start to see the overlays and the things here so we can go ahead and put the links up if you're interested in supporting and donating. I will be making a donation on behalf of cable consulting, which supports the blueprint and all of the other kind of media outlets and places where I am more publicly.

**Kim**

So if you want to participate, we'd love to have you do that and some of the things that I will be talking about on Thursdays will be dedicated to some of the time or some of the things that sort of talk about our holistic health and just tying that back into who we are our superpowers even more important. So excited for that. Thank you in advance for your support. Thank you to everybody who voted for The Blueprint and the Twitch awards. I did not win last night. DJ TNTAutoDetailing one newcomer of the year but myself, Music Spasms, Tap the Soul and then there's there was one more person in the in the category that I wasn't familiar with. We had a great turnout a lot of support last night so appreciate you all just finding The Blueprint worthy of recognition and acknowledgement. I am here because of you. So thank you again for the support and certainly go give DJ TNTAutoDetailing some love. Mymoddy raided into him last night with like 300 people right as he was getting ready to raid out so we got a chance to go celebrate him for just a few minutes but if you come across him today please show him a little love.

**Kim**

Next week, I am confirming that there will be a stream on Tuesday for you. Avery will be out of town for a day or two with that as his fall break for school. And so if we've got the appropriate setup, we will stream but I should be able to know that by Thursday and if so it will be a take over Tuesday and the prince will have part of the stream So more to come on that. Just so that we can plan how we're going to keep doing our Grow With The Flow series. Because many of you who have purchased this book- Help them Grow Watch Them Go. MyLifeJourney is going to put the link to the book in the chat. This is an excellent career conversations book. We're going to be diving into it today. It is meant to be an aid to you when you are looking for the right words or language that you want to use in career conversations. If you have a coach if you have a mentor or sponsor and you just want to get more clear on things or if you want to have a conversation with your own HR team or partner that helps with career management. I've been using this book for about 10 years and I use it in my coaching. I go back and read it every once in a while or pull things from it and that's what our Tuesdays have been about for the last few weeks.

**Kim**

So we've been using this book and referencing it in an effort to add to some of the other coaching that I'm doing. Just as you know, you're streaming here on the blueprint. So that is what's going on there still time to get the book if you're interested. It's not required to participate in the stream. It's just where we've been making notes and it's been a really good place of reference for everyone. We've been thinking about things Excuse me. Okay. So those are announcements this morning. I will

do some reminders on Thursday and then confirm for you Tuesday whether or not the stream will officially be on and then we will go from there. Okay. So with that let us see who is in the stream this morning. We get some reups already. I know how to say thank you so much for the reup. 10 months already it feels like I just got started. Thank you and mylifejourney on the rehab for also 10 months appreciate you guys. Happy blueversary to both of you thank you for being here. Good morning, my life journey. Thank you so much for being here and I see lots and lots of you in the chat while I was doing housekeeping. So let me scroll back up. To make sure I can get to everybody.

### **Kim**

Let's see who jumped in here for a second. Give me your good morning. Welcome in Nice to see you. Thank you so much for being here. Good morning EastValley67 happy Tuesday to you. Good morning welcome in all good on the work and lurk. Appreciate you amusing morning Jen. Nice to see Twana welcome in happy to say to you I hope you're well. Who else has made their way in here. Katie Browns, welcome in. Happy Tuesday to you. Thank you for being here. Hey Marie. Welcome in Happy Tuesday. All good having you in the lurkers lounge. You've got to see Camry, she is like, the ultimate lurkers lounge extraordinaire. That's where she hangs out. Good to see ya Maria. Hope you are doing well. Dr. Donna Dennis Tuesday blessings right back to you. Thank you so much for being here. Everybody, let's see who else has come in at this point. Chrystal Method welcome in. Nice to see you. I got the link for the book. I believe that I got everyone listen, if you are in the chat, and I didn't say good morning, please say something and I will acknowledge you and in the meantime virtual salute to everybody who was working, lurking and commuting. I know what this time means for folks that are getting settled some part of the transition in your day, whether to start or whether to finish and I don't take it for granted that you are here and that you are giving time to the blueprint and most importantly that you're doing the work. That's important to you and for you. So thank you for that. All right, let's jump right into this book.

### **Kim**

We are really going to dive in. I am excited about today's conversation because this ties back to things we've spoken about in previous blueprint sessions. So let's go ahead and add this into our conversation today. And we are going to skip ahead, just a segment. So this whole thing has been about...Good morning, Jennifer, nice to see you. Happy Tuesday. This whole conversation has really been about a variety of topics. And it's been all about career but really about how you show up in the space of your career and your your own journey. And so we've been talking about this whole notion of sparking action and feeding progress, whatever that is. And that's looked across their world topics and we opened up with why your career and by career I mean whatever you are pursuing whether you're a business owner and entrepreneur, whether you work for somebody or you are in the process of doing some type of transition, any every single one of these is going to be important. You're always having conversations and building relationships because they matter. You are always figuring out what your past is going to look like at this point because what you're doing today would shift and you could be doing something tomorrow, next week, next month next year. And that requires you to be a leader at every level. So these are four founding components for this whole flow with the flow series.

