

# The Blueprint\_ Grow With the Flow! Sep 5, 2023

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## SUMMARY KEYWORDS

mentor, purging, conversation, nice, blueprint, people, talk, listen, folks, good, chat, support, good morning, sponsor, life, currency, space, intentional, week, journey

## SPEAKERS

Kim

### Kim

I hope everyone had a fantastic holiday weekend, that you had a chance to rest, that you had a chance to reconnect with yourself, that you took the time to do something that was intentionally purposeful for you. So let me introduce myself to anyone who is new to twitch who is new to the blueprint or if it has been a while. My name is Kim Blue. I am HR executive and a career coach. Welcome to The Blueprint. This is a space where we come on Tuesdays and Thursday mornings at 8am. Eastern Standard Time, and our focus is to talk about professional and personal development. I believe that everyone should be the boss with their own blueprint. Which means you should have access to the knowledge skills, capabilities and resources so that you can operate at your highest potential so that you can own so that you can add value to the work that you own or are responsible for, but most importantly is that you can show up as your most authentic self because when you are you and you are you don't have to shrink back or you can be great and use your gifts. Everybody gets to experience the best of you. So that's what we want. That's what we are about here. We hold mirrors, we show support with love. We make sure that we bring you to safe space so that you can do the work of being the best possible person that you can be that is very important to how we show up every day and it's important to the work that we do but also the experiences that we have. So that is that is what we do here is a blueprint and I bring all of the the knowledge that I have learned during my time on the inside of corporate America and I make it very easily digestible for you here.

### Kim

So with that said, let's jump in to some morning greetings, recaps, and some housekeeping like to make sure that everybody is feeling good. So one of the things that you've heard me talk about here in the blueprint is a question that I asked myself and my accountability partner, my friend and he said, Hey, how's everybody doing? What's your color? And we use the stoplight red, yellow and green. So red if you are feeling like on pause, whether that's intentionally or whether it's life, or the world is giving you a lot. Yellow means I'm cooking with gas but not too fast and pacing myself in green means I'm good to go and I'm at a good pace or I'm good and I actually don't need to add anything to that. So let's

just do a check. In after the long weekend. Everybody put your color in the chat so green emotes yellow motes red emotes let's talk about where you are and feel. Because this is setting the tone right?

### **Kim**

Sometimes 4 day weeks is great as the long weekend is can be stressful because now we got to we try to compress five days into four. So while we're doing that, while we're doing that, I'm gonna go over some housekeeping. So I see Dr. Datie Priest Good morning with some green hearts in the chat. Hops says she's yellow. Awesome. So go ahead and put your color in the chat whether you are yellow, green, or red, and it's okay if you are any one of those because ultimately that's an indicator that you are where you need to be. So while everybody's putting their colors in the chat, a couple of housekeeping things. First and foremost, if I missed you last week on the radio, please let me apologize. I know sometimes I come in and I'm like, just from school drop off and getting things situated. And when I'm scrolling through my activity feed I miss some of the reups or some of the bids or some of the follows so let me just take a moment to say thank you. I know I missed I know DJ LB last week so LB if you're lurking in here I thank you for the nine months of support and to anybody else. I think I got everybody but I wanted to make sure I caught you. Mylocjourney, thank you so much for the reup for the last nine months and for being my mod and supporting this space. So please charge it to my head and not to my heart. Sometimes I get going and I don't give the activity feed the attention that it needs. So let me make sure that I say that now so that I don't forget.

### **Kim**

I see folks who are putting their colors in the chat Sue702 says that she is yellow heading to great, that's great. You can be in transition. Right? Sometimes you can be a blend of colors. Thank you. She often says to me, I'm orange friend, and that's okay. Right. So you'd be wherever you need to be. But sometimes it's good to know where you are so that you're clear on how people experience you. All right, so you can continue to put those in the chat. Let's say good morning to folks and then I'll leave the housekeeping in to our conversation today as we get going to make sure that we are staying on top of time so good morning Twana, first person in the chat this morning. Happy Tuesday to you nice to see well. We had a great weekend. DJ classics Good morning. Okay, Gclasses. It is Tuesday, Tuesdays and Thursdays and I will try to remind you as well, so that if you want to bring the family over by all means they are always welcome. Dr. Datie Priest. Always good to see you. Good morning. Good morning to you Sue702 Good morning. Happy Tuesday. Thank you so much for being here. Dr. Donna Doness Tuesday blessings to you. Crystal Method, Good morning, Auntie Devi. Good morning. Nice to see you, neighbor. Happy Tuesday. Hope you had a lovely lovely weekend. Smiley67 Good morning, Hobbs. Good morning to you. Welcome in. Nice to see you. Jen Wyatt MBA Good morning, Jen. Nice to see thank you so much for being here. I see you with the dancing green in the chat Jen hope you got some rest and that you are feeling better.

### **Kim**

Who else is coming to the chat this morning? Got everybody that was just admitted. So good morning to you. Let me know. All right. Well, Pisces 20th century Good morning. Listen, come on. Yellow headed into greem. I like to see I love to see folks who are saying I am one color heading to another because it means that you're doing the work. You're being intentional about your energy management. But most importantly, you're showing up as your authentic self. That color check is an

authenticity check. So when check is an authenticity check. So where am I? And whoever comes into my Spectrum, how are you going to experience me? OhFrank28 Good morning. Nice to see you HRnerd did I see you come in to the chat. Did I make that up? Marcia? No. Brady. Good morning, Greg. Nice to see you all good on the lurkers be safe while you are driving. Okay. Good morning. Good morning.

