

The Blueprint Avoidance 2 0! April 4, 2024

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Transcript

Thanks for watching! I'll see you next time. Good morning, everyone. Happy Thursday to you. I hope you're all doing well. It has been a morning for me already, clearly indicated by the fact that there was no video playing on my screen this morning, which normally is what greets you. So apologies for that, and thank you for the grace. Happy Thursday to everyone. I hope you are doing well. If it has been a while since you've been to the stream or if you are new or if you are. you know, coming to the blueprint for the first time, let me be the first to, okay. Hello. Okay, okay, okay. So there's the prince, ladies and gentlemen, there he is. Okay, so if you are new, allow me to introduce myself. Let me tell you who I am and why I'm here. My name is Kim Blue, and this is the blueprint.

It's the space where we come on Tuesday and Thursday and mornings on Thursdays at 11 a .m. Eastern Standard Time, and on Tuesdays at 8 a .m. Eastern Standard Time to chop it up about all things personal and professional development. I believe that everybody should be the boss of their own blueprint, and that means having access to the knowledge, skills, capabilities, and resources. So you can do three things every day. We can operate at our highest potential. We can add value to whatever work we own or are responsible for, and most importantly, we can show up as our authentic self. because when we, I see you, so when we are authentic, then it allows us to really be intentional about making sure that not only can we give our best to the world, but we can ensure that we are giving the world the opportunity to give its best back to us because it is a two -way street.

So this is a space where we come and we learn and we do all of the things and we make sure that we are holding our mirrors, we are being accountable to all of the work that we do to each other. And we do so from a place of love and respect. And so with that, let's jump right in and get started with today's conversation. It is April, ladies and gentlemen, we are in our month of avoidance 2 .0. I am excited about all of the conversations that we are going to have this month because we are leveling up the work and we are diving in and really working through or are going to work through all of the things that are intentional about making sure, double spirits just coming in with the gear already. Right, we were gonna be intentional about it, especially today, because today we're gonna talk about work avoidance, okay? Now, I said it on Tuesday, for those who

are entrepreneurs, business owners, if you own, if you associate with a business, if you are, yes, Hobbs, it is, right?

If you are coming at this from any way where you are owning a business, if you work for, if you are thinking about entrepreneurship, or if you work inside a business, for those of us who have worked in a company at any point in our career, okay? We're gonna talk today about work avoidance. And we're gonna go back to the mantras, but work avoidance is real because work avoidance is sometimes what... triggers us to be disorganized mentally, emotionally, or physically with our personal lives, okay? And so sometimes when we're avoiding doing things at work, we show up as less of who we are in our personal lives. And so it goes both ways. One directly impacts the other. And so we're gonna talk about work avoidance. We're gonna talk double -spirit, don't do that. And we're gonna talk about four reasons why work avoidance is present. We're also gonna talk about how to mitigate it, okay? And we are going to really dive in.

And so your homework between now and next Thursday, so you get a week's worth of homework coming up, lots of homework this month. Your homework between now and next Thursday is really going to be to identify where you are avoiding things at work. Now, while we are talking about work avoidance and while we are talking about homework, let me just grab this so that everybody can see it, okay? Because I spoke to the, M and EATL. And I just love your, I love your sarcasm because it is so appropriate for the space that we are in. So thank you for bringing it in. Thank you for bringing it in. So I wanna make sure that we are thinking about that. And I wanna ensure that everybody has the opportunity to take notes in a fashion that is meaningful. So I had to go back and do a little bit of reworking of some of the blueprint merch, but the notebooks are now available. So I'm gonna show you what they look like. It's very simple, right? We were having some issues with the printing of the blueprint on this particular notebook.

It was not coming out, I think the way that myself or the vendor who I am working with, she's very particular and she is definitely wanting to support the brand. And so we had to do a little reworking of these, but it is now out, okay? And so to my blueprint coaching group, that is where the delay has come in because we noticed a little something. The vendor was like, that's not the quality that I want to deliver out to your group. So that was the delay in getting you your merch boxes. So thank you for your patience, but this is what it looks like. It's got the nice little, the string on it so that you can kind of keep it secure. And then it's got the quality rings, not the little rings that get all messed up on the side. I was very particular about that. And then it is just very good thick lined paper. I don't have the mantras in this version yet. I wanted to get one where we could just start with... the notebook so you all could have something to take notes with. So those will be available. She's just working on getting the details and redoing the inventory and then those will be available for you all to order so they are coming.

Thank you for your patience but now when I say get out your note your notebooks and your pens you will have something to actually take notes in and so you'll know this is dedicated to the blueprint so that you can refer back to the notes that you take in addition to any time that you're in a replay or whatever works for you. So the notebook is coming. Thank you again for your patience in particular to my blueprint coaching group. We just wanted to get it right. That was important to her and that was important to me so thank you. I see all the comments in the chat. Thank you for that as well and so it will be the notebooks and the pens. and the mugs that will be available. And she's working on a water bottle as well, okay. So the notebooks are coming. That's part of the update that I wanted to share with everyone as far as that's concerned. So you'll be able to transfer your notes there, but today we are genuinely gonna talk about work avoidance or professional avoidance.

And I wanna make sure that you all are digging into this and we're gonna start with it first. Not that avoidance in any way, shape or form is less important, but I do wanna prioritize professional avoidance because a lot of our disorganization comes from stress or emotional stress that is derived through our professional relationships. And I wanna just call attention to that. Kayla is going into LERT, which probably means that the boardroom doors are gonna be secure very soon. And so if anybody needs to go to the restroom, now is the time, or you'll be able to see my lock journey for whatever supplies that you may need. I think she's also in and out because she's supporting a client right now. So both of my mods who actively work, I appreciate both of you. So good morning to you as we transition into who is going to be, who's in the chat?

Oh, one more piece, two more pieces of acknowledgement. Tomorrow I am doing an in -person speaking engagement. So thank you in advance for all the good energy. It's been a while since I've done one. So yesterday afternoon was spent with all things wardrobe and getting myself together, but I promise you, I will post about it. Nakesha Hicks has been getting on me to be able to post about that for sure. So I will be here in Atlanta speaking at an HR conference tomorrow. Very excited about that. It's not a panel. It's just me holding court in it for an individual session. So I'm very excited about that as well. And then for everyone who is in the chat, everybody who is planning to or thinking about or considering attending the New York takeover, it is May 31st or June 2nd.

I will be speaking there on Saturday morning and kicking off all of the day's festivities. So as an extension of all the work that One Reason is doing, I think in partnership with Chanel B and the B side, I will be, the Blueprint live will be happening. So there will be a live session of the Blueprint a Saturday morning for the New York takeover. So for anybody who is interested or rolling through, even if it's just for the day on Saturday, I will be opening us up on Saturday and hanging out for all of the festivities. After I kick us off, that Saturday is more of the content creator session. And so there's gonna be some partnership with the kids and the youth. I'll be making sure that I get all

of that promotional material up in socials and then putting it through so registration is still open. They are excited about making sure that we've got people support sponsorships. I'm excited to meet anybody who's coming that I have not met.

