

The Blueprint Four Ways to Correct Common Avoidance Behaviors April 11, 2024

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Transcript

There will be a lot of stuff around this episode, but I really hope you like watching. Thanks for watching! Happy Thursday, everybody. Good to see you all. Thank you so much for being here. Welcome to The Blueprint. My name is Kim Blue. I am an HR executive. I am also a career coach and strategist. Welcome to The Blueprint. This is the space where we come on Tuesdays and Thursdays to chop it up about all things personal and professional development. Thank you all for being here. The reason that we hold this space, this podcast exists, is because I believe that everybody should be the boss of their own blueprint. And that means having access to the knowledge, skills, capabilities, and resources.

So you can do three things every day. You can operate at your highest potential. You can add value to whatever work you own or are responsible for. And most importantly, you can show up as your authentic self. Because when you are authentically you, you can be great in your gifts. You don't have to dim your light. You can show up as your best self and you can offer whatever the world needs and you can receive the best back from the world. That's why we're here. I am grateful to see all of you. Thank you for taking a break in your day to invest in yourself. It is more than worth it. And I hope that you are intentional about how you use this time. I know it is an opportunity to listen and connect with others, but a reminder that we're here to do the work and good work, okay? So with that, some quick announcements, then we'll jump right into today's conversation.

We are going to talk about four ways to correct common avoidance behaviors. And we'll revisit our conversation from Tuesday, and then we'll set up everything we're gonna do next week, okay? So when we think about, oh, let me, let's look at the calendar. I'm sorry, I was getting ready to jump right into my opening thoughts. So when we look ahead to the calendar, there is some housekeeping that I want to give everyone as it relates to some scheduling and what that looks like. So on Tuesday, April the 30th, okay, there will be no blueprint on that day. Tuesday, April the 30th, there's no blueprint. I will be traveling, I will be in the DMV area for two days, facilitating some leadership training. So I will, there will be no blueprint that morning at eight because the training starts at nine o'clock. So I'll continue to remind everyone, but that is two weeks from this coming Tuesday. So on Tuesday, April 30th, no blueprint.

And then that gets us into some dates in May where there's also not any blueprint as well because I'll be traveling. But that's the one for this month. Exclamation point, coaching. If you're interested in coaching, you can find out how to sign up there. I'm gonna drop that in the chat because I believe that I am modless for the moment right now. So there it is. If you want to understand how to sign up, what you get with that is an opportunity. for one -on -one sessions with me. We will talk about goals, whatever that they may be, personal or professional. We'll figure out the best approach to addressing those. Sometimes it's just thought partnership or what that looks like. But then in the month, you get a group opportunity, one -on -ones, four times a year. It's \$50 a month, very, very reasonably priced for the investment in the annual investments, about \$600. So consider it the price of a plane ticket a really nice concert ticket, right?

Maybe an expensive weekend at the spa, whatever that is, but that's how I want you to think about it. So exclamation point coaching for more information or to be able to sign up. You can whisper me or reach out to me via DMS if you've got any additional questions. Okay. So with that, let's say good morning and then we will jump right into our conversation and pick up where we left off on Tuesday. So good morning, Tawana, good to see you. I'm so happy that you get to watch it live. Thank you so much for being here. Good morning, Hobbs, who was on a 15 stream streak. Thank you for being here, Hobbs, happy Tuesday to you. Hobbs is like good talk already in the morning, I'm here. Okay, double spirit, welcome in, good to see you.

Thank you for being here as well. Ebony ATL, happy Thursday to you. Thank you for being here. Hope everybody's doing great this morning. Dr. Dady Priest, thank you so much for the re -up for the last year. Good to see you, good morning, good morning. Y'all shout out to everybody who was on the Engagement Matters stream on Tuesday night. Dr. Dady and I had a great time doing what we do best, talking and bouncing things off of each other. She's got such knowledge and gems and ways that I don't and vice versa. And that's what makes her mind so magnificent among other reasons. So thank you, Dady for the invite. And thanks to everybody who did double duty that day. Dr. Dady said, leave the avoidance in that stream. And then she ended up pulling the avoidance slide right out because it worked with what she is talking about, right? And yes, Hobbs, please go back and watch.

