

## The Blueprint

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It does help if I come off mute, thank you. How are you? I'm glad you said something because I had muted earlier and because I was messing around, so I wanted to not add any of that extra background noise today. Is that better? Perfect, thank you. Awesome, I'm gonna give it a minute or two because I know folks are coming in from, what is it? What's today? Soul Train? Yep, yep, that's right. Actually gives me a minute.

Hello, Tawana, thank you for joining, how are you? You hear him in the background? He's in his, he is in his crate and he is not happy. He's not happy. Thank you. thank you both for coming in yesterday and supporting me I appreciate it I'm actually gonna hop out for a minute and go grab some water because I feel like a coughing fit is coming on Oh, man, to one of my pleasure, right? That's what this is all about. I want I want this conversation to be something that we have that helps everybody feel like they can leave it and go do something with it like right away. So come on, some us get this resume together, right?

Whisper to me or send me a note of something. I'm happy to help look at it. If it'll if it'll give you that knowledge in the right direction for sure. So and yes, he's not he's he's not disgruntled. He just does not appreciate not being able to be right here because if I let him out, he would literally be his nose would be like right here and y'all will be able to see him and he's a total mama's dog 100 percent 100 percent. Thank you. that's exactly exactly right he would be in here knows all in my stream trying to see what is absolutely going on there's worse things right like he could absolutely be unbothered about me and what I got going on so I'll take the fact that he wants to be all in my business any day of the week Thank you.

So, Samus, you are working on your resume for just because. Is it time or just need to do a little updating? Thank you. I agree it is he's my guy ah understood so we need to make sure that that's clear when it comes out not about a hello there thank you for the welcome Thank you. I will say this has been quite the adjustment for everybody who's been making the transition to get comfortable with remote work because it wasn't something that was normal and then now to not want to go back to that. Oh, I bet you are exhausted. My goodness. Right? Healthcare is a whole separate energy. One of my, one of my really good friends is the chief diversity officer for a healthcare company. And man, the stories, right?

The stories. So yeah, so many people now that they've gotten used to it and have figured out like how well, like how they could do it, that they could either have the

good blending of both environments or the separation between work and home and the balance and productivity. A lot of folks don't want to go back. So yeah. Yeah. All the things I say, right? People be out here people and all the time, right? People just don't know how to do anything other than people and they people really well. And sometimes they people too well. All right. So we're going to go ahead and get started because I see people trickling into this space and so folks will catch up whenever they do. So for those who are here, good afternoon and welcome to the blueprint.

I am delighted to be back in this space. This is, this is space that makes me so happy. And I just, just, just, just love connecting with people this way. So for those who don't know, my name is Kim Blue and I'm an HR executive. I am a career strategist. I am a coach. I am a leader and welcome to the blueprint. This is the space where we will get together right now, at least three times a week. And we are going to openly talk about all of the things that will help you show up every day as your most authentic self to ensure that you're adding value to whatever you're doing and to make sure that you have access to whatever knowledge, tools, skills, and capabilities you need in order to be great, right?

Because that's what it is that this life is about. We have one life. We need to live it to our best and we need to make sure that we had all the tools right in our toolbox to do. And when I used to coach, people would always say to me, man, if I just kind of knew how to get started or if I knew what it was that I needed to say or how I needed to ask something. And so that's what I bring to the table. All of my years of work experience, all the things that I've done, I'm just out here giving free game, dropping Kim gyms, whatever you want to call them, but to help make sure that everything we do, we can do to the best of our ability. I firmly believe in three things. And these are basically the reasons why I host this room. The first is I believe everybody should be the boss of their own blueprint. In fact, when you come into this space, you're going to regularly hear me refer to you as blueprint bosses, because it means you've taken the step.

You've made the decision to say everything that I'm going to do, I'm going to be intentional about, I'm going to own my journey. I'm not going to leave it in the hands of somebody else, right? I'm only accountable to me as it relates to the things that I want to get done. Hi, Jen, how you doing? The second reason that I believe that we should hold this space is that because oftentimes we can be guilty of being givers and giving so much and not putting our oxygen mask on, right? When you get on a plane and you go to fly, they give you all these instructions about how to care for yourself. One of the things that they say is you have to secure your own oxygen mask before you go help others.

So, so true. And I feel like oftentimes we're not reminded of that. We're just in go mode. And so we go and go and go until we absolutely can't anymore. And then we don't have any oxygen when it's time for us to try to receive something or we just burn ourselves out when we really need to take a chance to just take a breath, right? So you

got to secure your own oxygen mask before you can go help others. And that is what this space is also about. The third reason that I do this is because oftentimes we need community around us, safe space to be able to say, I don't know, I don't understand how do I do this?

And so this community is that it's free space, whether you're leveraging myself or the knowledge from somebody else, but to be able to safely get the things that you need and leave this conversation feeling like I got everything I need. I know what I need to do. And now I can go out there and lay my footprint down and be impactful in whatever way that is. So that's why I host this space. And that's what we're going to get out of it. We're going to be available to each other. I'm going to make sure that whatever it is that we're doing, we're doing it together. So thank you for being here. So yesterday, if you were in the stream, I talked about this topic around shifts and I really spent some time breaking down what the word shift means and how we think about intentional movement towards something or away from something, whatever that something is, whether it is towards a new job, a new location, new relationships, new healthy living mindsets, whatever it is, but it is a change in position, tendency or direction.

And we talked about tendencies being behaviors. We talked about direction being like place or space or time. And we talked about position, meaning your posture, your mindset, whatever that is, right, or your physical presence. Where am I and where do I need to go? I need to actually change my positions. And today, one of the things we do, I love that, Jen, thank you for saying that, sirs, buenos días or buenos tardes, should I say, because it's the afternoon. Welcome to the Blueprint. And so one of the things that I want to talk about today as we continue on with this notion of making shifts, especially because this is December. And this is a great time to reflect on all of the things you've done this year, good, bad and different, the things you aspire to, and the things you still desire to, because the aspire to is, I want to look towards this.

And the desire is I have a desire to go in this direction, right? So the notion of shifts gets us to a place where we go into that focus, right? If you remember yesterday, the F was really about focus. And what I want to make sure that we do is some dot connecting every time we're in this space. So when we think about shifts, what is the thing that gets us going in a shift? Yesterday, I talked about a catalyst, right? A catalyst is a thing that starts a reaction. So if you put vinegar on top of baking soda, right, you get a little bit of a fizz. We talk about those catalysts, but I also want to connect the dots today and talk about motivation and energy, because there's a relationship there.