So this will be one of the first ones that I get a chance to get out and go do some speaking for. So I'm really excited about that. So more details to come as it relates to the New York takeover. But I will be there Blueprint Live that morning. I think the session starts at 9 a.m. I need to double check or they may be just working out the time. But I will be there excited to meet everybody who attends excited to give some hugs or reconnect with those of you who I haven't met already. Okay. All right. So with that, let's say good morning and then let's dive into today's presentation. So I said hello to my mods already. Thank you both for being here and for all that you do. Good morning, DJ Classics. Great stream this morning. If you are not following DJ Classics on YouTube, certainly on Twitch, but definitely on YouTube, please go do so. She is in day four or five, I think, of the Spring Cleaning Meditation Series.

And she hit us in the head with some affirmations this morning and focus statements. And one of them very clearly spoke to me as I am working to prepare for tomorrow and just things that are coming in April. So thank you so much for being here this morning, DJ Classics. Good to see you. Good morning, Freaky Gamer Girl. You did get it at the beginning. Good to see you. Welcome in. Happy Thursday. Good morning, Boss Mom. Happy Thursday to you. Good morning, Hobbs. Hobbs, I will see you now and then I will see you again at two o'clock. So excited for that. Bearded Baritone, welcome in. Bearded Baritone has seen the article from which I will be drawing the data, right? Because you know me, I'm all about data. I like to back up my stuff with David. So he has already seen the article. from which I will be drawing today's content from. And he said, what do we have here when I sent it to him?

So he's gotten a little sneak peek already. So good to see you, Bearded. Good morning, Double Spirit. Good to see you. Thank you for being here. Happy Thursday, Ebony A.T.L. Good to see you. Happy Thursday to you. Did I catch everybody? Let me just do a quick scroll through. Let's see, Double Spirit, My Life Journey, Hobbs, Freaky Gamer Girl. I believe that I got everybody, but if I did not, please say hello so that I can acknowledge you in the chat. I wanna make sure that I do that. And virtual salute to everybody who is working, lurking, and commuting. You all know, boho ikigad, that's who I was missing. Good afternoon or early evening to you. Thank you for being here and happy Thursday. I hope you've had a good day so far. And virtual salute to everybody who is working, lurking and commuting wherever you are in your day. I hope the service, this is in service to what you need and you are able to take away all of the nuggets that are gonna be best for you, okay?

So KB Browns, welcome in, good to see you. Thank you so much for being here and thank you for the re-up and the subscription. Good morning, Ms. KB, good to see you as well. Happy Thursday to all of the Blueprint bosses. All right, this session of the

boardroom is officially kicked off. Everybody is in, there's no escaping to further notice, right, until I've acknowledged that we're on our way out of here, okay? So find your boardroom buddy, get your weighted blanket, get your notes, okay, get your water, your gear, whatever it is that you need so that we can dive into today's conversation, all right?

Door's locked, my life journey says, we're in. All right, so we started talking about avoidance 2.0 on Monday, excuse me, on Tuesday. And one thing to note, if you were following DJ Classics on YouTube, okay? Her stream on Tuesday and today's stream actually go very well with that. So you go to Mindful Moments Meditation and look at her Tuesday, I think it's day two in day four. Classics was today, day four or day five. I don't remember, so whatever Tuesday was, I think Tuesday was day two, so then today is day four. Okay, so look up day two and day four in her YouTube series. And when you see those mantras, they're going to go really well, those affirmations, they're gonna go really well with how we think about avoidance, but also some of the actions and behaviors that could help us mitigate it.

It's more on the personal side, but you need to be putting some of those in place foundationally so that you can set yourself up for success, okay? KB Browns, KB Browns. browns is asking for the extra door key. It's like a code KB Browns. It's like a numeric code so you may have to do some real work to try to get it out of her. I don't know if there's actually a key. We leverage technology here in the blueprint. Okay. So we're talking about our two words, avoidance and except, excuse me, action and accountability. That's our focus related to avoidance this month. Okay. And so while we're talking about that, we may pull up the presentation. So here's our presentation when we talk about this. Now you've seen this. Okay. And we talked about our framing. Dr. Donna done this good Thursday to you. Good to see you. Thank you for being here. So there's our framing.

We're talking about defining it and all of the things and yesterday we made meaning. So you're going to be able to go back to this. So what it means to avoid. And the biggest thing is there's intentionality around avoidance and why it is a strategy, even though it's not a strategy, okay? And that's essentially the summary of this slide right here. Now, I wanna talk about this because last year I named this reasons why we avoid, but the formal name for this is actually avoidance coping. Okay, only one, Ms. Cox, good to see you, welcome in. Happy Thursday, I hope you've been doing well. Happy to see you, or as LB calls you if he's lurking, Ms. Moco, good to have you with us, okay? So the actual psychological name or like the technical name for all of these reasons is called avoidance coping.

So we cope with our avoidance through these particular categories. Now, we're gonna go into this a little bit more when we talk about work avoidance or professional avoidance, but ultimately all of our avoidance coping falls into one of these five categories, right? And so you might be saying to me, Kim, what do you mean avoidance coping? You mean there's actually a way that we engage avoidance as a strategy? Yes,

people use avoidance as a strategy, as a form of coping. So I cope with my stress, I cope with my worry, I cope with my fear, my anxiety, whatever it is through avoidance, which is not the best strategy or in case of the blueprint, not a strategy that we want to employ because it actually can mitigate your ability to take on healthier ways to cope.

And by mitigation, I mean take the opportunity away and healthier ways to cope, I mean, yes, okay. I mean, things like journaling, meditation, exercise, anything that is not... anything that is not blame, anything that's not procrastination, right? Or procrastination is equal to excuses or any reason that we would say no to something, all right? So I want you to rework this language and acknowledge that you're coping with some of your stress through avoidance. Now, there's a lot to be said by understanding that one of our coping mechanisms is avoidance. Many of us may have coping mechanisms that are other things, right? Sleep, food, other vices that help us cope, whatever that may be.

But ultimately, it is underneath the umbrella of, in order for me not to do or have to deal with this one thing, I'm now gonna do this other thing that's over here, okay? So avoidance coping. And this is where things like affirmations and mantras come into play. So I wanted to just reframe this for you and you're gonna see these definitions evolve as we continue to do our work. Let's go to the next slide because I wanted to revisit our mantras. Here they are, okay? And so this was what we talked about Tuesday and we got to a place where we introduced all of them and we got really deep into mantra one, which is being busy does not always mean being productive. And that is why we are talking about work avoidance today because at work is the place where we are busy to avoid doing those tasks, those asks or those requirements that we just don't wanna deal with for a variety of reasons.