### **Kim**

Listen, folks, big shout out to my lurkers, workers and commuters. I adore my Lurker population I know so many of you whisper me outside of here. Even if you don't whisper me outside of here, I know that you are lurking because I may see you in other streams and you let me know that you're lurking. So big up in lots of love to you be safe if you are commuting. Thank you for keeping the tab open if you are in another stream supporting. I know similar I rotate you hop around and keep tabs up whether I say something or not. So I know how it is. So if you're active in this chat, appreciate you otherwise virtual salute and thank you so much for being here. Keith welcome in Nice to see you. Green turned to blue. Okay. So should I expect to know texts from you later on? You just let me know. Folks are making their way in listen. What I want to make sure that we do folks is we get really clear on saying these chats are for us. And so if we need something during this chat or during this stream, take from it what you need, whether it's something that I say a comment that someone else puts in the chat. We are a community of support and we show love and so want to make sure that that happens. All right. KB Browns, welcome in. Nice to see you. Happy Tuesday. Putting our color in the chat. So red green, for excuse me red, green or yellow coming off of the coming off of the long weekend.

### **Kim**

Thank you so much for the reup KB Brown, last three months appreciate you. Appreciate everybody who comes in and continues to support. I listened post I happen to look at my Twitch stream summary and rarely do I look at them but I think I had one of the largest streaming supporter numbers that that I've ever had since I've started streaming. And it's fantastic and it just lets me know that the things that I am doing are beneficial and I'm starting to give some thought to what I'm going to do in December because December will be my one year anniversary on Twitch and I can't even believe that it has been that it has been that long already. So I am already thinking about what that's going to look like and how I'm going to celebrate my one year anniversary of my first stream in December. So if you've got ideas or things you want to see or things you want to see me talk about, put that in the chat or whisper me I would love to see I would love to hear from you what that looks like so All right. So we've been focusing on our grow with the flow season those who are in career transition those who are interested in either owning a business those who do own a business, if you're an entrepreneur, those who are between careers, you started something new. We are looking through this book, help them grow or watch them go. And it's all about career conversations that people want but it's also about giving you the language you need to talk to a leader, a manager or supervisor to talk to a peer if you are feeling like you need some support there. And it's also a way for you to get conversation to ask your mentor your sponsor or your advocate and we're going to go back and define what all of those are today because I want to leave you with some really clear information on how to find one how to ask for one but then also how to prepare to go into those engagements. Nikki Walker Good morning. Nice to see you. Thank you so much for being here. Happy to say to you.

**Kim**

So when we think about this whole notion of a mentor, or a sponsor or an advocate, right, they come in all forms. We often think that sometimes a mentor sponsor advocate is someone who can be very seasoned in their career, who's been doing the work longer than we had. Sometimes mentors or sponsors or advocates can be people who are our peer. Sometimes a mentor can be someone who was younger than us who comes with some experience in the world that we simply don't have because the things that they know, were not available to us when we were in their space or when we were their age. Okay. So I want to dispel some things. And I want to make sure that you all are really comfortable saying I have a great mentor and I want to keep them. I have a new mentor and I want to go I have a new mentor that I'd like to engage or you know what I actually need is a sponsor, but I actually need as an advocate what I actually need is one of these things where I need a different way to be able to talk to my manager. So that's what we're going to focus on today. We're going to revisit that.

**Kim**

And then it's going to tie into our superpower or superhero conversation that we were having on last Thursday where we introduced it, and we're going to pick back up this week with a deep dive in humility because sometimes when you have these conversations with your manager, a mentor or sponsor advocate, that humility to be able to say I need help. I don't know what I'm doing. I need support. Hey, that's the guidance or advice that I didn't know that I needed. That was really hard to digest. But I really, really needed to hear that even if it bites, even if it's a hard message to swallow. All of that is important. And these conversations that we're holding here are going to help you have the words and the messaging to be able to do that. That's what we're going to talk about this humility and then we're going to revisit these three. I see you HR nerd about needing a mentor so we're gonna we're gonna chop it up about that here. DK Good morning. Welcome in nice to see us. Caleb, nice to see you. Thank you so much for being here again. I hope you had a great weekend. Okay, anybody else who's coming in the chat, virtual salute to you and then shout out again to all of my workers, lurkers and commuters.

**Kim**

So let's add this into the stream. Okay? So go ahead and get your notes out. Get your notepads get your books out if you've been taking notes in the pages of your book. I am like a notorious note taker in the jackets of my book, I dog eared pages. I do all types of things. So please, however, you're taking notes. Let's do that because the things I'm going to tell you first are not going to be from the book. So but I'm going to tell you things that I want you to write in the book. Okay, so all of that's going to be available to you now boss gear see mylocjourney if you need a pen. Susilo 702 If you need notepads, see mylocjourney she is able to get you all of that. And mylocjourney if you want me to repeat anything, please highlight it folks. If you want me to repeat something, please use the highlight function in the message or whisper it to mylocjourney so she can either pin or she can highlight it herself. And to the degree possible, I'm trying to keep it low. I think for those who are subscribers, you should only have to use your highlight message points because I want to make sure that you are you are taking advantage of that so I can make sure I repeat something that needs to be repeated. I see you, sneak into the chat and say good morning. I think so. Good morning to you. There you go. Good morning. Nice to see. Thank you so much for being here. Listen, folks, all types of amazing people in the chat go follow that Okay. Dr. Datie Priest, who I believe is streaming tonight, DJ locked down, Klock

who had an amazing stream Sunday night if you were not in there and you missed it. It was incredible. I think he streamed for six hours and I caught the last half of that. And it was phenomenal. So go follow some of these amazing posts that are in here and be better for it at the end of your day. Okay.