And we're first going to start with defining because you all know me, I set the tone yesterday and I talked about what it means to make meaning so that we're all saying the same things. We're all using the same language. We're all talking up from the same space. So if you have your note taking apparatus or if you have your pen and paper, whatever that is, let's go ahead and get that out because I want to make sure that we are understanding what it is we mean when we talk about the relationship between

motivation and energy, because those are the things that are going to be the catalysts for our shift.

And they're actually going to move us through the shift the way that we need to. So when we talk about the definition of motivation, that simply says it's the reason or reasons one has for acting or behaving in a particular way. Let me say that again, right? The reason or reasons one has for acting or behaving in a particular way, right? So when we think about these reasons, if we think about the how, I mean, if we think about the shift definition, right?

The first two, the S and the H, right? So what's the story that you're telling yourself? And then how, how are you going to get this done? That motivation is what starts with the top of the, or the first part of the word, right? So you have to understand the reasons that you want to change those tendencies, that you want to change that position, that you want to adjust your behavior, right? That you may even want to say, I don't want to do this anymore, right?

Sometimes, sometimes shifting means I'm just shifting away from something and that's it. This is not the thing that I like. It doesn't make me happy. Every time I participate in this, right, it leaves me in a place that I can't show up at my best, whatever that looks like. So understanding your motivation is what is the catalyst for the shift, getting clear on those reasons. And that is also part of that intention that we talked about yesterday. So when we talk about the S, the H and the I, right? What's the story you're telling yourself? How do we now need to get there? What are the things that need to be involved? And then what's that intent and that impact when we do it? And the reason that motivation is so important to understand when making shifts, because that is what actually describes that willingness or that desire to actually do something, right?

How easy or not is it to do something if you're not motivated, right? Everybody put in the chat, what's the thing you know you need to do all the time, but you can't get motivated to do it, right? Let me just see what some of the responses are. For me, it's putting away laundry. Let me be very clear about that, all right? Like I will actually put the laundry in the washing machine, put it in the dryer. It goes to my guest bed and then I look at it. And that is where my motivation drops off, right there. I mean, it is a strong, just think about a rollercoaster. I mean, I'm up, up, up, and then there's a strong decline down, right? So for me, I lose the motivation to actually fold and put away, right?

And then I get frustrated because I have to navigate piles and try to figure out where things go, right? So my reasons or my lack of motivation comes from not wanting to put my energy, and we're gonna talk about that in just a moment, not wanting to put my energy into doing something that I know I need to do, right? That's gonna be better in service to helping my house run more smoothly, in particular because I value organizations. Piles of laundry actually drive me crazy. And we're gonna connect all of these dots back again, right?

Yes, Sama's Working Out is a big one, exercise. Anything to do with like keeping yourself healthy, keeping yourself in shape, keeping yourself in any of these places, right? Like all of that, all of that is hard and getting motivated to work out, right? I used to be a personal trainer in my early life and it would be like pulling teeth sometimes to get people to get motivated to come to the gym, right? What do you need in order for that to work, right? You gotta have music, you gotta have new clothes, you gotta have fancy shoes, you gotta have all of the things around you to make your environment set just for you to be able to get into the gym, maybe even just to leave your house.

My life journey, hello, my darling, nice to see you. Thank you for joining, right? So all of those things, right, yes. Right, yes, STRS, I see that, right? An unintentional tendency. Sometimes these tendencies that we have show up like right in the moment, you know what I'm saying? Like they just show up and you're not even planning for it. It might be a tendency that you've never even adopted before. And then all of a sudden it comes down to something you don't wanna do or somebody you don't wanna be involved with or like this thing that somebody's asked you to do and you're over, especially at work, right?

Like how many times at work does somebody say, hey, can you do this? And you're like, this isn't even like my job. This is actually, this is not my responsibility. Like I don't even wanna be able to do this, right? But it shifts your tendencies, it shifts your position. And now you're in here like, mmm, like I don't even know how I feel about this. Like all of that takes place, right? And it makes you check your motivation, right? It checks you, STRS, right? Right, it makes you check your motivation. And that's why we're talking about it because if you're not clear on those motivations, if you can't get behind the thing that is gonna wanna help you make this shift or even accept the fact that you have to do this, then it's gonna be really hard to put the energy behind it.

And we're gonna talk about the relationship between motivation and energy, right? We just finished defining motivation for those who are coming into the chat. DK, thank you so much for joining, what up? So think about the things that you know you need to do, the things that you own, the things that you even wanna do, right? What about the things that we keep saying, man, I really need to do this. I really need to do that. If you've got your notebooks with you, I want you to take a moment and just jot down, what are the things you know that you need to be doing, right? The aspire to, I want to do this. Or the desire to, right?

I have a desire to do this because those are the things that we keep coming back to. We keep saying, man, I really need to do this, right? I really need to do that. And when you don't do it, what is that called? Procrastination, excuse me, procrastination. So when we think about all of the things that we don't have motivation for, the question becomes, well, how do you get motivated, right? How do you get motivated? Yes, okay, stirs, right? So all of that, right? All of these things that you know you wanna start or that you've

started and not completed, right? Because what happens to your motivation? What causes your motivation to actually drop?

I just wanna hear from folks. So put it in the chat. Like if you start something or you keep looking at something that you know you need to do, what impacts your motivation? What keeps you from finishing it or moving forward? Tawana, yes, right? All of these projects, but what's the thing? What's the thing that just, right? You hit that wall and you're just like. Time out, I ain't got it, right? I need 30 seconds for all my sports fans out there, right? 30 second timeout, TV timeout, whatever you wanna call it. All of these things, something is impacting your motivation. If we go back to that language, right? You've got these reasons for doing something, and then you've got a general desire or willingness.

Oh, Jen, say that, right? So many people have those different things, right? ADHD is a big, big, big one, right? There are things in there that just keep you from operating in the space of procrastination, right? Yeah, that frustration is real, right? Like sometimes you just get frustrated and you're just like, all right, I have to do this. Because the thing is, is that if you don't do that thing, it then will keep you from getting to the next thing. It's actually a blocker, right? It's a domino effect. If I don't do this one thing here, I'm not gonna get to these next four things because oftentimes they're interconnected. Yes, my life journey, overthinking.