Even though we know we need to, even though we know we should, even though we know we're being asked to do those things, we simply don't do it. And we avoid dealing with the people, the responsible parties or anything that's associated with it, right? Under the guise of being busy, okay? Now, good morning, music spasms, good to see you. So here are our four mantras and I wanna make sure that everybody has a chance to reconnect with these and make notes. Happy Friday Eve to you as well, music spasms. I hope you're doing, you're having a good day, okay? So go ahead and jot these down and know that we're gonna spend our time in mantra one and mantra two today. And we're gonna work to get through mantras three and four about not waiting for an apology to forgive and it's not other people's job to love and respect you. But I think we're only gonna make it through the first two today as we talk about professional avoidance, okay?

Now, I wanna be intentional about defining work avoidance for you, okay? So work avoidance is deliberately not doing the work that is asked of you, okay? And you know you've got these responsibilities, okay? You know you've got the things that are required of you. And yet you look at your desk, you look at your email, you look at your

to -do list. If you're like me, you have multiple colored sticky notes across your desk, right, you look at all the sticky notes. Who in here has a whiteboard, right? I mean you make notes on your whiteboard if that's your thing, right? But you've got your places and spaces where you are making your notes and knowing what it is that you need to do, right?

Perhaps you've got your notebook, perhaps you've got a to -do list that's virtual. Anyway, you know what's going on and you are like, I'm not here for any of this, right? I actually am not gonna do this for a variety of reasons. Now let's start with some of the reasons. that are probably less desirable than some of the ones that we're gonna get to momentarily, right? So sometimes we avoid our tasks at work because we are feeling some kind of way about the people that we have to work alongside or the people that are giving us the directives at work or the folks who we're going to benefit from or that we're delivering the work to. We just may feel a way about them. We don't want them to have it. We don't want them to be happy. We don't wanna see them win. We don't like that they threw us under the bus in yesterday's meeting. We don't like that they talked about us.

We don't like that they went around us when they should have come directly to us. There's a variety of reasons why we may avoid work. But if the work that you're doing actually does need to go to someone else or is gonna impact someone else's workflow and we choose not to do it, right? That work is not, that avoidance, right, is related to a subset of human reasons, right? We can call it pettiness. We can call it certain, whatever we wanna call it. But there's a variety of reasons why if the people involved are not a part of our circle or square, we're not gonna deal with it. And we just make an informed choice. We are aware that avoidance is our strategy and we're like, I'm not gonna do it. I don't want them to have it. I want them to feel a little bit of what I feel, right?

It's a little bit of retaliation. They didn't send me this email in time, so I'm not gonna send them this email on time, right? I have to chase them for all the things that I need. I have to always go back and ask for the stuff that I want. And so it's a little bit of the get back, right? I'm gonna get you back. People say that all the time, right? But I'm gonna get you back for not doing the things that I asked you to do or being delayed in the things that you're responsible for and now it's slowing me down. So if I have an opportunity to do that, then I'm gonna do that. So I want you to absolutely, Pettie LaBelle, Musa Chasm. So I just want to acknowledge that sometimes we are the reason that avoidance is 100% a strategy, especially in the workplace because we know that there are deliverables and we know that there are things that are owed to us and yet we don't do them intentionally and we show up in this way and our attitude comes out in it.

It's in the way that people experience us. It's in the tone of our emails, right? It's in what we don't say and it's in what we do say. All of those are things that we have to think about and be intentional around acknowledging, okay? So the article that I'm going

to reference today comes from this company called Masterclass. Has anybody heard of Masterclass? They've got all of these well -named subject matter experts who are contributing to different topics to help give their perspective or their experience to lay folks like us so that we can be better. So Masterclass is a place that I frequent to just see what the variety of industry contributors are saying or doing when it comes to What's going on? Can't get it for you right now. Can't get it for you right now.

So when we think about all of the reasons why we avoid from a work standpoint, we're gonna talk about that and we're also gonna talk about how to mitigate the behavior, okay? DJ D -Lot, welcome in, good to see you. All right, so Masterglasses put out this article. I will drop the link to the article in the chat if anybody is interested in seeing it or reading it, but you all know me. I am very intentional about the science behind what I talk about. And so I want you to know that I'm not just blowing hot air, okay? So work avoidance. Let's put the slide back up while I'm talking. So work avoidance is deliberately refraining from completing a task or your responsibilities, all right? There are four reasons, according to Masterclass, and I read this and I believe them because I've seen them as I've done my work as an HR leader, as I have coached other folks at any level in their career, whether they're C -suite or whether they're day one.

I've also spent a lot of time studying this just from a social science standpoint, the reasons that motivate people to do things or the reasons why people don't do things, all right? So here's where we're taking notes, all right? So why? Why do we avoid things at work? The first one is burnout, all right? Let's talk about that. The first one is burnout. We are burnt out. We are tired. We are in a place where the tasks that we have to do drain our energy in such a way that we don't have it, right? Get somebody else to do it. I don't have it. This is not the thing that I want to be spending my time with. I'm not interested in it. It doesn't make me. happy any longer. But I am seriously burnt out mentally, emotionally, absolutely.

It's like you are overworked and underpaid. Good morning to you, sis. Happy to see you. Okay. Overworked, underpaid, undervalued. Our team is under resourced. Okay. We don't have enough people. And so now I'm doing my job plus potentially somebody else's. Now I am operating above my supervisor. Now I am teaching my supervisor how to do the very things that they should already know how to do. Okay. And there's no end in sight of when we're going to get help, when we are going to get resources, when we are going to be in a space where we get a little bit of relief, the opportunity to take a break, the opportunity to offload some of the responsibilities, especially if they are ones that are outside of your scope. Right. KB Browns is like, let me just All right. Absolutely. DJD lot very common. And so as we've moved into the pandemic, in particular, as we've moved into these hybrid workspaces where we are maybe in the office a few days or home, or whether we're fully remote, we see more

burnout because there is an imbalance between the obligation to be present on screen, correlating between productivity.

Here is why busy does not always equal productive. Okay. Because when we sit in front of the camera, people can see our face, but often in those meetings, it's where we're taking in information, we're getting instruction or detail on what's expected changes that are happening, how we need to shift in our work approach, the way that the strategy may have evolved, anything that's going to impact the way that we work or deliver what's required of us. It is not until after the meetings that you actually do the work that you need to do. In the meeting, you're engaging with people, team, other resources or stakeholders that are helping to align on this is what needs to be done, but it's out of the meeting that you're actually doing the work.