**Kim**

And we've talked about a couple of key components that everybody should remember the power of questions. Questions are how we gain information. It's how we exchange information. And it's how we assess where we are on our own sort of knowledge journey, a reminder that it takes a village so you'd have to be clear about losing your foxhole. Now inside the workplace is to be a manager or leader. It could also be a mentor and advocate or sponsor, but mentors advocates and sponsors can also happen outside of your workplace. And in fact, sometimes that's encouraged so that you can keep that separation there. That type of benefits that you get from a mentor who's not inside of the organization. They actually serve you better because there's less bias or less sort of sway from being connected or staying aligned to any type of company values, organizational strategy or anything like that.

**Kim**

We've talked about hindsight and foresight. So this notion of looking back to understand the journey that you've been on so that you can look forward and anticipate where it is that you're going. Keeping the bigger picture in mind helps you not be disconnected from your goals are where you ultimately want to be. And we talked about this whole notion of thinking global but acting local, so think big picture, but be able to do the work right here in your own immediate community. IE, What are the things that you can control right now that are going to help you be intentional about where you want to go next? Because if you can think global, right, I want to take what I'm doing on Twitch and turn it into an opportunity to let the blueprint be, you know, a well known leadership podcast that's broadcast on ABC News, right? That's a big goat right then I have to act local, if locally right now is Twitch, if it is a blueprint road tour or whatever that is, and that's where I want to be able to meet you. I'm going to pause here before we go to the next slide.

**Kim**

And acknowledge that we have a raid coming in from DJclasses and the mindful moments meditation crew. I was in there before I started my blueprint conversation this morning. So welcome in DJ classes. Thank you so much for the raid. Happy Tuesday to you all. Come on in raiders get comfortable you are right on time. We are just doing a recap of where we have been over the course of the last two months. I can't even believe it's been that long and I'm just setting us up to be able to go into October and round out this series. So I'm happy happy happy to have you with this is a classic awesome stream this morning. Listen folks, there are some amazing people in here. You need to follow these classics I know DJ LB. Barbecue Media is in here as well go get all of these folks to follow you will pay me later and be better for it. I was in DJ Classic stream this morning. She was doing it in the magnificent meditation. And the the mantra this morning is I am mindfully focused on what I am doing at this moment and it was super powerful. I'm going to say that again. I mindfully focused on what I am doing this moment and that has been something that I have been sitting with over the course of the first couple hours in a way where I'm mindfully focused because it's so easy for us to get distracted.

**Kim**

And we're going to talk a little bit about that today because we're actually going to talk about the dark side of our strengths. So it actually ties into the work that we are doing so let me know it's our writers and then we will jump right back into the recap so there'll be Misty Blue. Welcome and thank

you so much for being here today. DJpurpose214, happy Tuesday. Good to have you in the blueprint. Michelle, good morning. Nice to see you MsJUK always good to see you. Celo702, Miss Chocolate Happy Tuesday to you. Welcome in BrocklynnBaby good morning. Good morning. Good to see you. Let's see who else has come in on the raid if I missed you. Miss Harmon 29 Welcome and nice to see you. All good. Celo702, I know I'm glad you stayed to get the word from her Celo because it was really good. I stayed in as long as I possibly could. I'm watching you people welcome in Nice to see you. Thank you so much for being here and for the bits. Appreciate you. Anybody who came in from the raid and if you're immediately in the lurkers lounge go make yourself comfortable there. There will be coffee and breakfast charcuterie that greets you. When you're there. If you're not a coffee person, there's a variety of infused waters. That will be there. Welcome and if I missed you, please say something so that I can acknowledge you in the chat. Otherwise virtual salute. Thank you for being here. Thank you to everybody who is lurking, feel free to stay there. That is certainly in support of where you are in your morning.

### **Kim**

Okay, so we were just doing a quick recap of the entire grow with the flow series. And we were talking about this whole notion of thinking global and acting local and defining what that is. And essentially what that means is having a bigger goal and starting where you are with what you can control that you can move it towards all of those things. From there we went into this whole notion of the development dictionary probably one of my favorite conversations because this focuses in on. Sir Tommy Williamson on the check in I see you good morning welcome in. This actually focuses on the words we use toward the classics to describe ourselves. When we are talking about why we are the best person for the job, why we should be considered what are the immediate gifts and things that we're going to bring to a situation. Our development dictionary gives us words to allow us to stay humble and confident without downplaying or diminishing our gifts. That's really important because when we start when we start to talk about ourselves, we want to make sure that people recognize that we believe in our capability if we speak in a way that different companies otherwise and they may not feel like we're the best person for the job. We are the right fit for the opportunity.

### **Kim**

Welcome and thank you so much for the reup. I love you guys. Happy Tuesday. Hope you're doing well. So we want to make sure that this development dictionary really becomes a part of how we talk about ourselves. And so what you see here is an example of my development dictionary. So these are words that I may use. And what I might not say is that I'm agile, but the sentences that you see underneath there may be how I talk about myself and I may say you know what? Where I've been able to see success is in my ability to adjust and redirect. That's a very clear sentence. I tell somebody. Okay, Kim is flexible and she doesn't you know, she's not so stuck or so rigid, got opportunities to be able to flex and the rest of that is examples of how you can say those things without coming across as cocky but stating your confidence. Revel happy Tuesday thank you so much for being here for follow, always always a good time in her stream.