Lack of resources, those are two big ones. When you get caught up in overthinking, right? Okay, so now I have to do this, and I need to ask this person, and I need to call this, and I need to buy this, or I need to actually schedule this to get done. And you may actually start some of those steps, and then you hit a roadblock in there where someone doesn't answer the phone or this person doesn't call back or you're waiting for someone or another resource to come in and be part of all of that, right? Tawana, yes, the Aries and all of us. Oh man, listen, we could have a whole entire Zodiac conversation one day in the blueprint, okay? Because there are so many different factors that impact motivation, right?

I am a Scorpio, and I can tell you, there are things that I am rockstar at. You're never gonna be better than me at these things. And then there's other things that I'm just like, I'm not here for it, right? And the fear gets in the way, or the other things that lead me, right? And they just zap my motivation. And all the reasons that I know I should do something, they go right out the window, and I'm like, I'm not here for that. And it's really hard because I have to learn how to turn that on and off in my personal life, right? And in my work life, there's no space for it, right? I think I told you, right? I'm an entire chief people officer in my day job.

So I lead a team. I whisper in the ear of the CEO, right? I whisper in the ear of very strong executives. There's no procrastination there. There's no room for that. So sometimes for me, it's the compartmentalization. I do so much of the motivating that

when it comes time to motivate myself, I ain't got it, right? I don't have it. Yes, stirs, right? Those labors of love. Oh, subject to mood, creative streams, et cetera, right? Like that is a big one, right? Yes, Psalmist, so I'm making your comment out there, right? Because when you start to talk about different person, and the piece I wanna pull out is your personality profile.

Everybody's personality impacts their motivation, right? Everybody's personality is gonna help them drive towards something to be motivated to do something or not. And that's where we get into things like mood, your level of creativity, all these different factors. So, so much is there when we start to talk about motivation, when we start to talk about all of these individual, unique things that come into how you now decide that this is what it is that I wanna be able to do. And here is the thing that's gonna help me get there, right? So I see all the zodiac talk in the chat. You guys keep going with it because it impacts, it has a space here to do this. And you will actually see that it will drive across both the professional side of what we do, how you show up at work, right?

Your willingness to say, I'm gonna put forth this energy and effort here, but how do you keep that motivation going? And where do you get that energy, right? Psalmist earlier, you said a lack of energy. When I asked the question, what keeps us, what breaks our motivation, right? Lack of energy, a bad situation, a mood swing. What if it's like an unexpected something that kind of shows up, right? You get a phone call or yes, I had the resources and now I need to make sure that I don't have a nick the quick as I live and breathe in the blueprint. Welcome fam, welcome, welcome. We are talking about the relationship between motivation and energy, my friend. And we're talking about motivation, what motivates us to do the things that we do. And we're currently talking about what like cancels that motivation.

And then we're gonna move into the relationship between motivation and energy, because that is actually the algorithm for influence. and being the catalyst for getting things done that you need to get done, right? So thank you for joining, I appreciate you. So motivations can be impacted by anything, right? All of those things really play into it. And when we start to talk about things that are labors of love, let's just spend a minute talking about that word labor. Labor is intentional effort. It means that I have made a commitment to seeing this through, no matter what the circumstances are going to be. And labors of love really are labors of love, right? Love is a motivation.

Does everybody understand that? Like love is a form of motivation, no matter what kind of love it is. It can be platonic, it can be romantic, it can be agape, whatever the type of love is, but love is a form of motivation. And so when that love or whatever that motivation form is, is impacted, it absolutely impacts your mood. And if there's a shift in your mood, in your mindset, right, in your tendencies, or if you come in contact with somebody else's energy or mindset or behavior, all of that zaps it. And it keeps you from feeling like, I can put true energy behind what it is that I need to do. And where does that

energy now come from when we think about what it means and how we want to get through this thing that we need to do, right?

So let's talk about the definition of energy because we already defined motivation, right? It's the reason or reasons for wanting to complete or execute a set of behaviors and or the willingness or desire to do something. So when we talk about energy, the definition, and if you're taking notes, here's the definition that I want you to write down. The strength and vitality required for sustained mental or physical activity. Let me say that again. The strength and vitality, not just physical strength, but vitality. That is like this, I call it the zhuz, just like the thing inside you that's nudging you along, right, required for physical or mental activity.

It's sustained physical or mental. So we go back to that labor, right? It means there's a level of effort that I'm going to have to put in and I'm going to have to keep that up in order to see this thing through. If you're a procrastinator, you don't have that. You sort of start and you stop, or you don't start at all, right? Because you don't possess the energy to get into it, right? Especially on the mental side. Because as everybody know that once you have the motivation, the energy is the mental part. The energy comes from the mental part of this. I've got this desire and this willingness to be able to get out there and do this thing. But where's my energy coming from, right? Where do you get the energy from to start the 511 projects that you started? Where does that come from? Where do you get the energy from to go to the gym? Where do you get the energy from to paint, right?

Where do you get the energy from to do anything? Right, you can drop those notes in the chat, right? But energy comes from a number of sources, right? What's the main source that we get our energy from? Just put it out there if you know. We'll give it a minute, because I know sometimes the chat is playing catch up. And then we can go back to the Zodiac talk. I won't overlook that, because I know that that's super powerful and it's super interesting, right? And it impacts everybody. So the question is, where do we get our energy from? First and foremost, we get our energy from food, okay? How many people nourish themselves all day? Breakfast, lunch, dinner, water, snacks, prayer, meditation, right?

Whatever kind of food you need. It is physical food, right? But all of our energy comes from a source. The physical energy, right, comes from the food that we eat, because we need that food to power our brain, to power our muscles, to power everything, to actually do what we say we wanna do, right? Then there is the mental and emotional, yes, right? And sometimes, I see you by a long journey, right? Like we forget that we have to nourish our body physically. When we say, man, I don't have the energy, when's the last time you had food, water? Physical sustenance that actually your body now can use to help you perform whatever behavior that you need to perform. So there's that one first. then the food that we eat gets burned and then it goes into like mental energy, right?