### **Kim**

So we're talking about mentors, sponsors, advocates and the difference between your manager because I want to make sure that everybody knows that. Now, when we are talking about each of these folks, and how they play a role in your life, let me just pull up my notes because I want to make sure that I don't miss anything. You should understand that all of these people first and foremost are not the same. Okay? They serve different roles in your life. Good morning club acuity. Welcome in. Nice to see you. Thank you so much for being here. Happy Tuesday to you. Well, we had a fantastic weekend. Lovely to see you in the blueprint chat this morning. Okay, so when we talk about it taking a village folks, okay, you need to know who's in your foxhole because you've heard the phrase right? Not everybody is for you and everybody's for your happiness. Not everybody wants to support you. Not everybody is going to think that you are a VIP know that you're no more nor are you going to think that everybody needs to be the VIP in your space. And the minute you start to understand that not everybody is for you. I did have the pleasure before she graduated with her of doing some return to CommonCutie and it was fantastic and she she had the grit she had she received the grades to prove that she put that application into practice. So CommonCutie is not telling any any falsities there was a mentor for sure.

### **Kim**

So, okay, so listen, folks, the minute you start to understand that not everybody is for you. Your foxhole will take a whole different shape. Sometimes that foxhole becomes a partnership. Sometimes it becomes a trio right sometimes it's just a duo, but you don't have to have everybody right one of the things that mylocjourney says to me all the time is I don't need to be on all the sets and you don't nor do you need to have everybody on all of your sets, whatever those sets are, whether it's whether it's your financial community, if you're looking to increase your financial awareness, whether it's your professional community, your faith community, you have to be clear on who is in your foxhole, who are the people that are going to have your back who are going to lift you up and have you supporting right. You know, the things that you need or that you find most important and sometimes these are going to be for different people.

### **Kim**

You've heard me say last week, everybody needs a board of directors, a personal board of directors. Three of these people are going to be on there sometimes your manager is not going to be on your personal board of directors. Welcome in Nice to see you. Thank you so much for being here. And for the reup nine months that you've been here, thank you so much for supporting the blueprint boss family. I appreciate you being here so please give us a follow. I believe that he is on tomorrow. So we have to correct me if I'm wrong. Alright, so tell put it in the chat. Folks. Go ahead and drop it in the chat everybody. DJ classic just started the abundance challenge. I think Big Stov is on tomorrow morning for Warmup Wednesday. DJ lock down right Everybody put where there on in the chat. Lots and lots of new but there you go. Okay, lots and lots of folks who are saying hello and then going into

lurk, but these are great DJs and great folks who are putting some amazing energy and talent out there like I said, so go follow them and go explore.

### **Kim**

I've been intentional about going to see spaces that I haven't been in or that I've heard other people mention and it's been wonderful just making my way around Twitch around that my first year. Katie thank you so much for the reup for the last seven months. I appreciate you. Okay, so Crystal Method said, I used to say I don't have to be in your club for us to get along. Listen. Okay, you're Kim Gem. For the day, as I do, right, I subscribe to the theory that I do not have to like you to work with you. Right? We can be civil there can be respect for what you do respect for what I do, but we don't have to hold hands and sing Kumbaya in particular when it comes to a manager who you know may not necessarily be right in alignment with some of the things that you have going on, who may be fully supportive of some of the things that you have going on. Everybody has their own agenda for something and sometimes your agenda matches someone else's. And sometimes your agenda does not.

### **Kim**

Welcome and nice to see you. Happy, Happy Tuesday to you hope you had a lovely holiday weekend. So when you are choosing all of the people that want to be in your foxhole or that are saying I'm happy to help you there's a process that you need to undergo. Good morning DJ purpose Nice to see you I do not think I say good morning. But now I need to go back and acknowledge that you are here that you are in the chat. Okay, here are the four words that I want you to write down. All right, and you could put them somewhere in your notes around mentor sponsor, advocate and manager. So these are the four steps or the four practices that you're going to put in place when it comes to identifying who is in your foxhole. Okay.

### **Kim**

So the first thing is purging. And what I mean by purging is that you have to assess who all is currently in your foxhole and determined as everybody needs to be there and some of those folks can get a very graceful exit, and I'm going to coach you on how to have that conversation. So the first thing is purging. Right. The second thing is preparing. You have to prepare, you have to get clear on what it is that I'm asking of someone whether it's their time, their expertise, their intention, whether it's their partnership, all of those things. All right. The next thing is productivity. What are the actions that I'm going to take after I have prepared to enter into this engagement with someone? What are those actions that I'm going to take that are going to prove to be productive, whether it's additional conversations, whether it's reading a book, whether it's listening to a podcast, but what is my productivity going to look like so that I can show progress. And then the last one is being present. And we've talked about being present months ago in the blueprint, but what I want to say is you want to be purposefully present so that means when you are talking to a mentor when you're talking to a sponsor, when you're listening to a podcast is every time the right time to multitask, or sometimes you just need to be still right.

**Kim**

Dr. Datie Priest talked to us about being still as one of those tenets of self care. And so if we're going to engage in a relationship with a mentor with an advocate with the sponsor, or even a conversation with your manager or leader, that purposeful presence being prepared, right, some of these pieces that are up there, they're all going to surely help make sure that the people who are in your abilities and navigating your foxhole are going to be there for you, Jennifer, nice to see you. Welcome in. I'm so glad you love it. Hope you're having a good Tuesday. Thank you Mylocjourney for grabbing that and putting it in the chat. Okay, so for everybody who needs the quick repeats, Mylocjourney highlighted in the chat, but the first one is purging. The second one is preparing. The third one is assessing your productivity and the fourth one is being present.

**Kim**

And not only just being present but being purposefully present because when we talk about being present, sometimes we're here right? We're listening with one ear but we're also thinking about what it is that I need to do next, or how I need to show up in that instance or do I have everything that I need, which is why we are identifying each step individually because they build on one another. So that when you go to ask for what you need or when you are engaging in the conversation because someone has agreed to support you or partner with you. You're now intentional about getting out of the engagement what it is that you are putting into the because each one of these require something from you and something from the other person. Make sense everybody?