### **Kim**

All right. Then we talked about this relationship between networking and mentoring. And the benefits of having exposure right and we talked about creating compelling connections. And we also

talked a lot about how exposure sometimes can be negative because it feels like it's we're being exposed to coming from a place of showing our gaps or our weaknesses. And we also talked about being exposed and this whole notion of you can expose yourself and not feel like you need to immediately reciprocate someone who maybe helps you or support you in that exposure. And this whole notion of being an experienced engineer being meaning I'm taking everything that I'm learning right now in real time, and I am applying it or I'm holding on to it until it is till I'm ready to use it in another situation. All of that is a byproduct of networking which in mentoring which in the book they refer to as MIT work and which is a very interesting collaborative term.

### **Kim**

All of that brings us to today we are going to talk about the dark side of strengths now. Everybody remember a few months ago over the summer, we talked about our shadows and we looked at those who were a farmers and she worked on the starters, meaning people who are motivated by power people who are motivated by relationship or affiliation, or people who are motivated by achievement. Okay. And remember, we had a color for each one. So I think our farmers were red or achievers were green and our starters were blue. So if you remember what you were in affirmer and achiever or an assertor, put that emote in the chat. I am an affirmer, so shout out to the rest of the affirmers out there. The achievers that are out there, right and the assertive because we're going to talk about how your shadow actually may show up. And why it may not be beneficial for you to always operate in your strengths. And if you have the book, we are in chapter two, and we are on page 32 and 33. That's where we're going to spend our time today. So just a reminder, this is what the book looks like not general put the link in the chat. And then we will jump right into our conversation. There have been lots of farmers coming in already. Right folks who are saying that they were a farmers Jim says that she's an achiever I can attest to that Jim's and achiever y'all listen to as Jen, can we do something she is likely going to do it in the same day.

### **Kim**

To do it, which I love about her she was going to be prepared for other things right. So shout out to all the affirmer that are in here and the achievers. If you remember, if not, and you want to take the assessment, I can drop the link or I can say the link out loud and it will quickly give you the free version of it. So you'll know if you're an affirmer and achiever or a crusader. Hey McFee welcome in nice to see thank you so much for being here and for the reup 10 months with you. Thank you for being here and for supporting the blueprint okay Crystal Method. The website is alpfree.com. Alpfree.com Typically, if you want to take it again, you likely have not changed right? I took this assessment for the first time in 2018 when I started graduate school and I have to say I have taken this assessment so many times we've coached people, it is alpfree.com. Thank you MyLifeJourney for documenting.

### **Kim**

Frank 28. Welcome in I see you happy to say to you, okay, for anybody who wants to take it again, there's some links, but let's talk about the dark side of strengths. Now. What we understand about our strengths, strengths are the things that work in our favor. Klock welcome in and nice to see you happy Tuesday. Good to see you Klock. I love about the energy space, right? Is that take yourself too seriously at all. Okay, so shout out to you. One of the things that I think is good there who wants to be nice to see you. Thank you so much for being here. Happy Tuesday. As well, when we think about

our strengths, ladies and gentlemen, what I want to call out is this. We go into this whole notion of strengths being the things that we are good at the things that are going to help us help other people be great at our day jobs. Be great at supporting others. And what I want to make sure you know is that that is true. Our strengths are always the things that are going to support what is happening as we think global and act local right. The acting local the work that you put in to get to the global place is going to come from the strengths that you wield.

### **Kim**

Okay, so you see that quote that's up there. This is actually in the book. And I want to make sure that we call attention to this and it is on page 31. Now I have modified it a little bit the old quote is in the book, but essentially what it says is your ability to take satisfying and productive steps. I want to put emphasis on satisfying and productive because sometimes we take steps or we make moves or we you know align to a choice and we're not satisfied with the outcome. Ultimately, we want to take steps and make moves so that we can be satisfied with our outcome. And it says productive steps towards and I put an asterix around career because yes, we're focused on our career, but this can be other goals. Ladies and gentlemen, right if you've got a project if you've got a place that you want to get to. It can be anything from planning a wedding to planning, you know a birthday party to figuring out how you're going to make your move from your current job and to being your own boss. The goal is directly proportionate how your self awareness is set up. Are you self aware can you look at yourself and understand that I'm able to bring my development dictionary into this and describe how I'm experienced or what I'm doing really well. If you are not self aware, here's where the shadow work comes in.

### **Kim**

Welcome in. Nice to see you. Don't worry about being late. Nice. You are here. Okay, see MyLifeJourney. She can get you all the things that you need, including boss gear, in the event that I step on toes because you all tell me that I've known to do that but it's from a place of love. So welcome in. Okay. So when we think about this whole notion of our strengths, right, our strengths are positive. And at the same time, I want to acknowledge that we're dirty. I want to acknowledge that sometimes ladies and gentlemen, our strength can be the catalyst for our weaknesses. Let me say that again. Sometimes our strengths can be the catalyst for our weaknesses. Meaning can we wield our strengths too much, so much so that they become a bad thing and we're going to look at these two laws that are in the middle and now these two laws are not Kim Gem's that will be very clear they come right from the book but I'm going to Kim Gem them for you. Because I want you to understand, right too much of a good thing. Exactly. Exactly. And we're going to talk about how sometimes our I'm sure I'm missing something for me, but I know you're in here sneaking in comments as I started talking about talking about okay, so listen, everything that is good for us, even if it is something that can help us still has to be wielded in moderation.