So now our brain can function to start to think through the how. What are the steps that I need to take in order to get this thing done? Oh, well, if I go in and I do this, I now understand that I can get to this. That's what the outcome is gonna be. And now we start to see our motivation rise, right? When you start to nourish yourself. Sometimes food is emotional, right? It is, do I need to meditate? Do I need to spend time in any type of prayer space or community, right? Whatever that looks like, do I need to sit with affirmations and write things down? But what is it that I need to be able to see that is going to remind me and start to give me the motivation to pull up the energy that I need, right?

When you look at motivation, that is where you're going to then put or direct your energy, okay? When we talk about this relationship between motivation and energy. And I'm sure people are like, where is she going with this? But I promise you it makes sense, right? So just hang in there with me. And then we'll go back to some of our key personality traits. And that's where we'll chop it up about the zodiac signs and all these things, right? But when we talk about the relationship between motivation and energy, if you are not motivated to do something, if you don't have the desire or the willingness, right, to put forth, you are not going to put your energy in that direction, period.

It's why we start 47 projects and we don't finish them, right? Because you're not going to put the energy behind it. That means the desire that you once had at a certain level is not operating as high as it was when you decided that's a good idea. Now I'm going to make this shift. Now I've set my intention, right? So you set your intention, but you can't focus. Yesterday we talked about focus as part of the word shift, right? So you've got this intention, you're clear on what the outcome and the impact is, but you can't focus in. And so then your energy is low. You get distracted for whatever reason, you decide for yourself, hey, you know what? This thing just came in and killed my mood, killed my energy, right? We talk about things killing our vibe.

Something has come in and killed your vibe. And now you're not going to put the energy behind seeing that through, right? When you are truly motivated to do something, when you are truly committed to a person, an outcome, whatever this thing is, the energy will be there. Whether it is imparted on you, meaning the environment inflects it on you, or sometimes the environment pushes you and you have to just move through the energy that you have and put it in that very same direction because you don't have a choice, right? It will keep you from doing other things, right? Stirrs, this one right here is so real, okay? This, you get blocked by your fears. Fear is an energy snatcher, okay? Fear will snatch your energy, it will kill your motivation and you will be stuck.

And there is no coming back from that, right? Fear will keep you in this place of saying, I'm actually not ready to face or deal with whatever it is that is coming on the other side of this for whatever reason I may understand or not understand, right?

And oftentimes we don't even know what the reason is. We just know that fear shows up because we don't have an answer. We can't predict the outcome. We can't control what that ending is going to be, right?

Ooh, say that again, stirrs. There is no greater hater than fear. Fear will kill your motivation and energy. And if you don't have the motivation or the energy to do something, that shift that we talked about yesterday is not gonna happen. You will then remain exactly where you are, still desiring to get to this other place, away from something or towards something, embracing something that you know is gonna make you a better human being, right? So I'm so glad that you brought that up because we talk about energy blockers, motivation blockers, fear is a really big one. And I think that oftentimes we let fear overshadow our desire to be free, free from something, free to do something, free to accept whatever it is, right?

Freedom or fear, that is the whole... opposite of motivation and energy, right? Because the fear is going to overshadow the freedom. And then when you don't have the ability to get to whatever that freedom is, your energy and your motivation is gone. And it's hard to push through some of those things, because the fear gets to us and keeps us in that space. People ask, often ask me, right, how do you overcome fear, right? You have to step into the fear. And there has to be a strong enough motivation to make you to do that, right? You have to step into the fear to find joy. I firmly believe that, right? There's a Kim Jim that I say to people all the time, you have to step into the fear and find joy.

And oftentimes that joy, that freedom, that motivation, that energy is just on the other side of the fear. If you can acknowledge that there is a fear there, or whatever the blocker is, it just doesn't have to be fear. And if you want to put some other blockers in the chat, by all means, right? But if you acknowledge that the blocker is there, we're just going to use fear, because that's what we're talking about. And then you spend the time actually saying, well, what is it that I'm afraid of? What might happen? What I think could happen? Is it your fear? Is it somebody else's fear that you are taking on? Because that happens, right? Everybody been, anybody ever been the victim of an energy drive -by?

I have, right? They are terrible. Right? You're in a good space. This happened to me a couple months ago. I was in a great space. I was going to a particular event and I happened to get around this person and they were in a very funky mood before I got to them. And by the time I got around them, they literally, with their attitude and energy, the way they were interacting with me, were transferring all of that negative energy to me. And by the time I finished interacting with them, it was maybe 15 minutes.

They were in such a terrible mood that I had absorbed all of that energy and I didn't want to do anything, right? They were just a whole energy vampire. I mean, just suck the life out of me. I did not want to do anything. I actually ended up not staying at this particular event because my attitude was so terrible. I literally did not have the

motivation to stay and participate any longer. I let somebody be an energy vampire in my life and it completely dissipated my motivation.

And I didn't have any energy for it at all, right? And so when you get around those things, right, you now look at these relationships between things that I'm motivated to do and the energy to do it, right? Think about when you go spend time with people. If you're in a good mood, you want to do something. Somebody else is like, oh man, I don't know if I really want to go or I still got to get dressed or bruh, we got to go through all of this. We got to park, we got to walk up the steps, we got to get the tickets. And by the time you spend your time around all of that, you may have lost your motivation to be able to do something. Are these examples clear?

Is this landing with people understanding the relationships between energy and motivation and how it impacts our ability to actually make a shift or see something through because it's so subtle, but yet it's something that we interact with and something that we get done every single day. We spend time in these spaces. I'm just naming them because oftentimes people don't know that this is the space that they're in until you spend time, right, understanding that someone has actually sucked my energy dry, right? Someone has been an energy thief or an energy vampire and now I have zero motivation to do anything, right? It is so real and when we begin to recognize this, it helps us get clear on how we overcome that energy vampire moment and get back to the space of being motivated or staying motivated, staying focused on those reasons for being able to do something.

And that is why these types of conversations are so energizing because when you start to call it out and you recognize these are the situations where somebody comes and is becoming an energy vampire or I'm vulnerable to whatever situation is taking place, I now recognize that I need to recheck my motivations, right? Yes. And so that's the thing, right? And you said that, right? I don't feel motivated to dwell amongst the vampire. So what do you do? What do you do when the energy vampires come in? And let me tell you something. This one was a full drive by. I didn't know it until after the fact. I actually called somebody and was like, I think that like I was fine and then I just was not fine. Like I'm all in a bad mood and now I need to, right?

