

The Blueprint Five Common Avoidance Behaviors & How They Show Up at Work and in Life April 9, 2024

April 9, 2024 · 90mins

Transcript

Good Tuesday morning, everyone. How are you? Happy to see you. Welcome to the blueprint for those who may not have been here for a while, or if you are I'm new to the stream. Let me introduce myself. My name is Kim Blue. I am an HR strategist and a career coach. Welcome to the blueprint. This is a space where we come on Tuesday mornings at 8 a .m. Eastern Standard Time. And again, on Thursday mornings at 11 a .m. Eastern Standard Time to chop it up about all things, personal and professional development. I am an HR executive, a career coach and a strategist. And I fundamentally believe that everybody should be the boss of their own blueprint. And that is what this podcast is dedicated to. I wanna make sure you have access to the knowledge, skills, capabilities and resources. So you can do three things every day. You can operate at your highest potential. You can add value to whatever work you own or are responsible for. But most importantly, you can show up as your authentic self, all right?

Because when you show up as your authentic self, you are more likely to not have to dim your light. Believe that you do not have to shrink back in any way, shape or form. Most importantly, you're open to giving your best to the world and you wanna receive the best the world has to offer back to you. So that's what this podcast is all about. We show up, we do the work, we come from a place of love. We have a lot of mirror moments, but we also make sure that we look forward out the window so that we can see what's available to us. And we do so from a place of love when we make sure that we hold each other accountable thoughtfully, okay? So with that, let's get to a little housekeeping. Let's also say good morning to folks who's in the room. And then today we are gonna talk about five common avoidance behaviors and how they show up in work and life. So if you don't have your notes, if you don't have your notepad or your pen, go ahead and grab that while we are doing the housekeeping because I wanna make sure you're all set and ready so that when we kick off our conversation, we are ready to go.

I gave my life journey a preview of this last night. Right, Ebony A .T .L. I gave my life journey a preview of this last night. I like during a preview of this last night, as you know, she helps ensure that my slide formats and all of my presentations are very buttoned up. And she had already given me the slight side eye last night. So I'm

preparing everyone today, right now, that this week as we dive into the five common avoidance behaviors and how they show up and work in life, and as we start to turn the corner towards accountability because accountability really means what am I gonna do? Not who am I pointing the finger at? Not where do I redirect the blame? Not how much longer am I gonna continue to procrastinate? What am I gonna do? And so we're gonna dive right into that and make sure that everybody is really intent on moving forward, okay?

Because that's what this month is all about. We're gonna continue to do the work and make sure that everybody's got some clear blueprints for how we move forward, that it sticks, right? Because remember, May is about momentum. And we got to make sure that we've put those avoidance things behind us, that we are not in a disorganized space because if we're disorganized, we need to come back to now what am I avoiding or what are the things that are going on, so that we can keep the momentum to move forward through the work that is ahead of us. All right. So in terms of a little bit of housekeeping, I looked ahead to the calendar and as far as scheduling is concerned, we should be good to go as far as all of the rest of April. There are no conflicts. So all the streams are going to go on as scheduled, which is very exciting. Getting into May, there's going to be some schedule changes, but we'll get to those closer to the actual month itself. So everybody go ahead and buckle up because we are going to be in it to win it for the month of May, sans any types, I mean for the month of April, sans any type of changes.

Additionally, I will be joining Dr. Dady Priest tonight on Engagement Matters, which takes place at 5 .30 Eastern Standard Time. If you're following me on social, it has been in my stories and Dr. Dady's stories. Shout out to everybody who has shared it in their socials as well and tagged me for the promotion. We're trying to make sure we get as many people to Engagement Matters as possible. It is tonight at 5 .30 Eastern Standard Time, 4 .30 Central Standard Time, and 1 .30 PM Pacific Time for our friends on the West Coast. It is sure to be a great conversation. So you kick off at 5 .30 and then I'll be joining sometime shortly after that as well. So excited for the opportunity to go and support Dr. Dady and her stream because she is a great supporter of this space.

Additionally, if you are thinking about attending the New York Meetup, I will be there. It will be an opportunity for me to come and hug and love on you guys in person. I am the kickoff speaker for Saturday morning. That is the content creator series. I just received the rest of the rest of the marketing materials. And so you're gonna start to see me post about that this week via socials. And then as we get closer to it, I will put a flyer out about my specific topic and what I was asked to speak about. So very excited about that opportunity. The New York takeover dates are May 31st through June 2nd. It's a Friday, Saturday, Sunday, facilitated by One Reason and DJ Chanel B and the B side. There are a fair amount of nonprofit things, their focuses going on the youth and the community.

So go check it out. And then I'll be sure to start cycling information through my stream elements so that you can see it. All right. New York takeover, the end of May. Engagement matters tonight at 5 .30 Eastern Standard Time. Let's go see who is in the chat and then we'll kick off our conversation. Good morning, My Like Journey to you, my, my boss extraordinaire and shout out to Kayla who is likely commuting into the office this morning. Good to see both of you. Thank you for being here. Good morning, Hobbs. Hobbs, thank you for the compliment this morning. Listen, I felt like the side bun was about all I had. Hobbs, okay. So I should make sure like this is, this was, this was pretty much what I had the energy for today. So I was like, the side bun will do. So thank you. Good morning, Jen and Ebony ATL. Good to see both of you. Welcome in. Shout out to Indomitable Spirit MG. Good morning to you. Good morning, Dr. Donna Dundas. Good to see you. Happy Tuesday. Anybody else who snuck in while I was giving the housekeeping. Good morning, CLO 702. I'm like, I know I'm missing somebody else. Good morning, CLO. Thank you so much for being here.

Shout out to everybody who is working, lurking and commuting. I know the mornings need to be what they need to be for you. So however you are absorbing this, thank you for being here. Whether it's Twitch audio, you got a tab up. You're active in the chat or you're just listening and lurking, whatever it is. Thank you for being here. You helped make this space exactly what it is supposed to be. Feel free to come out of the, out of work anytime. Obviously, you're welcome to contribute to the conversation. Good morning, Mr. Nate. Good to see you. Thank you so much for being here. Happy Tuesday, Indomitable Spirit MG. Thank you so much for the re -up. Appreciate you this morning. Natty Nat, good morning. Good to see you. Happy Tuesday. I think I got everybody. If I didn't, please say something in the chat so I can make sure that I shout you out and acknowledge your presence.

I always like to make sure that I do that. And as we see folks in the chat, you're gonna see me acknowledging. sort of in buckets to go follow, right? So we've got some great mods in the chat. Hob, CLO702, My Like Journey, Mr. Nate, all of them mining for amazing people. Go give them a follow. Definitely follow EbonyATL if you are not already, okay? And anybody else who has snuck in here, Natty Nat, same, a great mod as well. So go follow folks and make sure that we are show in love where we have opportunity across our Twitch fam, okay? So with that, let's get into today's conversation. So we opened up the, My Like Journey. So we opened up the month of April talking about avoidance. Now, if you were with us a year ago, you remember that one of the foundational Kim Jims is avoidance is not a strategy. And so a year ago, we introduced avoidance, what it is, how it shows up in our life, just really got grounded in it.

And I did a foundational conversation with you on... This is what it looks like. Let's just acknowledge if we find ourselves there, but let's more acknowledge if we stay there, right? Because it is a choice. An additional Kim gym that goes right along with avoidance in particular, but that I have used in my coaching and in my HR career is also been, you

can choose to evolve or you can choose to remain. I just said it at a conference that I spoke at on Friday. Oh, and shout out to everybody who liked the reel, who was supportive of me last Friday when I spoke at the Unplug HR conference. It was amazing. I met so many of my industry colleagues. I got to fan girl out over a woman named Julie Turney.