**Kim**

Okay, so when we talk about the first P which is purging sometimes folks. I think it was Keith last week who said it right I have a bunch of mentors anybody and here's just collect mentors, you collect mentors, you collect people that he's you know, you're like, Oh, can I pick your brain and you've got all of these people who are willing to have conversations with you. And yet you don't know when to go to them or what it is that you can leverage them for. Or I'm talking to the same four people about this one topic and you can't keep your information straight. You've just got this gaggle of mentors or this gaggle of people supporting you but you're not leveraging right? So you just sort of collect them. I know people who have said to me, I have so many mentors of this one mentor. And I'm like, What is what's the purpose for each one? Right.

**Kim**

Hey, good morning. Welcome it nice to see you. Happy Tuesday. Greetings and salutations back to you. Please give her a follow she does dope things in her stream. Listen, I am not a chef du jour. But she makes me believe that maybe one day that I can be. So go follow her and she also follows some other amazing chefs who do great things right. So respective to where you are, geographically you might come up on someone who has a food truck or someone who is offering cooking classes or things like that. So go find her stream. Go learn a new recipe and go support our friend. Thank you for being here.

**Kim**

So when we talk about mentors, right, we talk about sort of this collecting of people who may or may not be able to help you. Could get frustrating for you. How do I know which mentor to go to for

what or how do I even know to ask someone to be a mentor? What do I say? What is it that I'm looking for? Well, I'm glad you asked because we're going to talk about how to invite a mentor to be your mentor. So part of this now gets into the preparation that you need to take place we're going to skip around these p's for a little bit. So if you're looking for a new mentor, you want to identify someone who can do three things. One who's going to have really good communication, okay. And by good communication, what I mean is they are going to be able to be honest, they are going to be able to be timely in their communication, meaning they're going to follow up with you in a timely manner. So you don't have to wait a week or two weeks or three weeks to get back to hear back from them or to schedule your first meeting. Okay. And they are going to be intentional about being a connector which means that they're going to use their network to connect you to talk to other people or to get other information. Really good mentors, ladies and gentlemen are very clear about saying I am solid and these four things actually need to introduce you to somebody else because I've just not taking the time to invest in or learn or understand enough about that. But my network is so dope that I can connect you to somebody else and then you get the benefit of me.

### **Kim**

So you want a mentor who is going to effectively communicate you want someone who's going to be able to share their network with you and you want someone who is humble enough to be able to say I know where I need to connect you and pass you on because I don't know everything. You yourself when seeking a mentor need to be able to get clear on what it is that you want to get from them. Okay, thank you Mylocjourney I appreciate it. So when you are talking to or considering someone who you want to be a mentor, you actually want to start with what is it that I need? Do I need someone that's going to be able to provide me with advice or guidance? Do I want someone who's going to be able to say to me, I think that you need to redirect the things that you are doing or your actions are actually not in alignment with the goals that you have. You want someone who's going to be able to say to you and actually want to give you feedback in a way that is going to help you be better meaning feedback is different from your manager. Because your mentor might be the person that gives you feedback that you receive from a place of love, and it doesn't feel like it's critical, even if it is critical even if you do need to hear it.

### **Kim**

So what are you looking for your mentor to do? So write that down? What is the purpose of the mentor? Because if you can't identify that then the mentor is going to have challenges communicating with you or connecting with you, connecting you with their network, right, or being that experienced or trusted advisor. They won't be able to tap into their expertise. If you're not clear in saying this is what it is that I'd like to get from you. You also need to think about how frequently you want to meet with that mentor, is it a monthly conversation? And in that monthly conversation, then what is the productivity that takes place in the three weeks between your conversations? What are you being held accountable? For and how is that going to show up over the course of your mentoring engagement.

### **Kim**

Good morning, Michelle22. Nice to see you. Happy Tuesday. You also want to be intentional about saying when I am receiving this information. Is it something that is going to be a roadmap for me to go do? Is it more of a conversational type of mentorship meaning where I'm actually able to bounce



ideas off of someone? Am I creating, producing designing something? Am I coming out of this mentor engagement with my own roadmap or my own blueprint? And the mentors role is going to be to help create these roads of excuse me these milestones along the way, but you do have to determine what it is that you want from the mentor because if you can't articulate that you will not be able to have a great engagement with them and it will feel like a waste of your time and it will feel like a waste of their time. And that's not what we want to do.

**Kim**

Right because what is time ladies and gentlemen, time is currency and you need to spend your currency and invest your currency very wisely when it comes to a mentor. Okay, so I'm going to pause there we will recap mentors in just a moment and then we'll go over sponsorships and advocates and then I'll give you some actual language or wordsmithing. If you think you want to ever ask a mentor or if you want to get a new mentor or if you want to exit a mentor. I want to make sure you're comfortable doing that. But we have a raid coming in from one reason and the gospel take over family. One reason thank you so much for the raid. I hope everybody had a fantastic weekend who was coming in come on in folks. Blueprint bosses welcome one reason in the Gospel take over family. How are you? I hope you all had a fantastic holiday weekend. I'm watching the people welcome in one reason efficient Twitch please give him a follow. Thank you so much for being here. Good morning queen. Nice to see you. Good morning nice to meet you. If you are new to the blueprint or new to twitch welcome welcome welcome. Thank you so much for being here. Good morning good morning. Welcome in raiders please refresh your screens. Please please make yourself at home see anyone in the blueprint for a quick recap though.