And I had to actually say it out loud and there's such life force that just gets sucked out of you, right? It's so major gesture, right? So full on cutting off people. who were just sucking the life out of you. No energy, no motivation, right? What's the phrase, folks? Misery loves company, doesn't it? People will bring you where they are so you can stay with them until they are ready, motivated, have the desire to jump into a different space. And then what will they do once they're ready, right? They will leave you behind. They will leave you behind. Yes, that is about it. It is so exhausting to engage with those type of energy vampires. It literally takes your life force, right? I'm gonna use Jen's words. But it literally takes your life force and there's no recourse for it except to

figure out. Stars, yes, right? Like it literally takes your whole life force. And then you've gotta dig yourself out of this valley that you now have found yourself in, right?

You might've been making your way up the mountain and then just to plummet down into this valley. Yes, Jen, you're right. People will absolutely pull you down so that they can then get the motivation for themselves through pulling you down only to wave their flag and say, I'm gonna help you up again. That happens a lot in the workplace, right? It's called sabotage. You see people sabotage different things and they will try to say, well, you know what? This person wasn't really capable of handling these things but now I'm gonna raise my hand and I'm gonna be the person that will help them find their way, right? Absolutely toxic management, right? Jen and I were just chatting about that earlier today through a situation that she was in and she was just like, Kim Blue, had I stayed, right? And we chopped it up, right?

There's an environmental aspect to all of this. So when you talk about the relationship between motivation and energy, two things that I wanna say before we roll into some of the personality side of this, right? One is if you stay in those toxic spaces, it will be harder and harder for you to get out of them because you may have your reasons for feeling like, right? This is a person that I value. This is a person that's always been so good in my life or hey, this is a good person they're going through just a tough time.

Whatever the case may be, all of those things might keep you there. You may feel an obligation to stay there but in that obligatory mindset that you're in, what are you sacrificing? What are you giving up, right? It is a pure victory. You stay there in that space but then it comes at the greatest cost, which is you, your mindset, your motivations. Good morning, Mama Bee, thank you so much for joining. I appreciate you, all right? When you choose to stay in toxic spaces to let someone zap your energy, right? For you to just be pulled down, you give up part of yourself. You let go of that. And then now this person has access to you, right?

Yes, nobody wants to eat that food, right? You never wanna eat any of that. The second thing is once you decide to stay in that space for whatever reason, you then project and perpetuate that environment. You continue to say, this is the thing that I'm about and where I wanna be. And then that's what you project. So when other people come in contact with you, you then become the energy vampire, right? Stockholm syndrome, right? The inmates take over the asylum. You now become the energy vampire that has been imparted upon you. And so now you've made a shift and not in a direction that you are owning.

It's a shift that is happening as a result of what's happening to you or what has happened to you. And then once you're in this space and you are saying, well, now I don't really know if I wanna do this or now I can't know if this is gonna be the right outcome or who's gonna help me, whatever those toxic negative, impartial thoughts are, you're now in this space and you're now saying and doing the same things people

around you are, right? And that is what makes this relationship between motivation and energy so significant because you have to realize for yourself, what are my own motivations? What are the things that keep me, right? Yes, instead of Stockholm syndrome, stop hold up syndrome, right?

Yeah, but it's real. People don't often realize how quickly they can get sucked into other people's stuff. And you have to be clear on saying what it is that you need and how you can get away from that. We're gonna talk about the blueprint for how to kind of get out there and to recognize what my own motivations are and what motivates me to have energy to do the things that I need to do. But I wanna spend a few minutes talking about the personality side of it because we were having some exchange in the chat earlier about personality traits and things that motivate you, right?

So knowing who you are, right? We were talking a little bit about Zodiac talk for just a minute. So let me raise your hand, right? So I am a Scorpio. And if you know anything about Scorpios, we are very deep and mysterious, right? And our intuition is our greatest superpower. I will tell you 100%, my intuition is my superpower. It screams at me. I don't care if I am in a right lane and I make a right turn. If I know I'm supposed to make a left turn, it will immediately talk to me and be like, you should have gone to the left. And if I don't find a place to make a U -turn, my energy will be unsettled because I have not adjusted to make it right. So for me, because I know what personality things drive me, my intuition is a huge motivator for me.

And then that energy is automatically tied to that, right? So we were talking in the chat earlier about certain things, right? So what are some of the things you all know about yourself that show up when it comes to motivating you, when it comes to making sure that your energy stays high from a personality standpoint, right? I just talked about my intuition. I just talked about my ability to be able to kind of understand where people come from and kind of call out and ask really thoughtful questions because that's how it shows up for me on the professional side, right? I tell people that my intuition is my superpower, but what I really mean is I have the ability to listen really well and pick up on certain, what I call conversational cues or environmental cues that make me ask certain questions of people so that they themselves can talk themselves back into the motivation or back into the space they need to be, right?

So are there things from your personality, right? I think Salma said you realize that your mood sign was really something that had an impact on it. We talked a little bit about mood in the chat earlier, right? So what are the things that you see or that you experience so that you know about yourself, right? That motivate you from the personality side. And I know myself, I'm happy to keep going on about myself, but I wanna make sure that this is interactive because I'm gonna tie all this back in when we talk about the relationship between motivation and energy, right?

Yes, mama bee, listening and doing. It is okay to just hear something, right? And you take it in, but then if it stops there and you don't do anything about it, then what? Right? Where do we talk about that, right? I tell people all the time to know me is to know I'm a god girl, right, and we talk about this notion, right? Faith without work. So yeah, I've got faith, right? But I gotta take some steps in the direction of that so that I can then generate the energy that I need to be able to do that, right? I'm listening, I'm taking in affirmations, I'm hearing positive thoughts, I'm speaking certain words, right, that are coming into play and that's what's helping me move forward and generate my own energy, right?

Like all of that, Christina, how are you? That's all right. No worries on the work meetings, sis. I'm just glad you made it in. We're talking about the relationship between energy and motivation. A lot of good stuff. Scroll back through the chat, you can see what's going on. I'm just happy that you made it. I appreciate you, right? Tawana, you said being an only child allows you to work well independently. Okay, so shout out to the only children who are here. I am also an only child. So my greatest accountability is to myself, right? It also is a bit of a curse because I don't have anyone to delegate to, right? Tawana, like if I can't delegate it to someone else, that means it's all on me, which means I take on all of this stuff that needs to happen.