She is HR for HR. Julie is based out of Barbados. And listen, y'all don't think for one minute that just because I practice HR in the US that I am not open to opportunities. Julie Turney, when I asked her where she was going next, now she lives in Barbados, but she was like, oh, I'm going to Jamaica to do something. And then I'm going to Trinidad and Tobago to do something. So international HR is on my radar, right? I'm just working here and buying my time as I manifest my millions so that I can get to a place where I understand that. In addition, HR across the pond is on my radar. I understand the UK HR very well. It's always been a part of my career. For those who don't know, typically companies will put operations in London, number one, because there's no language barrier. Number two, because it has amazing access to places like Germany and France that do heavy manufacturing. Other places like Prague and the Czech Republic where you're going to see some of those companies that have really good access. If you know anything geographically about that part of Europe, the closer you get to Germany, Poland, right? Above Poland is the Baltic Sea. Who knows what's above the Baltic Sea, folks? Hopefully you do, but it is the North Pole, right?

That's what's up there. So you're actually talking about the geography. and I've supported plenty of clients who have had global companies. And the UK is a law that I'm extremely familiar with. So UK labor law. So Europe is on my radar to be able to tackle one day. And so I got to meet Julie Turney and she was amazing. And I got to meet so many other local HR leaders who were doing some dope, dope things. So if you haven't checked out my reel, go find me on socials. It is posted up there. And you'll get a snapshot of just all of the great folks that I met and who I had a chance to work alongside. So it was awesome. But I know so many of you have commented or liked on it, liked it already. So thank you. It is on. My K blue consulting page so you can go find it there and then you can see me tagged and other things that other leaders have tagged me in I thought you all would find this amusing so there was an opportunity for us to do a group activity a Fellow HR consultant was unveiling a part of her business and it's these cards that foster conversation connection and forming So what we mean by forming is the forming of relationships the forming of bonds the forming of understanding of what everybody's gifts are and part of the the activity was we had to vocalize how we would address a situation that was Presented to us and in this particular situation it was it would be what would you do if you had to tell someone that they Their personal hygiene was off in particular body odor right now.

This is a very common Situation believe it or not all right We have the opportunity to talk to people about that but it's all about the sensitivities and how you handle that and so I gave my response and The guidance that I would offer to both the manager and how to then approach the employee But how to also be armed with resources and one of the fellow HR Members there referred to me as the black chat GPT, which I thought was hysterical Because they were on me about my word economy and they were like we've never heard anyone who could just so eloquently Put things out there. So that has become my new name Yes, that has become my new name and not only that they tagged me in a post yesterday one of the comments yesterday When I went to go like her real she actually said to our most famous black chat GPT Thank you so much for being there.

We absolutely enjoyed your session. So that has become One of my labels, which I wear that badge proudly because you all know how I feel about Word economy. So just sharing a little funny story from the conference and and then it got pronounced in a broader setting, right? Because I actually spoke about a competency that later came up in another setting. And my friend Anthony, who gave me this nickname, he said, you all heard Black Chat GPT earlier, she told us that change management was going to be something that HR professionals, now you're hearing it again. So listen, she's putting it out there. So it was just a comical moment among other HR professionals. So it was really awesome. Go check it out. You can see all the things that I was tagged in, and then my own reel about it as well. So right, my luck journey. That was the entire, that was it. So, so I thought, right, it was a great, it was a great chuckle. And I didn't feel any kind of way about it. Because you all know, I talk about word economy all the time, because words matter, right?

The actual economy of our words, what we say, what we mean, and how we say it. So there's a little story about your friend Kim Blue at the conference. So shout out to y'all who supported that and have liked it already, or have shared it in other capacities. So thank you. So, I introduced avoidance last week, or excuse me, last year, and now we're at avoidance 2 .0, and this is our opportunity to really tag in two things, avoidance, understanding it, and revisiting it, but also looking at it very clearly in two buckets, work and life. So, if you have your notepads, what I'd like for you to do as we start to categorize it, and this is just a, I don't know if you all can see this, but essentially, this is how I want you to set up your notes, because we're going to be breaking down the avoidance behaviors, and then I'm going to talk about how they show up at work, and then how they show up in life, because I want you to align yourself not only to where you might be swaying more, but if you're spending more time avoiding things on the work side, it may influence how you show up on the life side, because when we don't deal with the things that we're avoiding, we try to overcompensate for them.

Does that make sense to everybody? When we don't deal with the things that we are avoiding, we overcompensate for them in some other way, and we're going to talk about guilt being one of the avoidance behaviors, and how that shows up for us. So, if we don't deal with the things that we are avoiding, we then overcompensate for them, and that overcompensation does not allow us to show up as our most authentic self, or operate at our highest potential. And so, when we get into these behaviors today, I want to make sure that we have the opportunity to do it. So, set up your notes, work on one side, life on the other, or top to bottom, however you want to arrange it, but we're going to get real clear, because this is what our accountability is.

When you start to write things down, that is where you have your accountability. It's like saying something out loud, because once you say something out loud, right, you have to do something about it, because you can't unhear it, you can't unsay it, it is now out there, ready to be addressed, or ready to continue to hang in the ether, okay? My life journey has already put the ball skier out there. Hobbes says woman down already. I think we need to go ahead and get your blanket Hobbes. Okay, go ahead and get your blanket or whatever it is that you need. But let's set up our notes and let's go right into what it is that we are going to connect to. So here it is, accountability 2.0 for anybody who may be new into the stream or if you came in and have been lurking. Shout out to all of you who have invited folks to come spend time in the blueprint. Thank you for that. I see DJ Rollum. Good morning to you, DJ D lot. Welcome in. Good to see you as well. I saw you all sneak in while I was doing my housekeeping and my welcomes.

Good morning, Tank. Good to see you as well. Go give all of those folks a follow. Happy Tuesday to you. So we're talking about avoidance last week. I think Spartacus was in here and he said, Spartacus said that avoidance is his main, his main strategy, right, of not doing things. And I want to encourage you to think about why it isn't. So let's go forward. We're going to skip ahead. So this is what it is. We always make meaning. So it is just the intentionality of not doing something, right? The turning away, the dodging, the aversion, and we know that avoidance is intentional. And the reason that it's intentional is because we don't want to feel or experience certain things. We don't want to take certain actions. We don't want to, you know, have to do certain behaviors or make certain choices. So we avoid, but when we avoid, it then means we have to overcompensate. And that overcompensation then leaves an absence there. And in that absence, before we get to overcompensating, there's some behaviors that we always demonstrate pretty consistently in work and life. So we're going to talk about that, but I want to make sure everybody knows what that looks like.

Here are mantras. These are the mantras that we have been foundationalizing. Okay. And these came from an article provided to me by Bearded Baritone. Shout out to you, Bearded, if you are listening or lurking. Okay. Now we opened up the month of April by talking about this whole notion around productivity. And that first mantra right there gets into that being busy does not always mean being productive, right? We talked about

this notion of many hands making light work, but if you are your own pair of hands, busyness can be a form of avoidance. And by that, I mean, if we perceive or if we pretend or if we present as busy, it means that we are taking opportunities to use time, which is currency, not in productive ways.