**Kim**

I'm going to give you a recap of everything that we talked about see mylocjourney my mod boss extraordinaire, should you need anything she can give you the command list. 2SeeLove702 who has become the unofficial office manager who can give you all the offices last that you need to take notes and to make sure that you are supported. Welcome everybody. Okay, so we are talking about it taking a village and knowing who is in your foxhole and recognizing the difference between a mentor, an advocate, a sponsor, and how they are different from your leader. Your direct manager in particular those who are entrepreneurs if you own your own business mentors, sponsors and advocates may be exactly how you stay connected not only in your own industry community but in particular, because you might not have a boss, you are the boss of your own blueprint every day. The Blueprint is your business. And that's what people are investing in. And so mentors, advocates and sponsors, maybe the way that you actually stay connected to what's going on in the industry and getting guidance from people who are seeing things different because when you're on your own in your own bubble, sometimes you have a limited view, right and you may be here with the tunnel vision and you want to make sure that you're clear about what's going on outside of here.

**Kim**

Virtual salute to anybody who was working, lurking, or commuting who came in on the raid or if you've come into the blueprint in the last few minutes, and you've just been lurking shout out, all of you thank you so much for being here Daily628. Good morning. Welcome in. Nice to see you. Thank you so much for being here. Lots of lots of dope people to follow. All dope mod to support and mod for

amazing people. That's okay, David, Uber gotcha here. Don't even worry about that. Diamond126 Good morning. Welcome and nice to see you. Thank you so much for being here. Please give one reason to follow if you are not, and then just scroll through the chat. There's all types of dope folks who are in here who are lurking communities, as well. All right, so we just talked about what it means to look for a mentor and I'm going to recap our four P's really quickly and then we're going to talk about sponsorship and advocacy. And then I'm going to tell you what to say if you want to look for a mentor. I'm also going to tell you what to say if you want to ask your manager for those who are working inside of an organization. If you want to ask your manager it's okay for you to seek a mentor in particular if that mentor is going to be inside of the workplace, right. So the four Ps that we are talking about today when we are thinking about what it is that we need to do to get ourselves ready for this. This is the work that needs to happen.

### **Kim**

So the first P that we need to do is purging. We got to take a look at what we already have and decide does it need to stay with us because everybody is not for you and not everybody is meant to go forward with you on your journey. Notice I said go forward with you. If you go backwards on your journey everybody you left behind will be there. Let me be clear about that. But not everybody is meant to go forward with you on your journey okay. So you may need to do some purging of people have places the processes whatever that looks like. The second P is preparation. What am I preparing for? Am I preparing for this conversation? Am I preparing for a transition? Am I preparing to ask for something that I need or that's going to help me my business, my life energy. The third P is productivity. What is the work that's going to take place between these conversations that I'm having with a mentor or a sponsor? And then I'm just responsible for doing what am I accountable for and then the fourth P is being present purposefully present.

### **Kim**

Am I listening to these conversations and taking things away from them that are going to help me be my best self in between the conversations but also when I'm doing the work? And you can't do that if you're multitasking and I know we live in a society where multitasking is high. And yes, sometimes we need to do that. But I'm also encouraging you to be purposefully present. Because you never know when you're going to hear something that is meaningful or impactful or that's going to change the trajectory of your life your career or decision that you're going to make. So those are our four Ps that we're talking about. And as we talk about finding a mentor, an advocate, or a sponsor, sometimes you need to purge from your own community not everybody deserves to or needs to go with you. And if you decide for yourself that you do need to exit someone or this person is no longer in service taking the first step in that is acknowledging and recognizing that they have to date completed whatever service or whatever assignment they may have had in your life. And that can be hard to accept right? When you have been rocking with somebody for so long or when you have been, you know, involved with somebody for so long, and you see yourself growing and you see them kind of leveling out or staying the same or you see that the stage that they're in in their life right now is not in support of where you're going or perhaps they need to be there for a reason. Perhaps they need to stay at that current life stage for circumstances or financial purposes for whatever it is, but you are growing, evolving and becoming the boss of your own blueprint and they need to stay where they are. It may

weigh you down to take them with you and you have to have a conversation with yourself because who is the first conversation with always you the first conversation is always with yourself. All right.

**Kim**

And if you are not in a position to have that conversation with yourself, how are you then going to have that difficult conversation with someone else? And sometimes it doesn't have to be difficult but we might make it difficult because we're so in our spirits so bent out of shape about the fact that we know we can't carry this person with us because they are not good for us. They're actually going to weigh us down, slow us down and lag us behind. We got places to go and things to do in business to be about So you cannot take every one with you. And you need to have that first conversation to understand what that purging looks like. Emma Kate, good morning. Welcome in. Nice to see you.

**Kim**

Thank you so much for the reup nine months you guys listen, we are so close to this one year you guys and I cannot even believe it is wild to me that we have been doing this for a year. So whether you have been with me from for one minute or for all nine months, thank you. You are appreciated and loved so much and you all make this space exactly what it is. Okay, so you have to have that purging conversation with yourself first are all the people that I'm rocking with on this journey with me, right? Is everybody getting on this boat? Is everybody getting on the boat with you? And if not, that's okay. But it has to be okay with you first because anybody listen, anybody ever take people with them? Only for them to get on the boat and have a whole bunch of extra book luggage right? Right now you incur these check bag fees that you're trying to right mitigate because you got places to go. You want to be light and agile and they got all their stuff with them. You have to bring them their stuff. You right you got to bring their perspective, their attitude, right and they got dietary restrictions and medical considerations and all this stuff that you got to bring with you. Because you don't want to have a difficult conversation to say, You know what, these next few weeks I'm really going to be heads down in some things I'm not going to be as available. That doesn't mean that we can't check in it just means that you're going to see me kind of operating in my space. I appreciate everything that has happened in the way that you've supported me all along this journey. But I got some things that I got to focus on. So I'm going to make sure that I'm good. Thank you for being here with me. Right and definitely definitely want to see you continue to be successful, but just know that I'm not going to be as present as I was the last few weeks. Right? All of that is real. But listen folks, what do we do we take everybody and all their stuff with them. Plus their kitchen saints and they may have more than one and we put it on our boat and we just drag it with us and then we wonder why we are so heavy. Why we are moving so slow. Why we are not making the progress that we need to is because we take everybody with us because they've always been with us but it's okay for them to stay behind. Perhaps there's things that they need to do in the space that they are in so that when it comes time for you to reconnect with them, they're ready to catch up with you. They're worthy of catching up with you. They deserve to catch up with you. Digital turkey thank you for being here. Welcome it nice to see you.