It was a really great stream. We had some technical issues. So big shout out to everybody who hung in there with us because we needed to switch from one platform to another, but it ended up being really good conversation with some funny moments in there as well, because that's what Dady and I do, right? We keep it serious, but we are also, we incorporate a little humor in there for sure. So it was a good time. So thank you, Dady for having me and shout out to all of you all for being there. Virtual salute to all of the workers, lurkers and community. I know double spirit said we had a good time. I almost had to pull plug in the Engagement Matter Studio. Listen, OK, that's exactly what

was going to happen, right? Virtual salute to all of the lurkers, workers and commuters wherever you are in your day.

If you have the tab up and you're actively lurking, if you are driving and listening, if you're listening via Twitch audio, if you are active in the chat, thank you. You are what makes this community absolutely worth it. And you allow me to operate at my highest potential. OK, I'm super excited, you guys. I have a lot of in-person opportunities coming up, some of which will impact the screaming, the streaming schedule. So thank you in advance. But it's an opportunity for me to get myself and my brand out there. And that's what I've been working towards. I'm excited to finally feel grounded, like the last year that I have been streaming, the last year that I have been consistent, being an entrepreneur, all of those things are starting to blossom. And you're gonna see me post more about all of that as I move through all of my HR work, my consulting work. So if you're following me on socials, please do so.

If you're not following me on socials, please do so because that's where you're gonna see me doing all of the things that I am active in my HR and actually get to see what it is that I do more closely. Part of this work is also helping you build your better relationship with your HR partner, or if you don't have one, figuring out where you can go get those services from, but being well versed in what to ask so that you are not, you're not left alone and you're not feeling like I've gotta go out there on my own and figure it out, you don't. I'm connected to some great networks and some great people who can help advise you on these things, okay? So with that, we are talking about avoidance because this is April, Avoidance 2.0 to be exact. A year ago, if you were rocking with me in the blueprint, we were talking about how avoidance is not a strategy and I was introducing all of the components of what it means to avoid how we show up in those avoidance and we talked about two main Kim Jims.

The first one is avoidance is not a strategy which you know and the second one is you can choose to evolve or you can choose to remain. Y'all, can I just tell you, let me just tell you a little side quip, okay? So I was, so my friend Nakesha Hicks who you all know has her own morning podcast, it's called The Morning Mindset. She does it on LinkedIn and I was on her show actively like her guest, her co-host one day and she was asking a question that had come in through the anonymous chat and part of my response was related to the question, to, you can choose to evolve or you can choose to remain and you all know what the context is around that. And it was so insightful that there was a woman in the audience who messaged me on LinkedIn afterwards and said, my favorite takeaway from what you shared was this note about choosing to evolve or remain.

And I said, thank you. So glad you found something that was impactful. Do you all know that she messaged me yesterday and said, your words were so inspiring that they inspired a post that we use for one of our clients. Now, this woman works for Workday. If you're not familiar with what Workday is, it's like a human resources system

where you can keep employee information. You can do performance reviews. There's compensation information, all types of employee profile stuff. But she works for a company, the division of Workday that works for another company. And they did a post on LinkedIn on behalf of. this company. And she used my words in there. And she said, you know, every day we have a choice, we can evolve or remain.

And she talked about the difficulties that businesses may come into as they look at choosing to stay where they are, or at what point they need to move forward. And she said, your words inspired an entire business post that we used. So shout out to y'all for hearing it first. And thank you for supporting these Kim gyms, because I am starting to see that they are making their way out there. So I promise you all I'm going to do something with them. I don't know what yet, but I need to because if other people are now going to use my words to inspire posts, then that tells me I got to do something with these Kim gyms and figure out, you know, how to make them available to folks in that regard.