Then I gotta find the energy and the motivation to do it all. That's where we get back into that labor of love, peace, right, that we would, yes, right? That gets back into it. So it's a little bit of balancing that gift of the curse. Sometimes delegation can be a gift of the curse. If you delegate everything out, right, all of those things, then what do you own? Where's your motivation to do anything if you know you can delegate it out? So you have to have that balance between holding it all to yourself, right? and then delegating some of it out. And those are parts of the blueprint, right, in terms of how you move forward and how you do that, where your motivation comes from.

So I don't want to be able to give it all away, but to why you really brought out a really good point around being an only child, right? And mama be understanding that sometimes you got to hear it, but then you actually got to take a step, right? You actually have to do something, whether it is the step towards delegation, the step towards saying my first step is going to be this. This is a great question. I'm going to put this up there, right? So stirrer says, do you recognize and quantify the type of motivation? What, if the energy doesn't match the task, see creative. So if you are a creative, please put a one in the chat because this is a major, major, major thing.

Creatives versus linear thinkers, right? Right brain people versus left brained people, okay? If you are creative, put a one in the chat. If you are a linear thinker, more structured, you're maybe more left brain, put a two in the chat because this is a fundamental driver from a personality standpoint on how your motivations and energy play out, right? So we got a nice balance. Thanks to everybody who's participating, but

like we got a nice balance of creatives and a nice balance of like what I'm going to refer to as people who are more structured, right?

To the people who are more structured, right? The twos in the chat, do the creatives drive you crazy? Whether they're your like work peers or your friend peers, right? Does it feel like sometimes it's like, oh man, I just want to be able to get this done. And the creatives are like, what if we think about how to, right? So it's this whole thing. And I'm not picking or pointing the finger at anybody, right? My life journey is my best friend. She is a full stop creative, okay? And I have extreme patience with her when we do things and she knows that, and I love her for it, right? Because she is the one that slows me down sometimes and says, well, friend, you need to think about these things.

But at the same time, I balance her out because she says, well, what are the steps that I need to take? Like, I'm not sure on how to be able to do these things. And so there is some balance there, right? Right, Stearns, you said you're one, but a side thinker, oh, we're going to come back to that because I want you to tell people what a side thinker is because folks may not actually know what that is. Cop and cutie, welcome. You made it. Thank you for coming to the blueprint. I appreciate you. We are talking about the relationship between motivation and energy and where you get your motivation comes from.

And we're talking about being a left brain person, right? Or right brain person, cop and cutie, right? And so for all of the creatives, because Stearns asked a good question, right? How do you quantify and what happens if your energy doesn't match the task, right? And so for the creatives in the chat, right? When there is a task in front of you, what, how do you approach it? Where do you get your motivation or your energy coming from, oh, cop and cutie, you've been lurking. Okay, girl, that's fine. All good, right? So you're a creative. There's a lot of different motivations for people who are creatives versus people who are, who intend to be more structural thinkers, right?

You come from logic and reason first, then you layer the creativity under, right? So here are the steps one through five. I understand that all these steps need to be done. And now I can go in and ensure that I can add some rainbows and sunflowers, right? Or whatever it is that you need to be able to do, right? But when we think about this aspect of what your personal motivations are, what gets you going as it relates to your motivations, right? And then stirs, tell folks what a side thinker is, because that might not be clear to folks.

Knowing number one that you're creative, but you're also a side thinker. Do you side think in terms of what's the steps I need to take in order to get to that creative outcome? I'd be interested to know that, right? As we sort of get to this whole space around how you tie it all in and what the blueprint is for making sure that your motivations and your energies are in lockstep, because ultimately people, that's what we're talking about, how you get to where you're going.

And then we're gonna circle back to the points around delegation and some of the cons on holding things all to yourself, right? So, my luck journey says inspiration, something from the task gives you that aha and that's what gives you motivation. Yes, is it, right? Inspiration comes from sometimes the strangest thing, right? Sometimes inspiration is being like, oh, but if I finish this, that now means I have time, which was in the shift conversation we have yesterday, I now have time to do this other thing.

Inspiration can come from different places. Getting time back, having extra time to do something else. Knowing that accomplishing this means that these other two things are now gonna be easier to get done because they are harder if this one thing does not get done, right? And what that looks like. Subscribe to abstract versus logic. You can be at one of the most creative people and the most Spock-like. I think I'm very Spock, but I can be extremely, like in my, so I'm a mom, right? But when I, in my mom life, I'm only Spock when I have to be, right? I'm more Spock at work, right? Very much the needs of the many outweigh the needs of the few. But like when I'm building Legos, oh, it's full creativity, right? It just comes from a different inspiration. My kid inspires me in different ways. His creativity to be able to say, oh, mom, I wanna do this. And me to look at the pieces and then go, oh, if we bring these pieces in, I now can go in and do this or this can look like this, right?

So I understand what you mean about not subscribing to being completely abstract versus having logic in everything. What's the problem with having logic in everything? And I'm not gonna say the problem. What's the con in having logic in everything? Because there can be a con to having it, right? Thinking through that. And I think it's limiting, right? It limits your motivation sometimes if you're so logical. It might actually even limit your energy, the type of energy that you have. Yes, completely pessimistic, my life journey, I agree. There is a lot of pessimism that comes out. And then we go back to that projecting.

What do you project and put out there when it comes to what it is that we're doing? Yep, so there's that dominance and that balance that needs to occur. And that's really what we're talking about, starts when we talk about motivation and energy, right? How do we balance the two? Where do we get one from? Sometimes the motivation and energy does not come from the same side of your brain. Sometimes the motivation comes from the creative side. The energy comes from the other side. And it's the way that you tie it all together to be able to do that, right? So let's talk about how you do both, right? So when we talk about these behaviors, the choices that you make, the things that you need to do, the actual actions, I wanna go back to delegation, right?

Because I think Tawana said something really early, really powerful earlier on. She talked about being an only child, right? I'm an only child. And so for me, if I don't do it, it does not get done. So delegation is a struggle for me. Asking for help is a struggle for me. If I don't delegate and I don't ask for help, it can lower my motivation to want to



get things done, even though I know they need to, because I don't have the energy to do them.