### **Kim**

Let's look at law number one. That's right. There in the middle. It says too much of a good thing isn't always a good thing. Okay, let's think about eating healthy. Let's think about anything that is positive, right? Yes, it is good. And yes, it is good for us. Already. Who says that I've stepped on her toes already. Makes sure we see MyLifeJourney for the boots. Okay, she can get you taken care of. Listen, folks law number one says too much of a good thing isn't always a good thing, ie a strength

used in excess can become a problem. Okay, if you take the things that you are good at and overly use them or if you don't have self awareness about how you are using this. They can backfire on you. Okay, sometimes it confidence is a strength, meaning I show up informed I show up prepared. I have a good understanding of how all these parts work and where people need to be leaning in where there needs to be opportunity to connect the dots. If you operate in confidence and confidence is a strength but you over index on that confidence that confidence can then become cockiness, or can become something else right? You can show up as obnoxious. You may actually show up as someone who is right. It who's operating from it in an inflated self view instead of an enhanced self. Okay, so too much of that confidence can become a problem and then it allows people to say I don't actually want to deal with Kim. Because while she's confident right sometimes it comes across as cocky and she's got like a chip on her shoulder. She thinks she really knows everything.

### **Kim**

That's not the energy that I want to be on. But confidence is a strength that I have because when I show up confident you will keep coming back to the blueprint because you go Hey, listen. She knows what she's talking about. She's coming from these places where she's got reference materials she's prepared. Our slides are pretty all of that is fine. But if I come in here, and I go, Listen, let me tell you why. You need to understand that the dark sides because I coach people, right? I have worked for Microsoft and I've worked for ESPN and I've worked for zoom and if I was always touting about the places that I worked, as opposed to the experiences that I have it well watered down. The things that I was doing the morning music says welcome and good to see you. Happy Thursday to my life journey you're telling me the words are blurry. Can you put that can you say that again? So glad I can see it. I think I think that you're talking to me, but I want to make sure so the thing that I want to make sure we call out is this. There can be too much of a good thing big so welcome in Nice to see you happy Happy Tuesday to you. Thank you for being here.

### **Kim**

Okay, well, so we are talking about the dark side of our strengths. And we are talking about law number one which is in the middle there which is how much how much our strengths can sometimes work against us, which gets us the law number two, which says strengths are context sensitive. But three the information that's underneath there it says a strength in one setting can actually work against you in another setting. Let me say that again. In one setting can actually work against you in another setting, which means in the workplace. If you are a great leader if you are really intentional about being clear and concise in your communication. If you receive praise for the way that you read or the way that you delegate or anything, you could take that same set of leadership competencies and go into a different situation. Let's say you now instead of being a leader, let's say you're volunteering or let's say that you are now in a different space. And in that other environment, these very same strings, drive people crazy and they're like, Oh, I wish that she would always just okay. You're being in a firm, right?

### **Kim**

She's always trying to tell people around she's always bossing people she thinks that we don't know what we're doing. Right? She's always like, just telling us, all of these things right within your work environment. That's leadership, outside and in different environment. None of those strengths aren't appreciated. In fact, they are not looked at as strengths at all. And because you don't have high self



awareness, you may not recognize that the context in which you're given your strengths are not positively received. You got to know when to lay up the strengths and when you might actually be operating in your shadow as opposed to in your really good spaces. So let's talk about what a shadow is.

**Kim**

So you remember, okay, thank you for letting me know that it's not blurry because I was concerned for a minute there. Listen, folks, your shadow is the thing that may be overpowering. Your self awareness, meaning if you can't recognize that in one environment, your strengths are really valuable and then in another environment, they are not your shadow may actually be taking over. So for those of you who have taken me as the free ALP, and the link is in the chat it is [alpfree.com](http://alpfree.com) And you want to know if you are at a farmer and achiever or an asserter. What I mean by that is when you look at whether or not you are an affirmer, let's just take those because that's what I am. So I'll talk about myself as an affirmer. I am loyal. When I am at my best right when I am operating at my highest potential I am loyal, I make very clear decisions. I am supportive. I am so many things, but when I am in my strengths and my strengths may not be welcomed in that environment or my self awareness is low or my shadow was taken over. I actually may be indecisive, I may show up in this fear of judgment or fearing like I'm going to get rejected and so I am operating from a space of fear. And because of that my shadow now overpowers my ability to be self aware that is where I may then try to push my strengths to show up confidence and just show up as if, you know to show up as how I want to be perceived.

**Kim**

And that's where too much of my strength can become a problem because now instead of people receiving that people are pushing me away because they're experiencing my shadow instead of experiencing experiencing me at my highest potential. Does that make sense to everybody? Right so we don't have self awareness our shadow can take over and then our strengths may not be benefited in our settings and then they may end up actually being a problem to everybody. Okay, complete problem. That is the dark side of our strengths and why self awareness is so critical when we do that. Now, let's jump to the book for just a second. So if you have a book, okay, or if you are following along in the book, page 32 is where we are. And we are going to go to the end. I love this part because we're now moving into the pool of weakness, right? The book says do they do? Let me know if you guys have any questions for those who are new. I know there's a lot of new folks in the chat or some for some streamers or folks who might not have been here for the whole series. So I could tie all of this in for you. Okay. Oh steady stream. Where are you an affirmer and achiever are an inserter.