That's why being busy doesn't always mean being productive. You can be busy, but is your busy producing? Let me say that again before we jump back in. You can be busy, but is your busyness productive? Meaning at the end of your business, do you have some type of quality product? Have you achieved an outcome? Have you had the opportunity to say, look what I accomplished while I was busy? Okay. So not only is busy, not meaning productivity, you are now mismanaging your currency, your time, your energy, all of those things, okay? So when we present as busy, we have to recognize that we are wasting our own currency. Now, how do we feel when other people waste our currency, when other people waste our time, when we've invested our money, when we've given up our energy, when we've done all of the things that are there, right?

We have put our currency into something and then we watch other people waste it, but we are willing to waste it on our own so that we can avoid dealing with certain things. I want someone to make that make sense, all right? So as we think about the life side and the work side, I want you to write down the mantra, busy does not mean productive. I also want you to write underneath there, either on one side or the other, where you feel like I'm the most busy, but I'm not the most productive, that because busy does not mean productive, my currency is now wasted and we don't have and currency is not something that we should waste because it's ours we work hard to acquire it so why would we freely waste it and then we feel some kind of way when our currency is wasted mostly at ourselves this is a mere moment for everybody who wants to understand okay we need to know that the most of the frustration that we project out at others is because we have wasted our own time and when we realize that we wasted our time when we realize that our currency is not valued the way that we value it because we devalued it we then get frustrated with ourselves right so let's go back to this mantra and we're going to spend some time talking about this one today mantra two says some kind of failure always occurs before success some kind of failure always occurs before success right what do I mean by that what I mean is that before you get to your end game before you get to the place where you want to be able to see success before you get to whatever the desired outcome is you're going to have some missteps there's going to be a misalignment now if you're writing this mantra down please put this likely more on the life side than the work side we are going to talk about it on the work side but the life side of this is where you're going to see that some kind of failure always occurs before success why is that important it is important because the work that comes with holding your mirror the work that comes with acknowledging that you've been avoiding because you do have to acknowledge your avoidance so that you can move into accountability right so there's something to be said for before I get to my success I have to get out of my own way because oftentimes the missteps that I have maybe

because I'm cutting corners maybe because I'm feeling like I'm not doing all of the things that I need to do maybe because I'm I am cheating some steps or not acknowledging some of the work.

And so because I'm avoiding parts of the work, parts of the process, parts of the work that is required, even if it's work that you have to do and then hand off to someone else. When you avoid doing that, now you create the missed steps. Now you create the land mines. Now you make it such that you are not able to adequately do what needs to be done. And then when you step and said land mine, right? Or when you discover yourself in a quagmire and quicksand, whatever it is, you've now got no one to blame but yourself. So here we are having a mirror moment, checking ourselves and saying, ah, if I'd have only done this. And so now you have to go back and redo the work you were supposed to do the first time plus do extra work when if you'd had just done it right the first time. And so here we go. Guess what happened? You were busy when you could have been productive. Because they're not the same thing anybody ever been busy realize that they're busy was the cover only to determine and Discover that had they just chosen productivity the first time they probably would be where they need to be But now you've got to go back and use more currency more time more energy More emotion more mental capacity, right more vulnerability because now you may have to ask for help Which is something that you may not have wanted to do to begin with, right?

And so now you are there you go in Dominical spirit MG, right, but now instead of Asking for help because here's the thing we don't want to ask for help because that vulnerability means we now have to expose some area Where we were out of alignment where there's potential dysfunction, right? Where there is a disconnect between what we were supposed to do and what we did. We always know what we're supposed to do Everybody knows what they're supposed to do But it's a choice to do it and when you avoid doing what you're supposed to do You cloud your mirror and you make your windows so much bigger because now you look out that window and you go man I see that I was supposed to go here. I see if I was supposed to stop there I see that I should have said this or ask that I see that I should have raised my hand and said I don't Really have it, but I'm a push-through Right. I'm gonna keep going I'm gonna actually try to go this way or I'm gonna take a little cheat code Whatever that is and now we are busy with the cheat code when we could have been busy with just the roadmap to productivity and so now we get to a place where we go back to this and We look at why the failure comes before success and often the failure comes before Get comfortable.

I was right we get we get comfortable. Excuse me We get to the failure on our own accord We are the catalyst for our failure write that down. Okay, sometimes we are the catalyst for our failure Please put that on the life side. Because it is often in life where we cut corners. Why? Because we do not think that we are deserving of the very things we may encourage other people to do. Let's use a very basic example. Anybody in here skip lunch? Anybody in here skip breakfast? Anybody in here work late or spend their

time coming into all of these things, right? And now you are cranky and hangry and all of the things. Alright, let's take a pause right there because I see the raid coming in and I what right see love.

We're going to put that in the chat. Just in a minute cutting corners like NASCAR, but let's acknowledge our Raiders who are coming in. Good morning, Raiders. Good morning. One reason. Thank you for bringing the gospel takeover family. Happy Tuesday, everyone. How are you? Welcome in bosses scoot over on your pew. Show some love to somebody and give them a little bit of your blanket. lend them a pin. Okay or scoot your chair over at the boss boardroom table because we are going to make room for the folks who just joined us. Reason, thank you for the Ray. If you're not following one reason, please do so. Good morning to all of our gospel takeover family. Thank you so much for being here. Reason, how was your stream? I hope it was well this morning. Good morning to every single person. We're going to do a quick reset and then we'll jump back in to where we left off with the avoidance.

And we were just discussing our mantras. You all are just in time, gospel takeover fam, because we are talking about the five common avoidance behaviors and how they show up in work and in life. Find your blueprint boardroom buddy so they can catch you up on everything while I say good morning. And then we'll be ready to go in just another moment. Whoever's sitting next to Hobbs, she has her weighted blanket on her pew. So you're going to have to make sure that you bring your own blanket because she might not share. She may need it all today. Diana DBX, good morning. The Wander basketball, KB Browns, Crazy Berry Town. Good morning family. Good to see all of you. Happy Tuesday, Shelley Thunder, welcome in. Shelley, I hope you came in geared up because it is going to be one of those conversations. For more than a reason, always good to see you. Letitia P, happy Tuesday, right back to you. Thank you so much for being here. Follow some of the great folks who are in here in mods and streamers. One reason, Crazy Berry Town, who is a streamer. Shelley Thunder, who is a super mod. The Wander basketball, who is a super mod. Go give all of those folks a follow. Thank you and good morning. I hope everybody is doing well. Just doing a quick scroll to see if I missed anybody coming in.

Shelley says she thinks she's geared up, okay. Reason says he's got his daughter, a weighted stuff cat. Listen, Reason, there are so many weighted toys that are coming onto the market because you wouldn't believe the type of comfort that they provide on any level, okay. My life journey is handing out balls gear. If you need it, go see her. So for the Raiders that just came in and anybody who has come in, good morning to you, virtual salute. And thank you for being here. Happy Tuesday. day. If you don't know me, I'm Kim Blue. I am an HR executive, and I am a career strategist, and I am a coach. And the Blueprint is the space where we come on Tuesdays and Thursdays, Tuesdays at 8am, and Thursdays at 11am Eastern Standard Time. And we chop it up about all things personal and professional development. I am an HR leader,

and I bring all of these knowledge, right, these Kim gems to you, and I make it very available to you in a digestible manner so that we can show up best in work and life.

That's what this podcast is all about. So sometimes we swing heavy in the HR career, parts of it, sometimes we swing a little more heavy in the life parts of it. But today, there's a nice balance, a balance of what it is that we're doing, so that we can validate the work we started a year ago. So April is all focused on avoidance. If you are taking notes, our foundational Kim gem for the month of April is avoidance is not a strategy. Okay. And the sub mantra to that one is you can choose to evolve or you can choose to remain and it's directly tied to avoidance because evolving means we're moving forward in action and accountability. Remaining means we're staying where we are and we're avoiding the work or the people or the choices that need to be made. And today we're focusing on five common avoidance behaviors and how they show up.