I don't have the energy to do them because I'm trying to do four things all at one time. And because I need to get all four things done, I don't have the energy to sustain across all of them, which then lowers my motivation to get things done. So it is an entire cycle, right? I don't have the energy to get something done. And if I don't have the energy, I'm not motivated. I'm not motivated because I know I need to get these things done, but I'm not interested in delegating because it's me. But delegation is the number one thing I do in order to check my motivations, right? That is part of how I manage my relationship between motivation and energy. I delegate, okay? Delegation is asking for help.

Sometimes it is being able to say, how do I put myself out there in such a way that I'm going to be able to get these four things done? What are the two things I know I absolutely have to do today? And what are the two things that I can go in and manage someone's expectations on? And sometimes it's as simple as saying, you asked me to do this, do you need it? Absolutely hard and fast by Wednesday, or can I get it to you by Friday? How many times do we ask people what's their hard and fast deadline instead of putting our own self-imposed deadlines on, which is the second thing, right?

Which is how we shift away from putting our own lens on things and getting clear on what expectations are there, right? So you gotta delegate, and then there is getting the clarity around what are the expectations for getting things done, right? Ha ha ha, yes, Coffee and Cutie, exactly. So you have to start with your shift journal. All of these things, Holly Rock, what up, right? All of these things I know I need to do, but then I've got to ask Kim to do that, right? So because if you take that on and try to do it yourself and you don't ask for help, what's gonna happen to your business, boo? You're not gonna have the things that you need, right? And you won't have all the fundamentals.

Right? You won't have the fundamentals that you're going to need in order to have a successful business, right? Sometimes that delegation is the thing, right? Mama Bee, no follow through, no follow through, and it will remain stagnant. Sometimes that motivation is, if I can get Kim's help with these three questions, I can do these other four things that I need to do over here. I just, right? I opened up with saying, the reason the blueprint is so important to me is I wanna make sure you have access to the knowledge, skills, capabilities, and resources to be great, to go do your things, to show up as your authentic self and all these things.

But if you are not delegating in the form of, I need to delegate these questions out to Kim to get some information so that I understand now what my next actions are. Half the battle and getting the energy that you need to do something is getting clarity on the information, is knowing what it is that you need to do so that you can see that follow through all the way to the end and get to the next step, right? How am I gonna ask for

help? What is the help that I know I need to ask for? Sometimes that fear, right? And Sirs talked about this earlier in the chat. Sometimes there's a fear of asking for help. Is that anybody, right?

I get afraid to ask for help because when I ask for help, it now then sets up a perception that I don't know what I'm doing. Or it sets me up to appear as though, right, I'm missing something or that I have like a lack of knowledge or I'm going to show up in a way that makes me feel less than or inferior or inadequate or not as worthy of something because I have to ask for help, incapable.

So many things, right? Yes, Duann, exactly. If I ask for help, that then puts me, yes, that's when the good part of humility comes in. What did I say yesterday? Somebody put it in the chat. If you were in the room yesterday, what did I say about humility? Hey, McKee, I didn't see you come in, Sis. How are you? You snuck in on me. Happy Tuesday, right? Yesterday, I talked about humility and I said, don't let humility be your liability, okay? Don't let humility be a liability. Sometimes that asking for help, that delegation, is rooted, not asking for help and that delegation is rooted in fear, right? And exposure is a great connector to fear, right? It is a great connector to fear.

If I now ask for help, I am exposed and vulnerable in a way that makes it seem like people now can see me. They see my faults, they see my flaws, they see all of the stuff that is happening, right? And when they see it, now they can pass some level of judgment. Do I want to be subject to that? Because judgment can be an energy zapper, a motivation zapper. I'm on it, copy and cutie, I promise with the Blueprint Network. I promise, it's coming, right? But all of those things are major.

I want to talk about something because Christina just put something in the chat. She said, I'm motivated by figuring things out without help. Who gets motivated by knowing like, man, I'm the shit because I was able to figure this out, right? I actually did this. I did it. Look at what I'm capable of and now you see yourself in a positive projection and you can do this, right? You own it. You can be like, look at what I was capable of. I figured it out. I put myself out there. This labor of love has now become something that I can own and do. That's real, right? That is real to know that you are gaining motivation through figuring it out. That is a bit of a left-brained right or an or a logistical like approach to it but there's nothing wrong with that and I think there's space for all of it.

The other thing is sometimes we think there's only space for this just one approach like there's only space for delegation. I can't delegate and do this other thing. Yes you can. You can delegate. You can ask for help. You can decide what your own motivations are. You can check your energy. All of those are part of the blueprint right? Delegation first then then getting clear on what your own motivations are after you have delegated right? Getting clarity on what the outcomes are going to be and coming into agreement if I delegate this thing out to this person. I want to make sure that this person knows I am looking for them to do one two and three things and then once I have

delegated that out and I'm clear on the time that that's going to leave me I now know that I have got these next three days to dedicate to this thing right here because I've delegated out.

I've asked for help and now my motivation is higher and my energy is higher to put to this task that might be a little more arduous that might require more of my mental physical and emotional energy but I don't have to worry about that because I've delegated this thing over here. Okay does that make sense to everybody? Yes, yes. Okay, so I'm going to go back to your question. Why do we color certain tasks and leave some in grayscale? Color equals emotional value. Those grayscale tasks we can sleepwalk through but if we need to do a blue task on a day we're feeling red. Oh that's such a great question. How much time do we have folks because it is after two and the blueprint is technically an hour but I can roll for another few minutes if y'all have another few minutes because this is a great question.

A great question and shout out to everybody in the chat who is saying they need a blueprint journal stat. I'm on it. I promise you I'm on it. It will be the next thing that is going to be released. I'm working on the t-shirt designs right now right that have Kim Jim's and some of the things that I that I talk about on here and listen before we go before I forget because we've been talking about shifts and now we're talking about motivation and energy on Thursday people we are going to talk about avoidance because avoidance plays into all of the things that we are talking about.