Well, if your day is full of meetings, right? Let's say absolutely DJD lot. So you're doing the work after hours. Well, what is actually supposed to take place after hours? Good morning, Ash. Good to see you. Welcome in y'all. So many amazing folks in the chat. Okay. And I haven't shouted everybody out, but I'm going to take a pause to make sure that I do that. So Ashton in the club site giver, DJ classics is in here. Okay. Only one miss Cox. All of these folks are really, really dope DJs, really amazing mods who support these DJs. Okay. DJ D lot who's in here, music spasms, all of these are folks. So make sure you go give them a follow. Okay. But who he got go follow all of these folks, Ebony ATL, all of them, double spirit. There's always going to be someone in here who was going to point you in the direction of some good music, a great gamer, a good conversation in podcast form like this, all right? KB Brown says in the meeting, everyone has the ideas, but nobody wants to do the actual work afterwards. And that's where the burnout comes in because who in here is aware or who in here has heard the phrase, it's always the same folks who are volunteering.

It's always the same folks who are stepping up to lead. It's always the same folks who are being tapped for their expertise or who have to step in in the absence of leaders or those who simply say, I don't want to step in, okay? All of those things, all of those things, all right? So now you consistently step in and lead on projects. You give advice for those who are needing it. You are mentoring new people who are into this space, who haven't even asked you for a formal mentor relationship. You find the need and fill it, okay? That's not a Kim Blue original. That comes from my friend Wigs, who used to be in the stream. She is. up to her eyebrows and doing all things work for Madison's work garden right now. So she is not actively on Twitch, but that's what she used to say to me, right? Find the need and fill it, okay? I don't know if Keith is lurking in here, but that is sort of the ESPN mantra. If there is a need, if there is something that we need to be doing, we're gonna find it, discover it, and then we're gonna fill that so we can make sure everything is present, right?

Freaky Gamer Girl says, I had to stop working past her hours. You needed that time to recharge and take care of herself. And it was hard to do because the culture is to

go above and beyond, so true. And this is why we're starting with work avoidance, ladies and gentlemen, right? Because you're considered not contributing to the team. Exactly. Tuesday, I said, some of us feel that yes is the path to success. If I say yes, if I take on more, if I expand my complexity, right? Anybody ever in here on a team that's gotten more work, but we've not hired any more people to be able to split up that work or make sure that we're not balanced or we're not tapping everybody to capacity. Hello, emotional stress. Hello, emotional capability at its complete runway, right? Now we're emotionally unavailable at work and people are saying, well, you're not engaged. You seem like you're down.

You seem like this is not important to you. Well, hello, I don't have any help. I'm doing multiple jobs. No one is seeing me or supporting me. I don't see an end in sight. You're telling me that we don't have the budget for resources. We have to do less with more. So yes, I am emotionally unavailable so that I don't pop off on you and that I don't go crazy, okay? Meanwhile, we are burnt out and we don't feel like we can say we are burnt out, okay? You all talk about how I snatch souls. That's the moment where you're ready to go and snatch somebody's soul because they are not looking out for you, even though the culture of the organization is wired or is written to be able to provide support is wired to be able to make sure that you have what you need. But do you have what you need? The answer is no. DJ D -Lock said, you retired from that and your chest, from the S on your chest, right? But Superman is gone.

100% DJ D -Lock. Freaky Gamer Girl says, and you were expected to keep performing at a high level with more work and less support. Who knows that that statement is very real or who has experienced that, right? You had to keep performing above and beyond with less resources, the same amount of time, but more work. Double Spirit says, I had a whole attitude and didn't want to go into the office because Burnout is real. And she had to change her mindset. You do, Double Spirit. Those are very real things. And listen, I know many of you work. I know you may work for different types of companies, whether you are your own boss or whether you work inside of another organization. It's the same. whether you work for yourself or for somebody else, or in the case of some of you who are working for someone else while you try to get your own stuff up and running. Z -Lady C, good morning, good to see you, welcome in.

Happy Thursday to you, Z -Lady C, we are talking about avoidance. And specifically today we are talking about work avoidance. So let me put the slide up just to reset for anybody who is coming in the room, or if you have come in quietly to lurk behind the scenes. Welcome, good to see you and to have you in, right? The blueprint board room is allowing folks to make their way in and get settled in as we go through the conversation today. But once you're in, you're in, right? And so we are now talking about the first two reasons why work avoidance is real, okay? So I'm going to copy this article, okay? And I am going to add it to the chat so that everybody can see it while folks are coming in and getting settled, right?

Because I wanna make sure that people know for a fact that these are the things, one second, right, so it just dropped that link into the chat, okay? So this is the link around, I mean, the article around work avoidance, and I wanna make sure that you see it because for anybody who may need to exit it or lead it, and for the blueprint coaching group, for those who may be lurking, we're gonna talk a little bit about avoidance today as it relates to some of the goals that you all have set for yourselves and why it may be taking so long to achieve them and what happens when you surrender the avoidance, i.e. surrender the struggle, okay? Because avoidance is a struggle, ladies and gentlemen, we just don't acknowledge it that way. So, zee -lady, see you. here's the framing and here's the definition of what work avoidance is.

And the article references the four reasons why we have work avoidance. And so we started talking about burnout first. And I wanted to just acknowledge the fact that burnout is real and that we get to a place where we experience what that looks like. And so what it is, when we think about burnout, is this, right? It causes the work avoidance because of how much it drains your energy, not just physical energy to actually execute, but the mental energy to engage, to think about here are the steps, the tasks, the asks that I either need to do or give. Okay. It also puts a damper on your mental health and your emotional health, because when we are stretch to the max and I'm going to get to your next comment freaky game of girl because I see this and this is why I coach at the level that I do because I need to help make sure that there is a gap that is closed in the org strategy because organizational strategy.

Y'all are going to get a whole bunch of see I already told you Tuesday CHRO Kim that you're getting even in my even in my casual Friday gear or casual Friday Eve gear. That's what I'm going to start to call it whenever I'm like this as I wear my Microsoft HR coat. That's where I got this from. Right. You are going to start to see that this level of mental and emotional draining comes into creating burnout and that burnout causes us to be disorganized because now we can't think or we're not able to truly operate at our highest potential in any areas of our life. And so what do we do with the emotions related to that. What do we do with the frustrations. We shove them in a pile or we put them in a drawer or we don't open our mail or we don't fold the laundry or we don't pick the shoes up. We leave the dishes in the sink. We don't run the dishwasher our refrigerators but anywhere where we can put the stuff that we don't want to deal with is there and burnout is one of those things that can cause us to not deal with our stuff.