So thank you again Reason for bringing everyone over. You all are just in time. Good morning, G class. Good to see you. Y'all, I had some conversation with G class yesterday and he sent me an entire document of work that I need to do to help improve my stream from a place of love. So if you start to see changes or if you start to see upgrades, it is courtesy of G class, the DJ. There you go, G class. You know who gave me some coaching on the title and about how I should modify it to up level it just a little bit. I'll give you one guess, G, but you won't need it. Okay. Give G class the DJ a follow if you're not already. So here we go. We were doing a little framing around mantra two because we want to talk about some kind of failure that always occurs before success. And then we'll get back into the life part of it, like Thursday and early next week around not waiting for an apology to forgive and then mantra four. And this is the one and DJ classic said it this morning in her stream.

Okay. And I don't know if classics was if classics, if you're lurking lurking, but you said this in your stream this morning and it's directly related to the things that we're talking about. Right. Which is it's not other people's job to love and respect you. It's yours. Now classic set it for classics, set it from a very much a you own yourself love and yourself work journey. The internal work is what leads to your external success. Right. So if you're not doing the work to love on yourself, you can't expect that other people are going to do it. And then you can't hold other people accountable when they don't do it because it's not their job. Okay. Reason said back in the band soldiers were out, but reason you're already here and the soldier, the van is parked in the valet and the doors to the board room have been secured now that everybody is settled. So, oh man, reason said back in the band soldiers I've changed my mind he was about to roll out. Okay. I think we're in reason. So let's go to the next slide because I want to look at these behaviors.

So this we talked about work avoidance last week and we talked about burnout and we talked about difficulty. Shout out to my blueprint coaching group. You will see this slide again. Okay. You will see this slide again to my blueprint coaching group. I'm

saying this three times to make sure because you will know that you will see this slide again because work burnout. is the thing that happens before we decide that we may need to make a pivot in our career, right? And we cite different reasons for that, but ultimately it's the self-imposed stress that we put on ourselves, okay? All right, here we go, ladies and gentlemen. This is a slide. Now, before we jump into this, I wanna make sure that we are focusing on this. So last week we talked about avoidance coping. I want everybody to write that down. So let me show, this is a very simple visual, but if you're taking notes, I want you to set up your notes like this.

Work on one side, okay? Life on the other side. And I will tell you the examples, when to write on the work side and when to write on the life side, okay? So exclamation point pin, because it's note time, okay? Get your pin from Celso 702. She is the, LaWanda Baskerville, say more about work. LaWanda's like, I just spoke to somebody about work. Well, LaWanda, you're in the right place, friend. You are, please, LaWanda, where appropriate, share some of your nuggets as we go through this today, okay, because we're gonna talk about actions. Now, for each one of these avoidance coping behaviors, we're gonna talk about how they show up in working life, which is why I wanted you to divide your notes into it. All right, so here we go. So avoidance coping, when we think about this and this whole notion of avoidance coping, now, I got some of this detail from an article in Psychology Today, and I wanna make sure that you all know me, I'm all about the science behind the solution, okay?

There has to be science behind the solution. The solution is accountability and action, but the science behind avoidance. is what informs the way we get to accountability and action, okay? So please know that, all right? So let's start with this first one, right? So avoidance coping behavior number one is feelings. And what do I mean by that? We avoid the potential for others to be mad, disappointed, or put off by you, your behavior, or your choices, all right? Let me say that again, okay? We, oh, sorry you guys, there we go. We avoid, or we try to use avoidance to help us avoid the potential for others to be mad, or disappointed, or put off. Now, I'm using those as examples, but there are several other feelings that we don't want to feel or want others to feel as a result of our actions or choices or lack thereof. Let's talk about what this looks like on the work side. Okay, so on the work side, what do we do? We avoid conversations, okay, with people. It can be peers, bosses, anybody. We don't go to work meetings, right? We don't respond to email. Melissa, right, we don't respond to work emails. We might decline a meeting, okay?

We might send a document in our place or ask someone to cover for us, okay? We may have limited or no response to anything, right? We may decide for ourselves that I am actually going to disengage and just sort of not show up, but then I'll talk to my work bestie or I will acknowledge my, you know, my safe people to kind of get the details. Absolutely, right, indomitable spirit. Shadow behavior, okay? Exclamation point shadow for anybody who has not taken our free assessment. It was designed by one of

my grad school professors, okay? It will take you less than a minute, but what it does, absolutely, KB Rounds, you have already made the decision that I'm just not gonna deal with this, but what you're really saying is, if they find out that I didn't do the work, that I'm late behind, missed the deadline, now that looks bad on me and I don't want anybody to be disappointed.

I don't want them to say that. I don't want them to feel like they can't count on me. So I'm a just good way for, I also don't want to deal with the consequences or repercussions of not having done my work not having fulfilled my goals. Disco Darren, groove, morning to you King, good to see you. Happy Tuesday, okay? So all of these things now come into play, okay? And so what happens is we feel guilt, we might feel shame, we might feel, now this is all professional guilt, okay? This is professional shame. And so what do we do? We overcompensate by sending a lengthy email. We overcompensate by saying a whole bunch of words when words are not needed. We overcompensate by talking about everything except for the thing that we are supposed to do.

Good morning, Kayla, good to see you. Thank you so much for being here. Happy Tuesday to you, okay? I hope you made it to the office safely. So exclamation point, shadow, that will get you to the ALP free. Go ahead and take it, it'll take about 60 seconds. It'll help you know if you are an affirmer, an achiever or an assertor. And then the way that it shows up, it will give you... All of the ways that you show up when you're at your best, but it will absolutely show you your shadow behaviors, okay? And so when we are on the work side of the shadow behaviors and when we're on the work side of avoidance coping, we are not wanting to show up and experience anybody who is disappointed. And so we also avoid the truth, okay? We avoid, no worries, okay, right? We avoid the truth, right? Sometimes instead of saying the truth, so let's just talk about the word truth for just a minute. I'm gonna take this out of the screen, right?

Here's the thing. Sometimes we don't wanna say the truth, tell the truth, acknowledge the truth because the truth is wildly inconvenient, but the truth also exposes us in ways that we may not be ready to deal with. And so what do we do? We step into these coping behaviors. So instead of right, sometimes instead of saying the truth, we name it, okay, we say that, right? We name it in some way, right? We name that we have these feelings of whatever. We name the excuses or the reasons why the work didn't come. But the truth is is that we chose not to do it, okay? We chose not to do the work. We chose not to acknowledge it. And so the behaviors that I gave you on the life side, what does it look like when we are avoiding these feelings?

On the life side, it looks like, I'm gonna just not respond to that phone call or I'm just going to, right, here we go. My life journey, don't raid me out, right? But I'm gonna leave them on red, okay? I'm just gonna leave you on red because I don't wanna deal with any of these feelings, right? I don't want anybody, right? Did you do what I asked you to do? Nope, I didn't do it, right? So I'm just not gonna answer that text message.