You do not want to miss Thursdays. That's going to be I wish I had the journals ready for Thursday because you're going to this will be one when the when the blueprint journals are ready you're going to want to transfer this into your blueprint journal when we talk about avoidance on Thursday. It is it is all good right but to go back to your question sirs I think and I'd be interested to hear what everybody else is I think that based on past experience or observation of something else or understanding the amount of energy time resource whatever it is pain and suffering whatever you want to call it we know what is going to be required of us right so something that we leave in grayscale so that sleepwalking through it might also represent a level of indifference if we get emotionally attached to it if we step into it and engage what then does that take away from us what is that emotional value that we have to deliver and is that going to leave us depleted to give as much as we need to a blue task a blue task that might actually bring you joy and bring you happiness versus saying this is a task that's green and the green things are whatever whatever right so I think it's knowing that if I can keep this in the gray that if I don't have to invest a lot of time energy effort love whatever emotion you want you know into this right because because each task requires a different level of emotional contribution so what are the tasks that make you frustrated angry tired you know fill in the blank with something there right versus the things that you know are going to make you laughed smile happy that bring you joy right and so that emotional piece is the part that's in the middle it's the bridge to help you know that you can move

back and forth between them and I think we color them because it helps us balance our energy and it may keep our motivation up or it may help us stay in the space that we're in so that we don't drop off into this sort of You know this bliss of indifference where there's no motivation present right or there's nothing present because when you talk about great I don't think there can be any emotional value that exists in the grayscale, right?

You're just sort of going through it not feeling your way through anything. It just sort of is what it is It's like disconnecting or dissociating from something knowing that you still have to do it to get through it, but it doesn't require any level of emotional value, so you just do it and It just is what it is, right? It's almost like think of think about our body our body functions in all of the Spaces where our brain says these are the things that you're just gonna do because they got to get done in order for you to survive versus the actual Intention your your brain has to put behind certain movements, right?

We blink but that's not something that we control unless we need to right we breathe But that's not something that changes or we control unless we need to write but all of those Actions or motions right exist in that space and we just get through them because they have to exist We don't have to put any energy behind them. It also is a way of being able to manage the emotional Output for ourselves because some things require a great level of emotional input And so we color them in a way that we know I can't do anything else. I can't take on anything else I have to say no to this because when I say yes when I commit it may mean that I overextend that I overstep or that I need more time for this sometimes stirs it may mean that things are gonna come up and We create extra space for all of the unexpected things that come when we do that, right?

Your feelings your mood may also be the thing that Dictates whether a task is blue some days a blue task is blue But some days a blue task has to be gray because you need more for the red There's a lot of different things that show up in there, but your emotions really drive How you're gonna feel performing that task doing that thing that are That's needed that requires a level of You know emotional engagement right that that's there I mean I could talk about that in a whole complete stream and we'll talk a little bit more about it when we go to Thursday and we talk about avoidance right because I think that that ties into one of the things that you just said, right?

Mama B said work hard getting over the you problem to get what you need and work on the you problem Yes, so what is the you problem? What's the thing that you have to focus on right? We talked about focus yesterday All of that, right? all of that all Of that right so so much more to be able to say we're not gonna squeeze it all in into this hour But I'm glad to hear that you all are Finding value in it based on what I see in the chat right because there's a lot of things that are in here, right?

And I agree with you sirs. I think dissociation is a form of Conservation right conserving your emotional energy conserving. Whatever that energy is right or

acknowledging that I need some motivation in a Certain space right I need my motivation to be high over here, right? Because sometimes we actually have to show up right for those who have jobs where you have to show like I work in HR So I'm always on I'm always on you know what I want to do when I get home not talk I don't want to talk. I don't want to make any decisions I don't want to do anything and guess what? I have a nine -year -old Who wants to talk? right and So I have to be on in a different way And so I have to check my motivations and make sure I save some of that energy for him, right?

I would love sirs to talk to you about color theory being your your nemesis, right? For those who are in roles where you have to be on all the time. You're just giving giving giving It's high energy which may mean that your motivation to do those other things is low, right? And so when we talk about the relationship between motivation and energy to ensure that we wrap appropriately, right? Understanding your motivations the reasons behind why we need to do something, right? What is that desire that's there and energy being the actual source from which you get? What you need in order to perform it right means that you need some level of balance And how do you achieve the balance between keeping your motivation and your energy in alignment?

You have to delegate you have to get clear on saying this is what I'm capable of doing and here is where I need to Ask for some help then once you've delegated you have to get clear on saying all right now What is the thing that I'm focusing on and? How much time is that going to take? what's my intention in doing this thing so that I can make sure that it gets done appropriately and that I'm not worrying about this thing that I've delegated over here.

And then once you have gotten clear about saying this is the thing that I'm now going to put my energy behind, it is about owning the follow through. Now what are the actual action steps or choices that I need to make? Step one is to call this person. Step two is to read this set of instructions. Step three is to write in my blueprint journal, whatever it is, but you have to lay out all of those steps. That is part of the blueprint on keeping the balance between motivation and energy, right? So all of those things are really, really important. And I will make sure that I recap all of this in our conversation on Thursday, because I know we are well over our time to be able to spend together.

So hopefully everybody got that quick blueprint at the end on how to keep your balance between motivation and energy, because that is the thing that's going to help you own the shift towards whatever you want away from whatever you want, right? It's all about you. You own it. Your accountability is to you and to the thing that you want to do. So be aware of your motivations, beautiful people, be aware of your energy and how you need to make sure that that is all present.

And then be comfortable putting those steps into place, whatever they are for you. We talked about a couple of examples, but you may have your own and whatever that is that works for you, let it work for you because it's not wrong. It's yours and it's

what's needed to ensure that you're going to show up at your best. And most importantly, that you're going to be the boss of your own blueprint. Okay. Shout out to all the blueprint bosses who were in the room today, whether you were lurking, shout out to all the lurkers for those who are supporting this space.

I appreciate you. I hope that you were able to take something away from today's conversation. Thursday is the next time the blueprint will be live again in the stream. So I hope that you are going to be there. It's going to be Thursday. We're going to try a morning session this time, Thursday morning at eight. I told you I was going to experiment with different times to make sure that we can always continue to support everybody else who we love in our Twitch family, right? So shout out to everybody who got me here, DJLV, certainly DJ Droopy, all of who I lovingly refer to as my D -Rag security crew. If you're not following them, please follow them. Shout out to the mods in the chat who are not my mods, but who have been coming again to support.

So Holly Rock, Jen, Mama Bee, thank you everybody who has come to just get a nugget to lurk, to listen. I appreciate you. You are what makes this space so incredibly special to me. I look forward to seeing you all on Thursday. Okay. Sending you into the rest of your day with all of the good energy and light you will need to guide you. Take extremely good care of yourselves. Okay. We will speak again very soon.