**Kim**

And because I'm talking about this, ladies and gentlemen, I'm going to do a recap of what affirmer achievers serie is I'm going to bring back those videos that I showed you all that had my professor in explaining that just because we're going to be talking about these two themes throughout the next four weeks in October, okay. So Telestream if you're comfortable, you can put in the chat what you are but everybody's okay. You're an affirmer so I'm an affirmer too. That means we appreciate and value, affiliation or relationships, but we have a severe fear of like rejection. We don't want to be rejected or we don't want anybody to not feel like they can receive us and that shows up in different

ways. So we use the word rejection, but sometimes it's also knowing that like you've disappointed people, or you've let people down or right because then they're rejecting me. Lushawna1908 Welcome in. Nice to see Lushawna says she is an affirmer too. So I'll talk about it more steady stream, I promise but that's the very high level of this.

**Kim**

Listen, I ended up doing an entire stream about this simply because it was so interesting and may make the full assessment available to folks. I'm thinking that once we finish this that's how we're going to spend November going into this whole notion around self awareness and really digging into the shadow work in this calendar year and then really go into January open and aware and just clear about who we are what it is that we want you to do. Okay, so let's go into page 32. If you are following in the book, literally telling you your character DayStream, okay, all good. So at least you're telling me. Do y'all see how SteadyStream said I'm telling me about character and not stepping on toes? It could be the polite way of saying, but nonetheless, I'll take the I'll take the positivity. All right.

**Kim**

Okay, so 32 Let's talk about the gravitational pull of weakness and we're going to talk about this whole notion of SWOT versus SOAR. I've introduced the SOAR model over the summer when we were talking about motivation and momentum. If you remember that that was all during the month of May, right, which seems like it was eons ago. But remember, I tell you guys all the time, everything is connected and ties back to each other. All right. So there's a quote in the book, and I love this and we're going to spend some time here with this. So this is where if you don't have your pins, it's your pens or if you're taking notes in the book, or if you have your sticky notes like I do, right? Get your sticky notes because we're going to want to make notes here. There is a quote in the book that literally says most people are disconnected from their strengths, but are strongly drawn towards their weaknesses. That is not a Kim Gem, but I'm going to adopt it as one because I'm trying to tell you, there is a lot of truth in this and you don't even think about it. Let me read it to you again. And then let's give some practical examples.

**Kim**

Most people are disconnected from their strengths, but strongly drawn towards their weaknesses. Case in point, if I asked you Jennifer, you think you're in an affirmer okay. If you need me to whisper it to you, Jennifer. I'm happy to whisper this link to Okay. Because here's the thing, folks, disconnected from their strength. If I said to you, tell me what you're good at. What would you say to people put bad things in the chat that they are good at? If I said tell me five things that are good about you. Who in here is immediately going to be like I'm this I'm that I'm capable of this? I do this well, and I found success here. Right. Most of the time. We're gonna say you know, like, I'm a good person, right? Or Mitch is an assertive so means you come from a place that well that makes sense to me. Sure. You, you are in the military. So that right, you move from that space, right? I need to assert this level of authority. I like to have control you're also a chef. So you know, right? This and this go together. And these outcomes are now going to yield this if I put this with this. It's going to create that and that's not what we want. What we want is to create this. So you assert your knowledge in order to get the outcome or you assert whatever it is to be able to do that. Okay. All right. I'm watching you people says drawing poetry, satirical rewriting, volunteering, outreach. Yes. So those are things I'm watching you

people that are not strengths, though have I said to you. Are you a strong communicator? Are you an effective communicator, can you clearly convey what it is you want? People to know? And make it easy for them to understand? Right? Are you right? I'm watching people very different than right satirical writing.

**Kim**

Writing is a form of communication, but in volunteering, what if I said to you, do you have the ability to make really good relationships or can you connect with people or find like that medium ground where you can make sure that people are, you know, experiencing you in the right way? Right? That's that's building relationships, or do you have the ability to influence can you take something that's important and help people understand where their place is in that and then influence them to go in the direction that is desired across all those are the things that you're that's what we talked that's what I mean when I'm talking about strengths, however, in the opposite, okay? And I'm glad you said something. I'm watching you people, right. If I said to you, give me your weaknesses. What are you not good at? I bet you know, we could do a laundry list that oh, man, I am terrible at listening. I am not great at following directions. I hate doing right. People could run me down a whole laundry list of the things they're not good at because what did I say to you last week? Positive emotion trumps negative emotion any day of the week. However, we are not comfortable in positive emotion. We are very comfortable saying what we're not great at or telling other people what they're not great at. So and so they're a terrible listener. They always interrupt. They talk over this that and the third story right pick whatever it is, but there is a whole moment where we can spend time talking about the things that we are not great at or calling attention to the things others are not great at. And watching people says things that will be the answer most of what you do in volunteering, right go to serve. Yes.