I'll get back to it, all right? Because it's all about the choices and the way that we show up. LaWanda Baskerville says. Someone received a somewhat negative performance evaluation and that she helped to dissect it as the causes were not taking accountability for actions. Oh, look at that, ladies and gentlemen. Not completing work duties. Well, hello, avoidance coping behaviors. Not asking for help when needed. We're going to get to that next. That is action avoidance. And it's also a level of task avoidance, okay? And instead, just not doing the work more and more. Not communicating with their boss. And LaWanda says she was part of the process of writing out a game plan, and then they're going to regroup in a few weeks. Well, hello, LaWanda Baskerville. My name is Kim Blue. Welcome to the Blueprint. You have now just... Would you like to teach the slide, LaWanda? Do you see everything that you just wrote in that note?

LaWanda is everything that is on this slide. In some way, shape, or form, be safe, disco, okay? LaWanda, what you just said, we're going to talk through everything there as we talk about the work. And LaWanda just gave us... The mini master and what avoidance coping on the professional side looks like. I want everybody to read that paragraph because that's super clear. Causes were not taking accountability for actions, not completing work duties. That is task avoidance, which we're going to get to in a moment. Not asking for help when needed, okay? Not communicating with their boss. That's real, y'all. Those are all behaviors on the professional side that we engage in, okay? Now, if you are feeling seen, or if this is a mirror moment, right? See one of the mods to get whatever gear or support that you might need, the blanket, a candle, right? Some tea. But these are all the things that we do. And we do them because now we want to avoid the feelings of someone being disappointed or put off or holding us accountable and wanting to know why. Because when we're asked why, we don't have a good reason.

We don't have a reasonable, Jay Jonah, good morning. Thank you for the lurk, okay? Reason says that's exactly why he took the read receipt off of his phone because they'll never know. Y'all, that right there, that's why Reason was like load up, soldiers. We're out of here. Because we are coming with it today, okay? My journey says, I'll leave them on read. She'll read it and then just not respond, okay? She says it to me and I'll ask her about stuff and she'll say, girl, I just left them on read. I didn't want to do it. It happens. We all find ourselves there, okay? And that is this whole notion. Let's go down to action avoidance. Excuse me, let's go over to task avoidance because then we'll get into action avoidance, okay?

Because task avoidance says we're gonna avoid starting a task if we don't know how we're gonna finish it. On the work side, let's say we've got these massive tasks or we have a set of things that we're gonna do. Sometimes we can feel overwhelmed by the amount of task, the complexity, right? Whatever it is that's required us. We have so much to do, and we just can't see. We just can't see how we're going to get done, how we're going to get through the work that needs to happen. Okay. All of these things. And

so what do we do? We just avoid doing it all together. Because if we can't see the end game, if we can't see success, or if we can't envision and map out our roadmap to success on the other side, we just won't do it.

We will avoid the task altogether, which actually creates the pathway for the feelings of disappointment, anger, frustration, whatever it is. So when you don't do your tasks, you then lead to or set up for feeling avoidance, right? Now I don't want to deal with the other person's feelings around the fact that I didn't do what I needed to do. So again, if you're taking notes, we're on the work side of this. We haven't gotten to sort of the life part of it yet, right? LaWanda says, I'm not teaching. She says she likes it here for me to confirm the level of expertise. Absolutely. Which is to moderate. Okay, LaWanda, but you gave a very meaningful and meaty example of everything that we're talking about. So if you've got nuggets, feel free to drop them in. Okay. Sea Love 702 says, feeling overwhelmed, trying to do work when everyone is just a swamp of work during peak season. 100% Portia Live, good morning to you and welcome in.

Of course, we're talking about the five common avoidance behaviors and how they show up and work in life. We just talked about feelings, feelings avoidance and task avoidance and how they are connected. We are getting ready to move on to mental avoidance. Okay. And here's why we're going to mental avoidance next, because mental avoidance is the tendency to stop working on or towards a goal when anxiety provoking thoughts show up. Who in here feels this one? So you start thinking, I got a goal. I got a, I got a thing that I want to do. I got a project that I want to start, right? I'm going to work on this closet. I'm going to clean out the garage. I'm going to tackle my email inbox. Okay. I am going to work on, right. I'm going to work on cleaning out these bookshelves. I'm going to get through some of this mail or some of these work papers that need to be shredded.

I've got a ton of folders and documents. I'm getting that inbox notification from IT that says you got to go in and work on all these things, right? I got 70 ,000 emails, 90 ,000 emails, 100 ,000 emails, 150 ,000 emails, right? I have all these notifications. Anybody on their iPhone, if you're an iPhone user, that red notification button is just there because you know that you have to do it. But here's the thing. The mental avoidance says, I actually don't know that if I sit down, I'm going to be able to get this done and so I just avoid it and then I just let it pile up right and I just look at it and then I walk past it right this is a task that I now need to complete because I don't actually know how it's going to get done and then what happens we now have a compressed timeline by which to complete these tasks okay and because the compressed timeline is on us what does that do that ratchets up the anxiety and the anxiousness that we're feeling and so now we are mentally and emotionally overwhelmed hello dysfunction hello disorganization and so now I'm just avoiding it all together okay all of these things that are happening and so now I see you right Shelley Thunder says I shut down immediately it's almost like you look at the visual magnitude of what's going to be required of you.

And you have zero idea where to start, how you're going to get through it. So now what do we do? Let's go back to LaWanda Baskerville's example. So now you don't ask for help because you don't want anybody else to be exposed and you don't want anybody to say, what? How did you get here, right? All of these things, all of this stuff, right? Don't be scared G -class, just get your way to blanket. I got you, right? K -lock says records. So for those who don't know, K -lock has a massive record collection. It is super impressive. It is so impressive, okay? And he is undergoing this project, right? That's probably been going on for a few months. And I am watching this transformation happen in real time because you all know I streamed from his house once or twice a month, right?

And so I'm seeing this as I go to enter the studio and I'm seeing his progress. But I will tell you, right, full stop, openly as he was stepping into this, he was just like, yo, Kimboo, like this is a lot. And there were piles, right? Hello piles, okay? And there were piles and he's working steadily through each one of those. And I am seeing the progress in real time, but it has been an entire label of love, but there is a matter of mental avoidance. I was talking to him last night and I said, what were you doing? And he said, I was working on my records before you called. And I said, oh, well, I'm not gonna keep you. And he said, no, don't leave me. And I said, nope, because you need to work on those records, right? That's one of the things. So I'm not gonna be the distraction that leads to your mental avoidance, right? I'm not going to do any of those things.

So I talked to him for a few minutes, but then I let him go because that's the space that he needed to be in, right? We are not gonna be in this tendency to stop working on or towards a goal because we have thought provoking, we have anxiety provoking thoughts. You look at something and you go, how am I gonna get that? How am I gonna keep that up? How am I gonna be able to do this, right? And so that was Kayla last night. He was like, don't leave me getting blue. I was just- Just checking in with him ahead of today, right? Scheduling wise and making sure we were all good. And that's what he was working on. So I didn't stay on the phone. We probably had a 10 minute conversation, right? Instead of a half an hour, we usually chop it up about stuff or more, depending on what's going on. 10 minutes, I'm out of here. Cause I know the goal that you have. And I know the magnitude. And he said, no, he was trying to do the one reason.

He was like, I'm out. But then we shut down, right? To use Shelly's phrase. We shut down immediately because the thoughts that overwhelm us to how we're going to get this work done, how we're going to get this project done. Good morning, Keith. Good morning to you. Don't worry about being late. You are here. Keith, we are talking about five common avoidance behaviors and how they show up in work and life. Okay, right, that is where we are, Keith, and we're talking about task avoidance, feelings avoidance, and mental avoidance, right? And this is the tendency to stop working on or towards a

goal when anxiety provoking thoughts come up. Keith, that one is for you because Keith, I told y'all, Keith will send me the bat signal when he's ready, right?