**Kim**

Okay. But listen, folks, I'm telling you it is the truth sometimes we take people on our journey with us. survivor's remorse keither You invited people to the couch. Okay, there you go. Listen to me. Right? Absolutely. They lost oxygen and they couldn't make it. If you have enough and listen, y'all know

I am massively the person that says please secure your own oxygen mask before you go assisting others because you go helping everybody secure their own oxygen mask and you've not had that purging conversation to release them. And so you're giving them your oxygen because you're trying to bring them along and make sure they're good. Meanwhile, you don't have any oxygen to do the work that you need to do. Okay, survivor's remorse is real when you survive that part of your journey, when you could just purge ladies and gentlemen, and notice I start with purging because it is the most difficult thing to do because once you purge, now you can prepare now you can be productive and now you can be purposefully present.

### **Kim**

Music spasms, welcome it nice to see you. Happy to serve you. I hope you had a lovely holiday weekend. Please give Music Spasms a follow ladies and gentlemen. I caught his producer spotlight last week and it was fantastic. Okay. Kay says y'all come sit with me on this. I had to leave the homies couch. Listen, okay. That's real. Right and it can be tough to leave people or places behind. Sometimes they leave us behind and we go chase them. Anybody ever go chasing somebody who has left you behind? They haven't been moved out of your life for a reason. Okay, the universe has said you know what? I'm going to push them away. I'm going to separate them from you so that you don't have to do the work. I'm gonna direct you are so focused on on your journey. And I'm going to separate them. Okay. And then we noticed that they're gone and we go, Hey, but I thought What about and then our faces all crunched up because we don't understand why they have moved on. Are they being redirected? But you've got to recognize that redirection and appreciate sometimes you need to recognize other people's redirection and then embrace the space that it creates in your life so that you can prepare. Okay, so that you can be productive.

### **Kim**

Anybody ever had somebody move out of their space? And then recognize how much time you got back how much energy you had back? How better you felt when you did not have to engage with that they brought to the space? Who said who said they're going to go sit on the couch? We can? Yes, keep your couch. Okay, there you go. Welcome in nice to see you. Thank you so much for the reup Ria. I'm telling you folks, and here's the thing if you do not purge, you cannot invite a mentor. You cannot ask for advocacy for someone else. You cannot seek sponsorship because here's the thing, those mentors, sponsors and advocates are going to be looking at your network and if they see that you are rocking with folks who are not for your good, how are they then going to be willing to put their name their brand their money their time their energy around you when you are connected to people that they would not recommend you to be connected with the one.

### **Kim**

Matthew it nice to see you welcome in don't slip in the back door come through the front. Mylocjourney will guide you to your seat. Okay. Nice to see you. Thank you so much for being here. All right. I'm telling you folks, you can not get to the people that need to be in your life if you don't purge first. Okay. It is. It's not impossible, but it's just going to be much more difficult for you. And sometimes these mentor, sponsors, and advocates will say to you tell me who else you're connected with. Tell me who else you've been talking to let me help me understand, like the steps that you're taking and who is providing you guidance. And they may say, "You know what, this is not the right time". But what they

might mean is you're connected to some folks, right now. They're actually not on the same wavelength as you and some of the things that I give you the direction is going to be a direct opposition of that, or it's not going to make sense because you're getting things from other people. And they're not willing to do the work or I'm familiar with their brand. I'm familiar with the way that they move. And this is going to be in opposition to that and so when you're ready to detach yourself from that, to receive what I have to offer you, then we can be on this mutual journey. Then I'm willing to advocate for you, your brand your business now I'm willing to sponsor you and speak your name and rooms and conversations in places that you have never been before.

### **Kim**

Digital Turkey says you can never truly be sure someone's motivation that travels in your direction would be for a bit. Okay, listen, folks. Not everybody is for you, and that's okay. Okay, Keith says, It sounds funny, but when you go home and see your homeboy who just got right or right all of these all of these things, all of these things, right, so Keith is making a very real point about watching people who have been with you who have made their own set of choices that are different from yours, who are not going in the direction of you and you have to make a very personal choice and it feels like that, right? It feels like there is this whole moment and you you agree a little bit, but if you don't create that space, guess what? You will stay stuck there with them. They're ghosts with that regret with that guilt all of the things right. And where we come up on to all good to come out alert for that with me to go right back into her time here for that. Marcin Queen says you can't take notes fast enough. You're gonna have to do it. All good, all good Marcin Queen.

### **Kim**

Listen, folks, you can't get to the people, the places of the things if you don't purge, and that purging of people creates space for you to prepare. That's why we purge you have to get rid of some some things so that you can prepare for the new things. All right, and that preparation is reflection. It's journaling. It's being still it is engaging in self care, whatever self care looks like. Self care can be a conversation. It can be a nap, it can be reading a book. Self care can be a meal. It can be doing any of the things that you don't regularly do for yourself. It can be allowing people to love on you in ways that you didn't think that you needed simply because it reduces your cognitive load. DJ Miss Classy says she is purging right now and it is not easy for that truth DJ Miss Classy. Thank you because it is not. It is not easy, right? It is not easy to be like you can't come with me on this journey because folks that don't be all in their feelings. But we've been together but I but you but this and I thought, right that entitlement shows up that entitlement to your life to your journey to your when people are not entitled to your life. They're not entitled to your currency to your time to your energy. You freely offer it to them, but there is no entitlement and that entitlement shows up the minute you decide to purge so that you can prepare for your next.