And inside the workplace it's very incumbent on leaders right. And I saw a site giver put a note in here about supervisors and I just want to scroll back to it. Site giver said it's hard for doers not to do and they will use you. That is really really real. In addition to that site giver said because supervisors are unsmart. And here's the thing. And I was just having this conversation with Nakesha Hicks but I was also having this conversation with the client that I'm supporting yesterday. I'm coaching them a leader. who was doing really well for a very long time in their career, and now they're having

some shakiness underneath their feet, okay? And what I want you to know is that if as a new leader or as a seasoned leader, if you are not equipped to lead, and by lead, I mean two things.

There's the what you do and the how you do it, okay? Everybody should write this down. When it comes to performance, you need to know this. This is how you understand whether or not your performance is actually satisfactory so that there can be zero issue when you receive feedback, when you get your performance review, when your bonus is less than what you think it should be. Because here's the thing, the what you do, the actual technical components of your job, the execution. I'm required to do this. My hands need to do this. My brain needs to think this way. I have to put these components together in order to do my job, right? The what you do. is what is asked. The how you do it is your attitude, your mindset, your behavior, your approach, all of the things that we have talked about. It's the human side of the technical execution. Everybody needs to know that. Think about performance management as a house, okay? On one floor, there is the what you do and on another floor, there's the how you do it and the stairs in between them is the work, okay?

I hope everybody's getting this visual down because when we start to talk about avoidance, here's the thing. If the what you do is great but the how you do it is terrible, you're gonna get that feedback. One is not better than the other. You cannot ride successfully and think that your performance is going to be good if it's only the technical execution, okay? I promise you, you will still get dinged, you will still receive feedback, you will still receive a lower rating for those of you who might be on performance reviews and there's an actual rating system. So whether it's numerical, whether it is statements like meets expectations exceeds, whether you have other statements like fallen behind, right on track, leading the way, whatever it is that you have, understand that if one part of your house is in order and the other is not, your house is out of order, period.

R .L. Breezy and A. McKee, welcome in, good to see both of you. Happy Thursday, salute right back to you R .L. Breezy and A. McKee, thank you so much for the re -up for the last 16 months, good to see you and I will see you this afternoon at two o'clock. So excited, exclamation point coaching for anybody who is interested, that is how you can sign up, that is how you can get acquainted with the group. You can just join in at any point in time. Thank you, double spirit, look at double spirit. Coming in here modding and not a mod. I love it She's like, can you be mod adjacent double spirit of my in my my stream? I appreciate you right into everybody right everybody who's it. I see it. I remember once I think Kay and My life journey we're not modding and everybody was like I was like I'm modless today and they were like we'll mod for you Kimberly don't worry and y'all did and I love y'all for that.

I love y'all for just stepping right in and Supporting the stream so that everybody can have a welcoming experience. Okay. Oh, yes, a Mickey and listen a Mickey No pressure if you cannot make it, please just send me a little note, you know I will make

sure that you have the recordings all of that is available to you. Okay, so don't I don't want you to stress about That I got you covered. All right, cuz I know life is life. So no worries Double spirit says it's a habit. We like it alright, so let's go back to this diagram Jen's not in here today, but Okay, or my life journey can one of you put a note In our iPhone chat that just says, Kim, to connect with Jen on the what you do and how you do it. No graphic, I want to make sure that I do that because we're going to use that as we talk about work avoidance. If one of you is able to do it, not right away, but at some point to be able to do that.

OK, so if your house is not in order, i. e. disorganized, does everybody see where I'm going with this? Is everybody connecting back to why we talked about disorganization first? OK, Aimee Key, I'm glad you're going to be there. Does everybody see how this is all tying back? Because sometimes the disorganization comes from things like burn up. Hobbs is like, oh, is it clicking for you, Hobbs? When we think about the two sides of our house professionally, there is the what you do and the how you do it. KB Brown says, you've got it. Double spirit says, yes, Hobbs is like, get the gear, all right? So if not only that, the how you do your job, the energy, the attitude, the mental capacity may be directly related to what is happening at your job. So if your job is unstable, if you've just come through layoffs, if you've received a new leader in any capacity, if you've had a merger, an acquisition, a department shift, anything that creates instability, which also leads to insecurity, perceived or unrecognized in any way, that then will affect the how you do your job.

It will also impact if you do your job. Insert burnout. Is this clicking for everybody? Because I want to make sure there's an entire holistic approach. And this is how you end up in the office of HR saying things like, I'm really disliking my manager. But what you're actually saying is, I'm tired. I'm burnt out. I feel like nobody sees me. I was overlooked for this promotion. I'm really sad. My parents are requiring care. I need resources and support. And that's how you make your way to somebody like a Kim Blue or hopefully somebody like a Kim Blue, right? I hope everybody out here has a good relationship with their HR business partner or their HR manager, whomever it is. And not avoid because it is very critical and very important. And if you don't have a really good relationship with your HR person or you don't feel safe, please let me help you cultivate that. I will step in and do that for you because it is really critical. Okay. I think everybody must be listening because the chat is super quiet, but I'm saying things that I want to help you recognize. All right. So burnout. One of the first reasons why work avoidance happens.

Let me talk to the entrepreneurs for just a minute. All right. So for those of us who own our own hubs, just, yeah, everybody, everybody take a deep breath, right? Just, and exhale, right? Because that's what it's all about. Sometimes you just got to breathe and hold up this mirror to be like, I hadn't even thought about it from the what I do and the how I do it. And why my house is out of order. I'm telling you, folks, your house can be just if both levels are not organized, your house is disorganized. That translates out.

Okay. The second, let me go back and talk to the entrepreneurs. So for those of us who are business owners, right, we know what this life is like, you got to do it all. You are the chief strategy officer, you're the chief financial officer, you are the CEO, you are the operations officer, you are the chief marketing officer, my life journey, you don't want me to do it.

That's how you feel about it. Okay, you are the one that's executing the classes, you are the one that is trying to bring people on, you got to write the job descriptions, you got to hire, you got to then make sure that you are in shout out to everybody who's in learning and development, right, then you got to train and make sure that the people are supported and they got their resources, then you actually have to do the stuff that you're good at alongside of all of those things. Okay, tired, right, to the DJs who are out there, right, let me just go ahead and make sure that I acknowledge you, those who are in the chat and those who are lurking, right, you got to buy the equipment, you got to assess it, if you get time in between those who gig off of Twitch, you got to go to trade shows, you got to know what new equipment is out there, you got to make right list my journey, I talk about this all the time.

She transitioned her entire business from being a full service, right, while she still holds her cosmetology licenses, she can do anything that she wants, okay, she still has all the equipment in her salon, I was just in it three weeks ago. Right? It's all still there, okay? Big Stove, welcome in. Big Stove says, as I'm sitting here with invoices right now, okay? And this is why we're having this conversation Stove, because it is so important for us to take care of ourselves in this space. And I hope you're enjoying Lurkington. There should be some good, good snacks and good coffee, quality teas and things like that in there to support you while you are in there taking notes, okay? Good to see you Stove. Now, we are in this space, right? So to the DJs, and right, I was just talking about my lock journey. So I watched my lock journey when she, when she became my locktician, before she became my locktician, she was just my hairstylist.