And so most of the time in my coaching conversations with him we're talking about the thoughts that show up in his head as he moves towards his goals. Keith is a very seasoned and very well, it's a very good writer, okay? All of these things. No, Keith, you cannot avoid it all. You can get your weighted blanket to sit on the couch, but you can't, right, my journey artist said you might as well go to your couch. Go ahead and do that. All of these things, CLO 702, right? I see you all talking about the email, the home projects, right? And it's that mental avoidance. And so we do this, right? But we mentally avoid, listen, especially when it comes to work, we mentally avoid the people, the process, the meetings, anything that's gonna help move us towards success if we cannot see or if we do not believe that we are, if we do not believe that we are gonna get to the end game successfully.

And not only successfully, that we're gonna look good when we get there. We don't want anybody to see us crawling out of the mud. We don't want anybody to see the struggle. We want people to see us coming up shiny and pristine with a side bun and a nice eye and a pink lip, right? We wanna be ready. We wanna be suited and booted at the end. But sometimes they need to see the journey, but we don't want them to see the journey. This is a mirror moment, okay? This is a mirror moment and this is why mental avoidance is one of the... common avoidance behaviors and how they show up. Okay. All of these things. If you're going to give them some milk, my life journey, you may need to warm it. Okay, here we go. So we've gotten through feelings avoidance, task avoidance and mental avoidance. He says we don't want anybody to see us coming up out of the mud. And we don't want them to see the journey. Oh, okay. So Keith is Keith, Keith said, I'm going with reason. I'm out of here. I think the bus is already.

I think the bus is already left, Keith, because we don't, we don't want them to see our struggles. So we cope through the feelings and the task and all those, right? And all of those things. Keith has been here for two minutes, y'all, and he is out, right? Keith was like, I'm not here for this. Okay. Love you mean it, Keith, right? But these, this is it. So this is what, right? These common avoidance behaviors and how they show up. Okay, let's get to action avoidance. Okay. Reason. Let's get to action avoidance. Okay, because this one is directly related to mental avoidance. Is everybody taking notes? And does anybody need me to go back and repeat anything? Or is everybody just trying to like sneak trying to figure out how to get out, right? Somehow, Kayla managed to get in. But I think everybody's in Keith and Kayla were like the last two. Shout out to everybody who was lurking behind the scenes. Thank you so much for being here. Virtual salute to you.

Dr. Dady Priest says she just got off the phone with a supervisor from the college where she teaches. She said that she's seen where you have improved. She said she thought I was great. Dady's like all the emotions and all the feelings, right? All these

things. Big stove. Salute to you. Happy Tuesday. Okay. Reason says that for anybody who's trying to get out, he's going to slow down, but you got to just jump in the back. Okay. All of these things. Right. Let's go to action avoidance. So let's look at this. Okay. Here we go. The avoidance of actions that trigger painful thoughts or memories from the past. This could be PTSD, unresolved issues, any type of trauma, past hurts, the list goes on and on.

Now on the work side of this, this is the people that threw you under the bus, the people that you can't trust, the person that got promoted over you, the performance review that you had that didn't go wrong. But ultimately you have to look at yourself and go, what was I accountable for in doing this work? And so now I avoid actions. I avoid people, places, spaces that are going to trigger these thoughts because the triggering of those thoughts is what leads to the mental avoidance. So now I'm not going to work on or towards any of the things. I'm not going to collaborate, right? Collaboration is a competency that we have to do at work. I'm not going to communicate. LaWanda back could really use that in this example. I'm not going to communicate that I need help. I'm not going to do any of my task. Task avoidance is an entire common avoidance behavior. I'm not going to do the task if I can't see my way through that, right?

We don't want anybody to see us struggling. We don't want anybody to see us doing the work. We don't want to raise our hand and ask for help because we don't want anybody to know that we're vulnerable and that we are not Superman, Superwoman, or insert your favorite superhero here. But if we are not going to show up shiny and successful, and I don't want to show up at all. And because I don't want anybody to say, man, I'm disappointed in you. I thought that you kind of had it all together because now people potentially will see us differently. All of those things. Okay. Z legacy. Welcome in. So listen, I, um, I think, so the door is there, but my life journey's got the code, right? It's a bit, my life journey is giving out the boss gear, okay, for that mirror moment, says indomitable spirit, empty.

So does everybody see why these are five common avoidance behaviors because they're so connected. We don't want to experience the feeling. And so then we, right, but we don't do the tasks. The task results in that mental avoidance, the mental avoidance gives us action avoidance, okay. And then Stove says he needs better shoes. Let's go to this last one, okay, the physical sensations. Now, I want you to write the physical sensations on the work side, but we're going to talk about this one on the life side. So write physical sensations here, okay. This one is really important because what we don't want to feel is our own anger, our own frustration, our own disappointment with ourselves. We don't want to feel this opportunity.

Good morning, Vader. Good to see you, LMD to you. I hope you're doing well. Vader says, I don't want to experience certain feelings, so he is avoiding late night choices like a Taco Bell action. LMD, Vader, I hope you're doing well, okay. So when we think about this whole notion of physical sensations, like the one that Vader described

among others, right, but we all, right, it's, here's the thing, let's, let's talk about physical sensation on the life side before we go to the work side. Here we go, okay. I don't want to, I don't want to feel my feels because what do we know about feeling? You have to feel the heal, right? So I don't want to feel my feels. And so I numb, right, I numb my feelings.

So I'm going to numb them with, right, I'm going to have a drink. I'm going to eat a piece of cake. I am going to numb them with other vices, whatever it is. right Hobbs it's a lot of fields okay all of these fields are here but here's the thing when we use things to numb physical sensations it results in a separate set of physical sensations hello hangovers hello right dehydration headaches all of these things right so I put in parentheses up at the top right that sometimes people who feel the in their body these visceral reactions because it can trigger a panic attack this is why action avoidance is important okay because sometimes we avoid action to not trigger a panic attack or some other type of psychological manifestation of the feelings that we don't want to feel Okay, and so we don't participate in or initiate any action or activity.

Hello task avoidance Hello action avoidance, and then we don't think about it Hello mental avoidance because we don't want to deal with the feelings. Hello feeling avoidance. This is why These are our five common avoidance behaviors and how they're showing up in working life Is this making sense to everybody is everybody seeing themselves somewhere on their road map of? Working life as we talk about these common avoidance behaviors It's very important, especially on the work side because what did I say at the top of our conversation? When we avoid we have to overcompensate To try to make up for that Because we've chosen avoidance because we have not Figured out how to cope or we've not acknowledged that we need to cope in some way shape or form, okay so Understand that these five common avoidance behaviors Good morning, double -spirit.

Good to see you these five common of avoidance behaviors right are really intentional because they are probably the most Common or the most consistent ones and of the five ladies and gentlemen, let me say this to you You may only do one or two or three, but there may be a few common ones that you gravitate to So when you look at this list now on Thursday, we're gonna talk about How to combat these and what the opposite looks like what's the actions we take to correct or redirect from this? But I had to introduce The behavior coping now so that we can know how it all shows up. Okay So when we think about this I want you and so I gave you some homework last week I asked you to think about how you Spend the time in some of it how you spend time in some of the avoidance conversations and the avoidance spaces that you were in last week in so many words, as we talked about our mantras, I was like, look at these mantras.