**Kim**

Shouldn't isn't giving sure that makes a ton of sense, right? It makes a ton of sense. Thank you for sharing this. LB says it written the name of the book down two weeks ago and can't find it. Yes, of course. Of course. Listen, mylifejourney, don't raid me out. We still have time. I'm gonna listen I had to tell my life journey, the title of the presentation last night. And then I asked her very politely don't raid me out today. MissLB the title of the book is Help Them Grow, Watch Them Go. I think the link just gonna put it in the chat Pisces 20 Good morning. Good morning. Welcome in. Thank you so much for being here. Mitch. Are you laughing? I'm catching up on the chat for just a minute. Okay, to make sure I didn't miss anything. All right. So here we go.

**Kim**

The link is in the chat if you want to take this. Here's the thing when we talk about this whole notion of putting your weaknesses in Okay. Leroy Brown with the check in welcome it nice to see thank you for behaving. Leroy Brown, you can make your way to the lounge if you would like. Okay, I think that there might still be some breakfast charcuterie in there. If you're interested, right. KB Browns. I appreciate that. So listen, we are disconnected from our strengths, but we can tell you all about our weaknesses or tell you all about somebody else's weaknesses. Because sometimes it's easy to feel welcome and nice to see because sometimes what we know is this, that the things that we are good at, we have a hard time talking openly about all of those things. Okay. The things that we just said that they're in a firmer Crystal Method says she's still an affirmer. Yeah, it's rare that you shift Crystal

Method you would have to have a very significant shift in your life. In order for you to for this to change, right you are in those spaces. Steady Streams, absolutely. Whisper them to me, yes.

**Kim**

You can drop some of them here. I will answer as many of them I can as I can, but definitely whisper them to me okay. I want you to be positioned below feels disconnected in many ways can't go out and do she used to because of medical reasons. Because you have a power chair. Yes. And so some it feels like there are some limited, you know, perceived limitations, right? Only so much you can do online. Yes, and that and so that's normal when we talk about sort of the pull of weaknesses is we talk about being disconnected from your strengths but drawn towards your weaknesses. So I see you there writing things and saying these are the things that I want to make sure that I can do but I feel like I can't do them because I'm limited in certain ways. By certain things, right? All of this stuff, and I hear you and so notice there that there's a question in the middle which says can you see your strengths and your shadow? Okay, Marie, we should talk about that. Kay Marie, because here's the thing, sometimes K Marie, you actually have a dominant and then you have one that's really, really close. So can we your secondary might actually be an affirmer. So we might need to get you the full one so we can really look at it because the affirmer may be how you show up in the work that you do and because I understand the work that you do, but the assirter may be the I'm driven towards results. It's so fascinating. Okay, all of these things. So let's start Okay, Marie, for sure.

**Kim**

And so I see everybody who's in here taking the assessment and learning all of these things. Leroy Brown, I'm not with you. Okay. So when we think about this, the question that I want everybody to write down is can you see your strengths in your shadows? Can you see your strengths in your shadow? The answer is technically no, because your shadow is the dark parts of you and the strengths is where you have light. It is where you are intentional about glowing. It's where you shine the brightest in theory, unless your strengths are being over engineered or over executed, which is where we were on the first slide. It's a sometimes you cannot see, you won't be able to see your strengths. In your shadow. In fact, your shadow will drown those out because that's the darkness. That's the part of you where you're not operating at your highest potential or doing the things that will be in service to you. Okay. All of these things that we are talking about fall into two categories. I'm going to let you see the full slide here. So I want everybody to write down SWOT and SOAR.

**Kim**

SWOT analysis for those of you who may be inside of corporate America or in a space where you're assessing shots and my project managers who are out there, my Scrum Masters, people who work in it, people who work in HR, any type of operations functioning, Jennifer says, often whereas if you're having to do, Jennifer, this is like I learned this in graduate school, right and so sorry about the grad school level academia and just your brain. As Dr. Datie Priests would say as you're taking in all types of information, okay. There you go SteadyStreams says London UK supply chains. Yes, the shout out to everybody who works in supply chain logistics, sales, right all of these things.

**Kim**

So let's talk about SWOT, which is strengths, opportunities. I'm sorry, I wrote this. I wrote it wrong because I was tired this morning. Its strengths, weaknesses, opportunities and threats. Okay. Strengths, Weaknesses, Opportunities and Threats. I want you to people don't apologize. Don't apologize at all. This is what we're here for. This is the work that we do in this space. Everybody puts their comments out there. Everybody puts and responds to whatever it is that they see fit. So what I may not get to it right away as I'm looking through the stream, but ultimately, everybody's reading each other's comments. So if I don't acknowledge it out loud, somebody else will. Right. And you just came from the stream before this, and I was in that with you. And so we're talking about the opposite of anxiety and positive right and I know you were in there experiencing some things, so please don't apologize, right. Don't feel like you have to reel it in. Good afternoon, Barb. How you doing? Happy Tuesday to you Barb. We are talking about the dark side of our strengths. And if you if you remember Barbara, we did those assessments that ALP free over the summer where we were talking about being an affirmer and achiever or an assirter.