### **Kim**

HR nerd says I have a hard time trusting people to be vulnerable with him. Yes. Because you don't know what type of reaction is going to happen when you get into that purge conversation and it does not have to be made. Okay. Right KB brown stuck in the quicksand 100% due to classic says purging makes room. It does and that room is a space where you step into to prepare for your next all of that. You're welcome. Anytime. Thank you for bringing my family over again today. Entitlement is

massive folks. And here's the thing. We don't know that it's entitlement but what we say is man they just right they think that they think that they deserve this right but yes, people feel entitled to your life. To celebrate with you to go along with you. You hear entertainers you hear you know people in the music industry or people write in sports, right? Because all of that you hear people talk about how they just couldn't take everybody with you and the minute you start to hurt, your preparation gets stronger. Your clarity gets better because now you you're spending less time trying to account for the people who were in your life when in your heart. You know, if they weren't there, you'd be able to move forward. Then you could prepare for a conversation to say to this mentor, can you show me how to do this? Would you be open to mentoring me for the next six months so that I can learn to be a better communicator so that I can learn to talk to people more effectively so that I can get more comfortable pitching my business or my ideas to people? I'm actually not good at speaking in public. I'm actually not good at networking. Can you teach me how to do this instead of being in spaces where you're stuck in your recycling the same kind of woes now you're going and taking that same recycled whoa and you're turning it into productivity? Because now that preparation of what do I need this mentor for? Why do I want to enter into this conversation? What is the purpose of doing this becomes clearer and now you can be productive in your ask and that productivity is action.

### **Kim**

Right? The interaction the action is in the interaction. That's one of the opening quotes that we talked about when we started this journey a few weeks ago, okay? The action is in the interaction and so when you go to seek the mentor the interaction that you have with your mentor will help you determine what those actions will be whenever I coach people I say to them before our conversation ends. HRnerd I don't know if you're into I think she's in here I do not know. But HRnerd knows this because I'm her coach, right. One of the things that I say to her before our conversations, what are the steps you're going to take? What does that action look like? We've now got an idea we've now understood this we've gotten clarity. Alright, so what's the action behind that? IE? What are you going to do about it? What are you going to do about it? What are the steps you're going to take and then the next time we talk? What are you going to share with me that outlines the steps that you're going to take? Because it's very intentional about doing that. And that is what the interaction looks like with your mentor with your advocate with your sponsor. So when you meet with your mentor you're saying to them, thank you for our conversation. Since we last spoke, I was able to do items 123 Let me tell you what happened. And then I'd like to hear your thoughts on where I go next. Or I have an idea of what feels like the right next next step. Can I say it out loud and then you give me some feedback about is this right? Or do I need to go in a different direction or what you would recommend? Because that interaction is now action that you're taking with your mentor or your advocate or your sponsor to inform them about what it is that you've been doing to help them see where you may have had some challenges and where you had some successes and for you to then continue to interact to determine what your next set of actions are going to be whether they're decisions, whether there's you know, steps, whether they are redirections, whatever that looks like but all of that is intentional, when you go in to have a conversation, right? So that interaction is always going to be present. And it's always going to be the vehicle to you taking action thinking my life journey for the time.

**Kim**

So when we think about this whole notion of interacting with our mentor, it's always a conversation. And in between these conversations that you're having with another person, you're having a conversation with myself, alright. When I did this, was it what I wanted? Did I get the results? I was seeking? Where did I have a misstep? How did I miss communicate? What could I have done better? Where do I need help? Why didn't this go the way that I thought or do I need to reach back out to my mentor and say, I started this but it does not feel like the right thing. Can we reconnect ahead of our next conversation for our next scheduled conversation? Because I need the help or is there someone that you could put me in touch with? Those are all very fair questions and very fair interaction moments to have so that your actions are not in vain? Because guess what happened in that action? That action is where you spend your currency, your time, your energy, your resources, whether it's financial resources, whether it's your physical resources, meaning you're inviting someone into your home, ever that is what you are spending the currency in your interaction. And you want to spend your own currency wisely or you want to invest your own currency wisely, especially if that currency is going to help you get to a goal. In particular, when sponsors or an advocates are involved, because from a sponsor standpoint, sponsors are people who are going to say no matter where I am, no matter who I'm talking to, if there is an opportunity for me to mention your name, your business, your reputation to share something about you, I commit to prioritizing you because I find your work to be quality. I find you to be consistent. I like the experience that I've had with you, I believe that you are the best at what it is that you do, whatever that is that person is going to sponsor you which means that they could be for anywhere from Belarusian to Bangladesh and they're going to mention your name, whether you know it or not, and that currency is going to travel with you, which means that you have to have timely follow up it means you have to be a good communicator. Communication is a form of currency.

**Kim**

How you say what you need to say, when you are silent, your body language, eye contact, all of that is currency. People will determine how they want to engage with you just by looking at you. Right if I'm smiling or if I have a furrowed brow right? If I have on a red lip and my glasses, right, and you all know Oh, she can't she's ready to that. Right she's ready today or whether she's like, I don't have all my glasses and a red lip which has gotten a little eye makeup. Versus if you get me in the workout clothes and this, I may be present and ready but you may also be able to determine that morning was not as smooth as I didn't have the time to present myself. But it's all that nonverbal communication that is there. And those sponsors and those mentors and those advocates will be able to pick up on that which is why your communication as currency is important because they're going to be assessing you and deciding whether or not their currency is worthy of investing in you. Just like you are saying or assessing them for the same thing.