I was a loose natural. And so she was managing my loose natural hair. Now she established my sister locks, and she also does interlocks and all things. But I watched my lock journey literally transition her entire... operation from a full -service cosmetology salon to strictly doing locks. It took about three years, my life journey, over the course of that time to be able to do it. But think about that. Think about all the communication that she had to put out there. She had to talk to every single client amidst COVID when they were reopening. She had to give the reasonings why. She's also in the process of opening up a product line, teaching classes, being all of these things. Then there's new equipment that's out there, to the DJs. You got to go to trade shows. You got to be up on all the updates, the software updates for Serato and all the things that you got to be able to be like, well, what am I carrying all this equipment in?

How am I transporting it? How am I making sure that when I get there? And if you are a DJ that does only music, but what if you do full service, you do lights and

sound? Well, maybe you have a sound guy so that you can just focus on the lights and the electronics. Well, now you got to pay your sound guy, but you got to set the expectations for what you're sound. So you are full service. So if you have an attitude about all of this, or if you're feeling like people aren't seeing you, that attitude translates into the how you do your job.

The DJing is not the issue. It's the, do I have the environment to be set up for success? And that ladies and gentlemen is really the real. And when you do not have an environment to be set up for success, hello, burnout, because you're already doing 42 jobs so people can recognize you and acknowledge what it is that you're doing and acknowledge how you're doing it and acknowledge that you're good at it, what it is that you do. And so because of all of those things and all of those reasons, you then cannot be successful because when you are doing everything, you are burnt out. What a big soul say. I got a stack of invoices right now, right? I got to go back in and reconcile these cash apps. I got to go back in and does anybody in here have to write contracts, agreements, master. or service agreements, whatever it is that you have to do, anything that allows you to advocate for your business.

Or even on the inside, if that's what you're responsible for. Burnout can be real at any of these levels, and then you will avoid doing them. There's a whole stack of money in those invoices, but I just don't have the energy. But I need the money. And that's what I'm owed for the services that I've provided, or the goods that I am offering. All of that is very connected. And so now our house is disorganized. We are not in alignment because our energy, our mood, and our choices are a reflection of all the things environmentally that are going on around you, okay? And so now we're burnt out. And what happens when we are burnt out, bosses? What happens when you are burnt out? As a blueprint boss, I want you to tell me, I don't have it. What are you feeling? What does that look like when we're burnt out?

If you skim the article, you see that they're all right. Hobbs just was like, girl, okay. When you are burnt out, if we're thinking about that red, yellow and green, tired, right? If we're thinking about that red, yellow and green, we may be on yellow approaching, flaming out. And then all of a sudden we hit the wall and we're in red. I said that this morning, right? I woke up this morning and I was like, I don't have it. And now, right? Maybe I don't have it because when I tell you I'm gonna be on from start to finish tomorrow. And so this could be the universe's way of being like, hey, you need to dial it back today because you got a lot of stuff to do. And you have to be so present and engaged tomorrow that you need to reserve your energy.

I told my life journey at, what time did I send you the text this morning? My life journey, 6 a .m. before 6 a .m. I told her, I said, I don't have it today, friend. I woke up feeling very heavy emotionally. I was very weepy, right? I felt like I wanted to cry. I don't know what was going on, but I was just feeling it. And I just needed to acknowledge it, right? I just needed to acknowledge that that's where I was. So I was like, I'm putting

myself on red today so that I can manage my energy. Because while I'm not burnt out, I could be burnt out adjacent, right? You heard Keisha Hicks say it two weeks ago when she was in the stream, right?

You need that fuel level low light, fuel level low. The engine light is on, right? The engine needs maintenance, whatever it is. Peter Baritone says, from the outside, every successful startup or entrepreneur appears as an overnight success. Emphasis on the word appears. The reality is that overnight successes do not exist. Those successes were created through hours of hard work that no one witnessed, right? You all don't see, or we don't all see the prep that goes into all these moments. So keep working hard, even when the results do not appear immediately, and that's the challenge. That's the challenge right there. We have to keep at it, but we have to figure out how to keep at it steadily, which is why work avoidance is real, and these four reasons are important. DJ D -Lot says, when you're burned out, your boss sounds like the adults in Charlie Brown movies. Exactly. DJ D -Lot want, want, want, want, want, want. And then we don't want to hear anything, which leads us to the second reason.

Okay. Work avoidance can come through lack of engagement, right? So if you're looking at the article, this is number four. I'm just bringing it up to number two because once we are burned out, we disengage. I don't want to do it. I don't want to listen. This is not for me. I don't have any energy left because now we're mentally, emotionally drained. We don't have any energy left to give. Okay. The article says, for those who may not have looked at it, that you fall into work avoidant patterns, potentially through no fault of your own. Right. However, part of this is to make sure that you are remaining engaged. Okay. And when you are disengaged, that might look at that might be some examples that are like, I'm not responding to this email in a timely manner. My follow up is really delayed. I might only be giving the very bare minimum of responses or work or engagement on something that I know how to do with my eyes closed and my head's tied behind my back.

I am not showing up to meetings. I am not turning my camera on when I am in these virtual environments when in typical fashion, I might actually turn my camera on usually. Right. It's not responding to the inquiry. So for those who are business owners, right? The DJs or whomever's in here, right? You get an inquiry about a wedding. You get an inquiry about a party. You get an inquiry about, you see it, but you don't respond to it. Right. Or right. For the business owners who were in here, the call is oh six says, so me right now, the cause of six. I'm going to lovingly see. I gave the calls of six an entire list of stuff as we work towards accountability. And he said to me, it was a lot. And he said, he actually said two things. He was like, Kim, I actually didn't mean for you to have to pause to write this. But I sent it to him in a text because my email did not get to him.

And then he said, I'm going to think about many of the things that you asked me to think about. And I don't think he was expecting me to write all the things that I wrote or

ask the questions that I asked, but I needed to do that from a space of accountability because I need to understand what his bandwidth and run one runway is. So when I set some accountability. strategy with him. I know you are. When I set some accountability and strategy with him, I'm not creating burnout as we would as we work to try to recharge and put the right measures in place. My journey. I love you. Okay. Right. And so here we go with all of the things that we are not doing because we don't have the engagement, right? I'm not here for it. Okay. I turn it off. Anybody in here, just turn it off.