**Kim**

Okay, you were looking Alright, just making sure Listen, y'all Barbara told me the other day that she was studying emotional intelligence and she sent me some screenshots over WhatsApp and she was like we were the first person that I found out so telling you folks it is it is it just warms my heart when you all take the things. You take the things that we learned here and it starts to show up in your in your lives outside of here, right that's very very important. So strengths, weaknesses, opportunities and threats. When we talk about your shadow your shadow is probably the SWOT part of this. As we are assessing our strengths. SWOT says immediately what are our weaknesses? Right? I see you music spasms, talking about right the it in response to DJ SteadyStreams. You're a DevOps analyst, y'all are my people, right? I come from tech hardbody. So people who are data scientists tech fellows, DevOps people who work in the project management and on the pm side of the house folks who are you know, Scrum Masters right I don't know if what the key media is still in here, but he and I chop it up all the time about his world and he always tells me that he appreciates that he doesn't have to explain certain things to me right when we talk about user experience and testing and all that stuff, all the QA space like that is my jam.

**Kim**

Those are those are my people who spend a ton of time and so if you spend time in this space, SWOT and SOAR is likely going to be beneficial to you because you all understand strengths, meaning like what's working well what is doing what what is weaknesses, where do we have these opportunities and what what's the threat to the success? Right, what is the threat to anything that is going to stop us from soaring and if we look at SOAR underneath there is our strengths and then we go into opportunities immediately over weaknesses. You see the difference there? And then aspirations where do we want to be that we are not dominantly on the check in see you welcome in welcome in right and then what are the results that we want to get so to all of the journey for the time check, okay for everybody who is in here and in particular to the folks who are in this IT operations, testing space, right and I see all of you right lock and key music spend steady stream, right, those of you who are in PM, or aspire to be if you're thinking about moving into this space, this is going to be something that is way more present for you but then also those of you who are business owners, entrepreneurs if you are

leader, leaders in any capacity, right, you are ebbing and flowing between SWOT analysis and SWOT analysis in the way that you assess problems people in process every single day, right?

**Kim**

Every single day I'm going to use keylock as an example only because you talk about systems and process a good bit. So in the work that he does, because he was telling me a day or two ago that he's thinking about moving into a different part of the company that he works for it so we were just chopping it up about. Alright, so where are you and what are you doing now? And where do you want to get to and we were talking about SAP. So for anybody who's ever use any type of enterprise software, okay, SAP is moody. It's a great tool but it is so moody and technical SAP, ADP, Workday for those of you who use failure with its extreme I see you. Right. It is a lot right. Celo says SAP right. So does anybody get agita in their spirit? When I say SAP, workday, ADP, and UBS enterprise systems, all of those things, right, Zendesk is another one. So I use workday when I was in zoom. We use SAP when I was at Disney for anybody who's worked for Disney on any level. All have exactly just all of these things but these systems are Tommy says he's logged into SAP right now.

**Kim**

So listen, folks, you get that so when we talk about when I'm using these as an example. So here's the thing. These systems are designed to be able to call out the weaknesses. This is what's working well, but we've got a weakness here. This is a weak spot, whether it's in the code. KB Brown says he's familiar with Workday. And this is now a threat to the code or web systems crashing Shanna says SAP and ADP. Listen, y'all are with me on this. This is why I bring this in here because I want to make sure you know and that we chop it up about this right I want to relate it to the things that you're doing. I also want you to know I'm closer to the work that you may be doing even if you don't know me. If we don't work together then you may think right. So understand, I sit in these systems. And I have been in and out of them.

**Kim**

Okay, so when we talk about this, the systems are designed to call attention to the threats, the weaknesses, whether it's in the code, whether it's in write the inputs in the outputs, the things that we're talking about, right? The things that are supposed to be working, that are not working. And so this is what Klock and I were talking about. We were just talking about something and he was talking to me about SAP and about like the testing that he is doing on it and from an HR standpoint, because that is the part of the business that he supports. Right so he does testing for HR and people systems. So he speaks my language on a different level. And we were talking about transferring that into the potential for him to do something else, right, whatever that is. Next, and it really went from like a SWOT analysis which is okay, these are the things that I'm doing rather than I don't have and he was saying, you know, I want to pursue my pm but is that right? Or is this the time? And so if you ebb and flow between these slots, right, the shadow spaces that you're in, and this ability to soar, which is what are my opportunities, and he aspired?

**Kim**

Where do we aspire to be and what are the results that we want to get? And that's what I mean when I say the pull of weakness, right? We're talking about where I am really thriving with the pull of the

things that I'm not great at. Luckily, thank you for letting me pick on you say Klock. Luckily Klock is very self aware in the in our conversations. So he gets this whole notion that his strengths are context sensitive, meaning the things that I am good at here and that work in the space that I'm in, how do I take those Kim and go to a potentially new place in another 18 months to two years so that they work well for me so that they work well for me in the setting that I want to go to? Does everybody see what I'm doing here? Right? This is why I'm using real time systems and things that you were talking about, because the systems are designed to do something and call attention to something it's the same metaphor and application to our life. These systems are very self aware of problems challenges, all of these things. We have to operate in the same way that these systems do. That's why workday is, workday is not as moody workdays much more people friendly, right SAP is very cranky on a regular basis as is ADP is super technical, but we put our human inputs into the system.