And I want you to identify how you're showing up, like where you're showing up on that spectrum. Okay. Between now and Thursday, I want you to identify what is my

main avoidance behavior? Is it the mental part, right? Is it the task part? Or to go back to LeWanda Baskerville's example, is it a combination of all of them, right? Because sometimes you can have compound avoidance. What do I mean by compound avoidance? Let me take the slide down just for a moment before we get ready to get out of here. Compound avoidance means I actually mentally avoid and then I action avoid and then I task avoid. And so I do all three. LaWanda gave a great example. So for those who don't know, LaWanda is a leader. She is a former leader. And I mean, up the food chain, high, strong leader, right? And I've had conversations with her about her career, so I know this, which is why she's like, I'm content, Kim Blue, to just learn from you and listen.

I don't need to be in the coaching seat anymore. But you can't sit in the seat of the example that LaWanda Baskerville described and not recognize what some of that looks like. And so in the example that she offered us, she gave at least three of the five behaviors that someone was demonstrating. Task avoidance, mental avoidance, and action avoidance. Three of them, easily. And so sometimes you can have compound avoidance, which means one thing leads to another. And it is usually through the vehicle of overcompensating. So, I need to overcompensate or overdo something else to now correct in another way, all right? The combination, right? Compound avoidance. Write that down as we're working on our work and our life side, right? Because the compound avoidance, so if you're taking notes and your notes look like this and you've started to make your list, somewhere at the bottom, right here in between your list, just write compound avoidance.

And then underneath that, it's when you are dealing with or when you are embracing multiple types of these common avoidance behaviors. But everybody's homework is to identify what is your most common behavior from an avoidance standpoint that you go to. Now you may discover that you have one on the life side. That's like the mental part and one on the work side that could be task avoidance. They may not be the same thing because on Thursday, as we work through what this looks like to correct them, you wanna know what is the thing that I am, that I spend most of my time doing? What do I gravitate towards most consistently. Dr. Dady Pree says, self-awareness causes us to be like you were looking. All of those emotions, when you have to be accountable for how you're gonna get it, 100%. Self-awareness is part of the answer to how you correct these. And I am creating that awareness for you through asking you to go into a state of reflection and think which one of these is my most common avoidance behavior.

Task avoidance is similar to procrastination. Does everybody see that? Let's use other words that we bring into this. Task avoidance can be similar to procrastination. Feelings avoidance can be very similar to emotional disorganization if we don't want somebody to do that. Feeling avoidance can also be distractions. Okay, action avoidance can also be distractions less. So as you're thinking about which one of these

behaviors or if there is a compound, meaning more than one, I want you to think about, well, what is it that I do? So am I procrastinating in my tasks? Am I delaying them? Or am I just not doing them all together, right? Because guess what, ladies and gentlemen, here it is. No response is a response. Does everybody remember this?

Here's our favorite friend sitting on the right. Everybody see this? Remember this from last year? No response is. But Keith came out and said, so I'm just coming for the procrastinate. I'm not coming for the procrastinators, Keith. What I'm saying is that procrastination is a direct branch off of the tree or the arm of the tree that is task avoidance, okay? No response is a response, ladies and gentlemen. No response mentally, no response with action, no response with tasks, right? No response means you're choosing to remain where you are. I did not change this slide from last year because I thought it makes such a statement. Y'all remember when I unveiled this last year, okay? It makes such a statement that I didn't need to change it. Hobbs said, I thought of this the other day and you were hoping that you wouldn't see it again, Hobbs. Sorry, Hobbs, and love you mean it, okay?

Dr. Dady says, don't bring this into engagement matters. This evening, Dady, I told everybody at the top of the conversation that I would be there this evening. So hopefully we get a lot of blueprint bosses and support. So come on over everybody. Dr. Dady Priest, if you're not following her, do so. And come join us at 5 .30. I will be a guest on her show. We have a great list of topics, okay? And I will do my best, Dady, to leave some of this, right? But this slide right here, y'all, this is the exclamation point to these five common behaviors. because no response is a response. There it is. We can choose to evolve or we can choose to remain, right? But the choosing to remain is an indication of comfort because we don't want to experience the discomfort, right? The, Dr. Dave, I mean, my life journey. The discomfort is this, right? What did I say earlier?

No one wants to see us trudging through the mud, looking crazy, feeling all kinds of things when we are doing the work, when we are in the trenches, the trenches, when we are in the throws of trying to figure out how we're going to make it work. What is our end game? We don't want anybody to see us struggle, but listen, you got to struggle before your shine, ladies and gentlemen, that is the failure before the success. The struggle always comes before the shine, but we don't want anybody to see us, right? When we're just getting started, when we don't know our way. We want people to see us as looking ready to go, right? Listen, what y'all don't know, yes, you see this lip and yes, you see this side bun. But what you don't know is that there are workout pads on the bottom of this because as soon as this is over, I'm about to turn on YouTube and go bust a move for 30 minutes, right? And so this will come off, the makeup will get wiped off and I will go put on my weighted vest and my ankle weights and then I'm gonna go in here and I may engage in my own struggle, which is exercise.

Now it's a good struggle, it's the struggle that I want because I need to keep my body together because I don't want to be in a position where I'm mentally avoiding exercise because if I don't exercise, right? Now my action and my task avoidance gets higher, okay? For me, mental avoidance is the thing that I lead into because it will stay on my brain and so instead of it resulting in me doing it, I'll be like, I'm just gonna keep thinking about it. But then I avoid the, mental avoidance is the vehicle to task avoidance for me, okay? I want to stand there, right there. I will definitely bust a move for sure, right? 30 minutes of high intensity interval training or HIIT training is what's on my radar today, right? But for me, if I don't do that, then my task avoidance and my action avoidance is high and guess what I do with those emotions? I put them in a pile, hello piles. I put them in a mail pile. I put them in a shoe pile. I put them in a pile of dishes or a pile of boxes or a pile of recycling that needs to go out, right? Anybody in here get their Amazon boxes and then they just put the packages in all the pot, like all of the wrapping stuff, they just put it in a pile, okay?

Anybody, right? I have a whole, y 'all can't see it, but I have a whole stack of Amazon boxes from things that I ordered and it's all in a pile. It needs to go into the recycle bin, okay? But it's all in a pile, all these, I mean, they are just piled up because I haven't taken the time to officially break them down so that I can properly get them in there and so there's a pile of boxes they're empty but there's a pile of them I'm listen my journey I love you okay it's just packages right who in here collects journals or no I love I love you boo okay oh what's next to your front door daddy listen okay y 'all can't see it over there now it's my so over to my what is my left I have a butler's pantry and on top of my butler's pantry are all a whole bunch of nice things and then there's a whole bag of recyclable items water bottles seltzer cans and then a pile of boxes from Amazon that I need to oh big stove hello sir I don't know if the call is oh six is lurking but he is listen okay I'm not gonna tell all your business K has all the boxes at his house and they're meaningful boxes because he's got them organized but there's a ton of boxes She just cleared her Amazon boxes out the other day.

Listen, y 'all, I'm doing the work with y 'all. I tell my own story because I don't have a better story to tell and there's no reason for me to lie and bring more ridicule to myself. I got boxes just like everybody else does, okay? Oh, okay, don't rage. Oh, Shelly Fung just asked me to mind my business. She said, but she did break them down and have officially discarded. Yes, Shelly. Good morning, Rebel. Good to see you. Thank you so much for being here. Happy Tuesday, Rebel. I was lurking in your stream yesterday, right before you raided out, right before you raided out. I came in and I was listening to you, okay? Hob says, guess who's gonna get rid of the Amazon boxes on Thursday?