I'm just, I'm just going to turn it off. I'm just going to turn it off. I'm going to turn the notifications off. I don't want to be involved. You just disengage and you do not give, right? Here we go. You're not operating at your highest potential. You guys are going to get all of this connectedness. As I talk about the opening mantra, the closing mantra, our houses, everything that I say, I believe that there is some connectivity across it. And it's very important that we understand that. So, when we think about work burnout and when we think about this notion of not being engaged, okay, there is some intention around this. Now, the lack of engagement, let's go back to that two sides of the house. The lack of engagement is the how you do it, okay? That is the how you do it. I am not engaged. So, my attitude, my tone in email, right? The emails that I write where I might have provided detail before are now two to three sentences.

This is what you get. Here's the person that you need to speak to, all of these things, right? Whereas before, you might have been giving an offering above and beyond. Sometimes disengagement comes, folks, when we recognize that we are not being valued. Sitegiver said it earlier in the conversation, we are overworked, underpaid, right? To which I added undervalued, under-resourced. And when all of those things tax us, hello again, emotional stress, emotional capacity, okay? When we are taxed in that way, we then become emotionally unavailable. Hello, disengaged. Hello, not responding to anything or being present, showing up, acknowledging that I am here for this or whatever the case may be, all of that is part of the reason why disengagement or lack of engagement can lead to work avoidance, okay?

Now, when you think about this house, okay, i .e., the what you do and the how you do it, I want everybody to spend some time in their notes, right, or as part of your homework. I want you to actually write down, this is what I do, right? Or think about, this is what I do, okay? My life journey says, I know my life. I know your life too. My life journey, I know it, okay? Somebody else said that to me yesterday. They're like, you don't know me. And I said, I do, actually, I do, I do. And that's what I do. That's okay. You want people to know your life, right? Big Stove says, get around people who can love on you. Sometimes that love on you is snatching your edges.

Sometimes that love on you is speaking truth. Sometimes that loving on you is you need to go to the blueprint or you need to go to engagement matters or you need to go to mindful moments meditation or go get you some music and decompress whatever it is that it is, right? You need to go find it. Okay. My life journey. I won't tell too much of,

I'm mostly telling mine, but I did use you as an example today and I did not give you any acknowledgement. But I do have to, I do have to say that because you, you had a real example of someone who is big stove did not, I have to acknowledge that big stove did not advocate the snatching of edges.

Because he does, however, advocate for you to find the people, the good people in your life. Now, if in love they snatch your edges, that's okay. But Big Stove is only advocating for you to get around the good people that are gonna do that, that are gonna do that, right? But when you watch people go through these different things, right? It all allows you to start to see how the system works. Now, freaky gamer girl, let's go back to your comment. I didn't forget about you at all, okay? Because I wanna acknowledge what you said. Freaky gamer girl said, unfortunately, the C-suite thought it was about money and they tried to pay her for her stress. And once she saw that they wouldn't invest in her wellbeing, she had to go. This is real, okay? Because here's the thing, sometimes, and KB Browns, I see you, right? Sometimes what we want in freaky gamer girl just laid out her experience there and I appreciate your vulnerability, freaky gamer girl.

Sometimes what we want is to be acknowledged for the burnout and then to be supported through resources. And when the answer is no, that translates into they don't value me. I'm not considered here. I can give as much as I want. Citegiver said, you can give and give and they'll keep taking. But they are not gonna support me in an area or a moment or a time where I'm in need. And that's unfortunate. That is where we start to then translate value. Everybody in here probably has felt this, right? Sometimes value is translated into how much I make an hour, what's my annual salary, what does my bonus look like? What are the perks and incentives that are available to me? But it's because of experiences like what freaky gamer girl said, I'm now burned out. And instead of them surrounding you with support, you may experience something in the opposite way. Okay. And when that truth becomes present to you, you then have to make a very personal choice.

And so this is why work burnout was important to start with before we get to the rest of the components around avoidance. Because if one area of our life, so work burnout, and here's this part of our house, right? The professional side of our house. Then we've got to then, then we take all of that stress from work. And where does it go? It goes home with us. It goes into our personal relationships. It goes into our faith communities, right? It goes into our other social circles, right? It goes into the hair chair. For those of us who go there, it goes into the barber chair. It goes into our prayer request list, or it goes into anything, but it goes into all these spaces, which may or may not be the right spaces to help us mitigate the things that we need to keep us from avoiding. What we might need is for someone to say, I see you, and I understand that things are challenging. How can I help? Who receives that information? Who gets that response from their leaders?

I've had that response before. I've been fortunate. I've had some very good leaders that I've worked for, and alongside, who have afforded me that. But more often than not, that's not the case, OK? Before we get out of here, the other two, we will get to this next Tuesday. We will finish work avoidance, and then we will go back to avoidance 2.0, but I want to make sure I'm spending time doing this, OK? The other two that we're going to talk about are difficulty, meaning the work that is required of me might be at a level or a tier that could potentially be above my expertise, my experience, and my knowledge. And then distractions, right? I am distracted by every single thing around me to avoid doing this work because it is difficult, because I'm burnt out, because I'm not engaged. So it's all compounding, OK? And the compounding factor shows up for us in a lot of ways, right? Let's use grief, because grief is one that I think everybody feels on a different level. If you have compounded grief, and not just because of loss of a person who may be transitioned or who has passed away, but you could have compounding grief about your work bestie going to get a new job.

You could have compounding grief about divorce. It could be the grief about any type of change or transition in your lives, right? For those who are active in your faith community, if your pastor gets a new appointment and that pastor saw you through, you could be grieving that. It's any type of loss or something that's going to leave a void, right? You could have grief about the fact that something is ending as you're approaching a new job. beginning. But if that grief is compounded, or if that frustration is compounded by a variety of things that are not in alignment, that may show up and you may distract yourself through other sources trying to not, trying to not deal with the fields, right? But what did I say Tuesday? You got to feel the heal. Who wants to feel grief? Who wants to feel sadness? Who wants to feel loss? Who wants to feel frustration? Who wants to be wrapped up in those feelings?

So then add to that, you're going to work feeling these things if there's not safe space for you to express, if you've not tapped into any of the resources in particular of which vulnerability is one. Now we are avoiding the work, the physical work that we need to do because we've not done the emotional and mental work to take care of ourselves. And now we're on the hamster wheel of all the things that don't allow us to operate at our highest potential, add value to whatever work we own or are responsible for, and show up as our most authentic self, which is not being the boss of your own blueprint.

And that's not why we're here. We are here to ensure that we are the bosses of our own blueprint. So over the next week, when I see you next Thursday, I will see you on Tuesday, but when I see you next Thursday, hopefully everybody got the article. I will make sure that the link is available again, okay? But if you are wanting, I want everybody to spend some time thinking about why they avoid certain things at work. What are the reasons? Is it people? Is it I am burnt out? Is it I don't think I like this job anymore and I've not said it out loud? Is it I had a conversation and I realized that my career might be going nowhere? Is it that I'm grieving certain changes that are taking place?