**Kim**

Good morning welcome. Nice to see you. Yes, people think currency is just money. Right? And it's not it is so many other things energy, rest, health, all of that it's all currency because we spend it. We spend it in ways we spend it on other people, we spend it doing things. We spend our currency in interacting with all of these places. So make sure that you are spending wisely. Make sure that you are thinking about it wisely. Right and when you are having these conversations to ask someone to do that. Start with those four P's so that you get to those places intentionally. Okay, so you have to start with

that purge. You have to be okay knowing that not everybody is meant to go with you. And then once you purge understand that you are creating the space to be able to prepare. See Wharves welcome in. Nice to see you. Thank you so much for being here. Good afternoon. I hope you had a lovely weekend and that you are doing well. It's good to see you. Thank you so much for being here. Thank you for coming. It is a great time, because it's fabulous.

### **Kim**

And I started reflecting on that a little bit ago. Right when I was thinking about like where we're at, we spend so much time we spend so much energy. I spend so much that's I would hear all the time and I was just like, You know what, it's currency. All of these things are things that we spend. And so we're going to leverage them that way and I want you to think about because when you think about things being currency, you are more intentional about your investment into yourself into your interactions, whatever that might look like. Okay, so understand that you are worth the currency that you are going to spend. You are worth the currency that someone is going to invest, be purposeful about your purge. be purposeful about your preparation. Okay, be purposeful about your productivity, because if you're doing all of it mindlessly, and you're not intentional about any of those things, your currency diminishes in value. And part of being the boss of your own blueprint is adding value to the work that you own are responsible for so that you can show up at your highest potential but most importantly, that you can operate I mean so that you can be your most authentic self.

### **Kim**

So yes, DJ, welcome in. For those who don't know, I think Lisa mentioned this. Yes, right. So I am 100% true blue. My hair is blue. Shout out to Mylocjourney, who in real life does maintain all of my locks. This morning is a little lion's maneish because I've just literally took it out of a shower bun it should be down. But they are they are blue, so it's so right now it is like a dark dark blue on the bottom. And then anybody who's an X Men fan, it's like Rouge from Xmen. You know she has that blonde streak in the front of her hair with a very bright bright blue streak. In the front of my hair at the top so so it does so my hair is blue and will remain that way. I think until further until further notice. Thank you Gclass. Thank you music spasms, thank you Mylocjourney for maintaining my hair. DiscoErik good morning to you nice to see welcome in hope you are feeling better. Okay. I hope that you are back to your normal disco self. Okay. Okay folks, so that is your blueprint for this morning.

### **Kim**

We are right at the top of the hour. On Thursday. We are going to recap the superpowers that we talked about and then we're going to kick off with humility and a deeper dive into what that is. We're gonna talk about humility and introduce compassion, and then we'll roll it to for the next three over the next few weeks that we are going to go into this and then we're going to introduce a separate for superpowers for the month of October. I can't believe I'm saying that the time has flown so fast already and we got through August, way quicker than I could have ever imagined. So thank you all for being here. Listen, folks. be purposeful. Be intentional about everything that you're doing. And for those who are looking for a mentor or a sponsor, and you want to know the difference between that and your manager. I'm happy to send you this slide if you want it. Ultimately right don't fight the purge. Be purposeful in your preparation. Be purposeful in your in your being present. Okay, and really, really,



really truly be intentional about saying everybody who was with me on this journey does not have to come with me on this journey forward.

**Kim**

BeSmiley67 likes to see thank you so much for being here. All right. Let's copy the raid message. I'm going to get us over to your welcome Cielo 702. Thank you, everybody. Thank you. Thank you. Thank you. Thank you. Thank you for all of the love for all the support for all of the follows for all of the reups Misty Blue I will absolutely send it to you. You can whisper me your email address for whisper to mylocjourney. Miss KB Welcome and thank you so much. Thank you. Thank you. Thank you to everybody who was lurking we are going to go to Soultrain now. Is that who it is? Are we ready? Is he ready now? We're gonna go to Soultrain today and then Rebomb is Thursday. I believe that it is all right. Listen, KB Browns I appreciate you letting me know you need to low tips today about the high tips. Okay, Thursday you might need to hightips when we talk about humility. Okay, all of that might be in place so let's see here. Sorry folks. I'm just getting my raid to get out. Yes, shout out to the class with with the with the tips Okay, for the raid.

**Kim**

We are going to go support soultrain today and we're going to go to rebomb Thursday. I can tell you that right now. I've already structured out my week. Because hopefully unless something changes to copy the raid message. All right, it is all the way up. Listen, everybody. I am sending you into your Tuesday and into your Wednesday with all of the good energy and light you will need to guide you. All right. Take exceptional care of yourself. Bring your superpower cap. Bring your superhero energy drinks because that is what we're going to be talking about on Thursday. Tantrum. Welcome in Nice to see you. Thank you so much for being here. Yes, Tantrum. We are on our way out. It is always a pleasure to have you in just for a moment. Okay, we are on our way to go support soltrain Ladies and gentlemen, so hopefully everybody's going to stay with the raid even if it is just for a few minutes and go support. CO disposes and friends right so we're gonna go there Ronzi good morning. Welcome in. I know everybody's coming in and we are on our way out Tantrum, Ronzi go by all these people. They have amazing streams. Okay. I'm watching you people. Thank you so much for the bossbits. I appreciate you. We are on our way out of here for everybody who was coming in Ronzi Okay, listen I promise you I will make sure that you know the schedule because I know folks are coming in and trying to catch me at the end. So thank you so much Ronzi, I appreciate you always. Okay, listen, recap and snacks just for you, tantrum. I will make sure that that happens. All right, folks, copy the raid message. We are on our way out.