### **Kim**

When we take these human inputs, it assesses our opportunities and assesses our strengths and it assesses the threats and we're saying no, no, no, I want to put this information in so that I can see the opportunity and get the you know and aspire to all of these things and they get these long term results. That's why we have to know that the things that we are really good at, okay. We have to have that self awareness by forfeit welcome in Nice to see you thank you so much for being here. Happy Tuesday to you. Okay, welcome to the blueprint. We have to understand that our strengths are context sensitive meaning that we had yesterday she says that's what is used a lot in her job absolutely right. We have to understand that what we are good at has to be a fit for the space that we're going to and that requires self awareness because here's the thing, you cannot see your strength in your shadow. If you take those strengths into a space and they are not fit for that space, your shadow behaviors come out ie instead of being a really good affirm or you're a dark performer instead of being a really good assert or right you become rigid and you want to manipulate and control. And that is where the SWOT then comes in. And so now all of the systems that we are having access to systems being environment, people, resources, opportunities, those things can't receive us so we can't soar.

### **Kim**

Instead, we say in the space where now all we see is the threats that are coming towards us and that those threats, pull our weaknesses out of us. And then we can't see our strengths in the shadow because we're in the dark instead of operating in the white. Okay, I gotta get ready to get out of here, you guys. All right, we might be like a minute or two over, maybe a minute or two over. Okay. But I wanted to make sure that I put all of that out there so that you can see this. I'm gonna put this up please write this down. I wrote SWOT incorrectly you are okay. It should be strengths, weaknesses, opportunities and then threat. Gclass, welcome in. Nice to see you. Happy, Happy Tuesday to you please listen, folks. So many dope folks in the chat. They'll give everybody a follow Okay. Duplexer DJ who I believe is streaming tomorrow night. Steady Stream, LB, DJ Classics so many great people. Music Spasms is in here big so visit here. So many dope streamers mods who are in here as well. Right MyLifeJourney is my mod but she does not just my information. Lots of other people Disco Darren is in here. Go get folks to follow. Okay. Write this down. This slide and write down your key question. Can you see your strengths in your shadows? Listen, folks, if you ever feel like you are not operating at your highest potential, you likely you're in your shadow. And you need to check your energy your mindset so that you can move from assessing your threats to identifying your aspirations. Let me say

that again. Okay, I'm going to take this out because I want you to see my face. If you are not operating at your highest potential, right, you are likely in your shadow and you cannot see your strengths in your shadow. So you need to move from assessing your threats that SWOT analysis to identify your aspirations where am I and where do I want to go? That's why you heard me talk about those systems and relate it to all of the things I see you. Okay, relating it to be systems that we spent so much time and those of you who work with ADP, SAP, workday, right? CINDEK all of these massive enterprise systems, right? And even some smaller ones that are out there, right? For those who work with inside of systems like Shark Hawk, namely freehouse For those who are in those types of cases, right? If you work in inside of those, those are all good, right?

**Kim**

Whatever those systems are, but the thing is, is those systems are designed to call out to threats to the success. Those systems are very highly self aware because they've been designed to do that. What I'm saying to you is as you think about your career journey, and as you think about the type of person that you show up as you also need to be self aware of what are my opportunities, what are my strengths, if you know your strengths, you can then diminish the moments where those strengths get overrun by your shadow, and you can stay operating at your highest potential. Okay? All of those things. are really really important as you think about how you want to be intentional and where it is that you want to take your energy. But most importantly, how you are saying I want to be at my best. You cannot be at your best if your shadow is there, right you can't be at your best if you are saying you know what? I am not self aware enough to understand or know that the inputs that I have, are not landing and so I need to manage and be more self aware. That's where a mentor and advocate or sponsor can come in to some of the earlier slides. It's where the power of questions comes in so that you can get curious about saying how am I showing up and what do I need to know? All of those things are real and intentional. Okay. All right, you guys. Thank you for letting me get through all of that. Thank you to everyone who took the ALP free assessment. Okay. All of that super important steady stream. Stream, I appreciate you. I had to get all of that out.

**Kim**

They just had to get all of those things out because I wanted to make sure this was one of my favorite ones when I was planning this to talk to you about it. Because when we talk about the dark side of our strengths, and this notion that too much of a good thing can actually set us up to not be successful. I want to call attention to that because then that ends up impacting our ability to operate at our highest potential and be the boss of our own blueprint. Okay. Because that's what we do here every day. So with that, we You're welcome Mr. Gu anytime. Okay, so listen, folks, thank you for the new follows for everybody who came in to the classics. Thank you for the array that we're bringing the family over this morning. I appreciate you. Thank you to everyone who stayed with it for those who re upped for these last 10 months or whatever your reup and for the bits. Thank you. Thank you. Thank you. Appreciate all of you for supporting we are going to go see our guy LP I believe that he is on Soul Train right now. Hold on one second. Hey, Matthew Walker welcome in nice to see Mr. Bill, you're welcome. You're welcome Boston on top and Bob Welcome in Nice to see you. Let me get this raid ready really quickly. Go ahead and copy the raid message. Here we go. All right, folks. Copy the raid message. We are going to be on our way to go see I know DJ LB and spend a little time with him. I don't ever get to read into him that often. But he is a staunch supporter of the blueprint and he's always here first, even if



you don't see him, so we're gonna go show him some love. Listen, I'm sending you into your Tuesday and into your Wednesday with all of the good energy and light that you need to guide you. Take very, very good care of yourselves and we will speak again on Thursday morning.