It's very easy to grieve changes, even environmental changes, ladies and gentlemen, right? Even environmental changes. Sometimes we don't even recognize it as grief. We just acknowledge that things are different and it's changing, but we don't acknowledge that we're grieving that shift. And what do we know? The first S in the word shift is what is the story that we're telling ourselves? So you have to get comfortable with that. So I want everybody to start to think about how they are showing up and what is causing them to be burnt out at work, okay? What is causing them to not have the support that they need? What is causing them? What is causing them or you, right, to not have any of the things that you know you need that are gonna help you be successful?

What's causing you to be distracted? What's causing you to be disengaged? I want everybody to spend a little cerebral time in that because on Tuesday, We're going to talk about distraction in more depth and we're going to talk about difficulty of work in more depth. And then we're going to tie that back to this particular slide right here, which goes into avoidance coping. But then we're also going to talk about mantra two, which is some kind of failure always occurs before success. Some kind of failure always occurs before success. Are we avoiding the things we need to do at work because we don't want to fail or because we are afraid of success? If I asked you right now, were you afraid of success? What would you say? Who in here thinks that they might be? I've been there, right? I have definitely been afraid of success. It's why I've been taking intentional steps to some things, but I know that it's looming right behind certain doors and right behind certain things, right?

But who in here might actually be afraid to be good at what they do or where they are, right? Who in here is afraid of success on any level, even if it's just somebody tags me in something and people can see my name out there, right? Ms. KB says she is Pisces 20th century. Good to see you. Pisces says, maybe. What's causing the hesitation Pisces 20th century? I would ask you to include that in your homework. DJ Varma, welcome in. Good to see, he says, yes. It's okay to be afraid of success. You don't have to, Ms. KB says, because she doesn't know if she wants that attention. That's real, okay? That's very real. The attention or the acknowledgement, right? Because sometimes it's acknowledgement and sometimes we are not comfortable with acknowledgement. Here's where our humility becomes a liability. You guys have heard me say that before, right? Freaky Gamer Girl says that was her story, right?

Not knowing if you want the attention is totally okay, but is it attention or is it acknowledgement? Is it recognition? Are we comfortable with recognition? Let's just have that conversation for a minute before we get ready to get out of here, right? Are we comfortable with recognition? Are we comfortable knowing that people see us in that way? Or is it a more money, more problems type situation? Are we ready to take on all of the different things that come with acknowledgement, that come with recognition, that come with all of these different things, right? It's okay if you're not. You can absolutely be

like, I don't think that that's, for me, I don't think that that is. intentional. I don't think that that's a part of my life or that I even know how to deal with it.

Recognition acceptance is real, Miss KB, right? Right. It's a part of like why we might shrink our own life a little bit. I'm comfortable in this zone that I have right here, but it takes time to be able to do that. And it is a side effect of work avoidance. And I'm not saying we avoid work or we avoid things because we don't want to be recognized. What I'm saying is, is that in so knowing are we prepared to take the steps because that is an extension of what happens when we do well. Freaky Gamer Girl says, good with the acknowledgement, lack of confidence that you're excellent at what you do. Well, there you go right there. That sentence tells me that I know you're excellent at whatever it is that you do. And I don't even know what you do. Okay. But if you're saying that out loud in this way, that tells me that you are excellent at what you do. As are everybody or as are most of you in this chat is what I would say are everybody in this chat I would probably hedge my bets that you are excellent what you do.

You may have your moments where You're having a human moment and you're thinking that you should be doing more or whatever the case may be But nine times out of ten, I would probably bet That you were showing up and operating above and beyond right? Absolutely. I like shirting, right? I would hedge my bets on saying I'm certain that you are killing it in ways that you might not be comfortable saying it out loud and that that can be a confidence thing and So then we incorporate some coping Which could be the avoidance of certain choices decisions Opportunities, whatever that might look like right Okay, so with that we can release the code off of the boardroom doors, okay So I give her says working and twitching is a specialized skill. Yes, it is a sight giver indeed Freaky game of girl says lack of support and acknowledgement in the corporate world made her think that you couldn't do it on your own That's why you go out of your way to tell people they are to absolutely you need to hear it.

That is support, right? That's what big stove is talking about what you just said freaky game of girl, right? taking interest in others 100% that's what that is. If you've ever listened to big stoves exit mantra He talks about it being very simple taking interest in others That's that light that you want to be able to offer to someone else because It's simple to help light another candle Who probably wants to be lit Right or who is lit and does not know how bright they are. So I appreciate you saying that freaky game of girl, right? Alright, so the boardroom doors are unlocked. We are going to make sure that we get out of here everybody gather up their notebooks, their highlighters and pens, anything that they may have been taking notes with, right?

We're not leaving any backpacks or any work bags in here. The boardroom will be up for cleaning until next Tuesday when we all rejoin all of this, okay? I appreciate every single one of you for doing the work, for being here and contributing, for understanding that parts of this are mirror moments that you have to reflect on. You all have your homework, good talking notes in the chat because I appreciate everybody

who was here and participating, the folks who have been lurking behind the scenes, you're welcome Pisces 20th century, right? And being able to go and provide some support. We are going to go and see. All right, I'm trying to get around to folks that I don't get to see often. Oh, only one Ms. Cox, I'm so glad you were here.

Thank you for saying that. My absolute pleasure. We, freaking Game of Girl says I'm in too deep. You started to gather your stuff and give up. Listen, it happens, freaking Game of Girl, okay? Freaking Game of Girl's like, let me get my stuff, okay. We are gonna go see folks that we don't get to see often. And this is one of our fellow Atlanta DJs. So we are gonna go see E -Class. I think I got it, right? I've never rated into him before, but he is here in Atlanta and he is on Essence of Soul. And so we are gonna go and see him. All right, so copy the raid message. We are going to go over and spend a little time there. Listen folks, you all know how I feel about the mantras. Okay, Varmar, I appreciate you, all right? When I say to you that I am sending you into your Thursday, right? With, and into your weekend with all of the good energy and light that you need to guide you. Receive the good that you took away from this in any way, shape or form where it is, whether it is reflective or otherwise, okay?

And receive that energy and go find your light, whomever that is, whatever that is, whether it's getting outside, whether it is being intentional about having time and space for yourself, whatever that looks like, all right? But be intentional about doing it, okay? So all of the good energy and light that you will need to guide you, okay? I want you to take very, very good care of yourselves because I won't see you until next Tuesday, all right? So that means you have to do the work to take care of yourselves, all right? So go find whomever can help you do that. Go find the activity or the opportunity to do that. And then I will see all of you next week. Have an amazing day on purpose. I will see you on the other side.