We like it, okay? Go give the Rebel a follow if you are not. Good morning, good morning, Rebel. Good to see you. Big So says, stop looking in my window. Dr. Dady Pree says, don't do me. My life journey says, don't do me. And Dr. Dady says, this is my

front door and Kay is gonna raid me out if I don't get us out of here. C Love says, she's waiting for a package at the moment and we'll try to break them down, right? But here's the thing, we will pile up the boxes, right? We will pile up all these things. Ebony ATL says, my luggage from last week's vacation is still in the foyer. Vader says, he says that he gets rid of the boxes and he just orders too much stuff, right? So that's real Vader, right? We talk about the scrolling in the middle of the night, the aimless, all of these things. Rebel, because I'm talking about the tasks that we avoid. And I was talking about how I have a pile of Amazon boxes over to my left that I need to appropriately break down.

And everybody was like, oh, so you just gonna look at me? Keith Reed got on me already and was like the disrespect cause I was talking about procrastination. And so apparently the people are like, I'm peeking in on them, but I'm just telling them about, I'm talking about my life, Rebel, okay? And Shelly told me I could back up off of her just a little bit, right? But here's the thing y'all, these are very real tasks avoided. don't be like that. Okay, these are real tasks. This is why the five common avoidance behaviors are so important because they show up in our work and in our life. Okay. And once we write down and acknowledge what they are, we can then do something about it. Okay. To my blueprint coaching group, you will see this again on Thursday. Trust and believe me. Okay. We meet on Thursday.

I was a week ahead last week. I didn't mean to confuse everybody, but I all of this is coming to fruition. We are going to get there. Exclamation point coaching. If you're interested in more information on how to get involved. Okay. All of these things are present. All of these things are there. All right. So when we think about how we are going to show up Thursday, we are going to balance this with now what are the corrective the things that we need to take. So LaWanda Baskerville, if you're in here Thursday, bring some of the details on the work side. I want to talk through what that guidance looks like and then we'll also balance that with the life side. But everybody's homework between now and Thursday, let me put this back up. Okay, if you haven't written down the avoidant behaviors, there they are. But your homework between now and Thursday morning, when I'll see you again at 11 o'clock, unless I see you in these twitch streets in between, okay, is to identify which of these avoidance behaviors you most often gravitate towards?

Or is it a compound, meaning more than one or where you gravitate towards? And then you're going to identify if I gravitate towards task avoidance, is it because I'm procrastinating? Or do I just avoid it all together? Or is it like I started but I don't complete my tasks for whatever reason? Okay, all of those things, all of those things. If it's feelings avoidance, is it do I not do things, but then I sort of navigate that because feelings avoidance also results in leveraging excuses. We don't have enough time to get into that. Okay, but the excuse is to avoid the feelings. Right? Action avoidance, the things that are going to trigger us. Mental avoidance, right? I'm just not even going to

work on the task. Because I've now got anxiety about figuring out how I'm going to get it done. And then the physical sensations, right? Not participating or initiating any actions on the work on the life side. This is really big.

When we think about things like exercise, because we don't want to feel the pain of exercise, even though we know it is good for us. Right? Hey, Mike, Larry, how you doing? Good to see you. Happy Tuesday to you. Happy Tuesday. Shelly, same. I was chuckling on the inside, which she was like, if you stare at my window, I'm going to stare back. All right. So listen, reason. Thank you for the raid. Thank you for bringing everybody from the gospel takeover family, over. Shout out to everybody who made it into the stream today. Thank you so much for being here. Dr. Donna Dundas, thank you for the boss bits. Thank you for everybody who re -upped, indomitable spirit who re -upped at tier two.

Thank you very much for the re -up. I gotta get some tier two emotes in there. All right, so My Like Journey and K -Lock, let's put our heads together about some of the suggestions that we've had because we have a tier two subscription. Good morning, Boho, listen. Boho Iggy Guy, did you see this? Here we go. So there are the avoidance, there they are. So the avoidance coping behaviors, everybody's homework. Welcome in Boho Iggy Guy, good to see you. Happy Thursday or happy Tuesday afternoon to you. I hope you've had a marvelous day so far, okay. If you're not following Mike Larry, do so he's a gamer. If you're not following Boho Iggy Guy or the Rebel Inc, do so both of them are streamers, okay.

Big Stove came in, Vader came in, right? All of these great folks coming in. Here are avoidance coping and your homework assignment. Figure out which behavior is your coping behavior because on Thursday we're gonna talk about how to correct it, all right? Okay, so this session of the boardroom is officially adjourned. We are going to get ready to get up out of here, gather up your briefcases, your work bags, your pins, all additional notes. Please put all coffee cups and anything else that we had, right, if you had tissues, if you were on the couch, please reflux the pillows. Good talking notes in the chat because it was a good talk. And we are gonna continue the conversation on Thursday morning at 11 a .m., okay? All of this, okay? My life journey says, I'm done, I did my homework. Double spirit, yes, double spirit, it is safe, okay? My life journey is gonna un -code the door for us so that we can get out. Absolutely KB Browns, all right? So, listen, loves, the work is gonna be here for us in April because now we're gonna move into action, right?

We are going to move into action and we're gonna be intentional about what that looks like and we're gonna be intentional about how we move through all of the things that are there, all right? I've already got a plan for where we're gonna go, okay? So, buckle up your seatbelts, everybody put on their good suit coats and put on your fancy shoes, right? In the boardroom, we are business up top with sneakers on the bottom so you can be athleisure appropriate in here when you come in, so gather up your bags,

your morning snacks, get everything off the table so we can leave the boardroom neat, fluff up the pillows, put your weighted blankets on in the back, we're gonna close them off in the closet, copy the raid message.

We're gonna go see Alizay this morning, okay? And go give him a little bit of support because he's got some good things going on and go support Soul. Train Tuesdays, okay. My journey says she has bandages, okay, and Neosporin for anybody on the way out. We also have aloe -induced, infused socks for anybody who needs it for their toes, okay. So if all hearts and minds are clear, both of you guys says thank you. I don't think Kay is with us. I think he has gone into a meeting. So I'm gonna get us ready for the, right. She says she has meatloaf sandwiches for everybody. IndomitableSpiritMD says I need everything, okay. I need a massage, listen, okay. Let's get what we need while I set up our raid. We are gonna go, all right. All right, so we are on our way to see Alize. Ladies and gentlemen, listen folks, copy the raid message, okay. Cause we are gonna be on our way out momentarily. All right, let's go show a little love over there.

Shelly Funda. Thank you for being here. Like Shelly said, everybody have a great day on purpose. I will see all of you hopefully this afternoon, okay? Remember that I will be joining Engagement Matters this afternoon at 5 .30 Eastern Standard Time with the lovely Dr. Datie Priest. Classics, if you were in here, I was talking about you earlier in your stream this morning and how you said that if we own the love, the internal work that we have to do, it is directly related to why avoidance is not a strategy and one of the mantras, okay? So hopefully you heard that. But if not, I was giving you some love and some shout outs because you just talked about it in our meditation stream this morning. And I was like, classics just said this.

So here we go. Ladies and gentlemen, I am sending you into your Tuesday and into your Wednesday with all of the good energy and like you need to guide you, use some of this good energy to complete your homework. Ladies and gentlemen, okay? Because I gave everybody some homework. If you don't know what the homework is, find your blueprint boss boardroom buddy so that you can get it, all right? I am sending you into your Tuesday and Wednesday with all of the good energy and like you will need to guide you, okay? Take very, very, very good care of yourselves. We will speak again on Thursday morning at 11 a .m. I'll see you on the other side when we get to Alize. Thank you.