So and she sent me the post. And it was very thoughtfully used in terms of that. And she, she, you know, just used this one piece of it. But I thought to myself, wow, I need to maybe just do something with the Kim gyms in that way so that people know that they're mine and then figure out how to make sure that as from a leadership standpoint, I brand them the right way. So more to come on that. I just thought that was a cool story. So choosing to revolve, choosing to evolve or remain is a fun is a foundational Kim gym. And so we know that that is all what it's about. And avoidance 2.0 is related to two things action and accountability. And so on Tuesday, we talked about the five most common ways that avoidance behaviors show up. And we talked about sort of what each of those looks like. And we began to dissect a little bit of the information related to the mantras that we have. So I'm going to pull that up so we can revisit it just for anybody who may be new, or if you missed part of the stream and haven't gone back to watch the replay.

So here they are our avoidance coping or our avoidance behaviors. Good morning, indomitable spirit mg. Good to see you. We're just doing a brief recap. Melissa and I am I just gave I just told folks how some of my Kim gyms are inspiring folks to put up posts in the business world, which is very, very exciting. So we're doing a little recap before we get into our four ways to correct these avoidance behaviors. Music love a 21. Good morning to you. Thank you so much for being here. So we are talking about just a quick recap. So here's what we are doing. And if you were in engagement matters on Tuesday evening, Dr. Dady took it a step further, right? She leveled this up and talked about and now house. Here's how we use self care to help support those. Because when we get into these vehicles, right? These pathways where we don't want to do things, we find ourselves in these avoidant behaviors. Sometimes self-care is one of the corrections.

And we're gonna talk about that today, but self-care is one of the corrective measures. And it's not really a corrective measure if we're being honest. And Data, you can chime in on this, but self-care is actually the place from which we should start. Because self-care is not this activity that needs to actually come in only when we're at our worst. Self-care, and I said this in Daily Stream, I said 365 self-care, meaning it's always happening. Every day, there's something that you're doing to care for yourself. And that could be saying no, it could be exercising the boundaries. It could be saying yes. It could be ensuring that you are being clear about what your needs are, because to be clear is to be kind. And when you are not clear, you're now out of alignment with yourself and moving in someone else's orbit and now you're prioritizing their needs over yours. And when our needs are not being met, we know that we're out of alignment.

And when we're out of alignment, we're now disorganized and we find ourselves avoiding things because of that mental, physical, emotional disorganization, and it's all interconnected, which then lowers our momentum, which is what we're gonna talk about in May, right? Momentum is all about May. Or May is all about momentum, excuse me, okay? So that's where we are as far as this. So here are our coping behaviors. Good morning, My Like Journey. Good to see you. Shout out to my Mod Boss extraordinaire. My Like, we're just doing a real quick recap, and then we're gonna go into the four ways to correct common avoidance behaviors, okay? And I'm gonna talk us through this because if you have your blueprint notebook, mine is not close by, I will get it momentarily.

But ultimately, we're gonna go back to the work side and the live side so that we can talk through all right when we think about each one of these these ways to correct we're gonna understand whether this falls more in the workspace or more on the life space okay so here they are we started with feelings right so we don't want others to feel some kind of way and so we may or may not do things to avoid feeling those feelings all right then we talked about action avoidance which is where you don't do things that are gonna trigger past memories or painful thoughts or any past trauma from unresolved issues guess what friends those unresolved issues that's because we have not done the work or we did not take the time to care for ourselves so that when it came time to do the work we were better prepared for sometimes self-care is the preparation we need to do the work when we don't care for ourselves the work becomes more difficult Good morning, Dr. Donna Dundas. Good to see you. Okay. When we don't actively practice self-care, the occurrence for avoidance goes up. I want everybody to write that down. When we don't actively practice self-care, the occurrence of avoidance goes up.

Okay. And now we found ourselves avoiding certain things because we are not in our best place. We are not operating at our highest potential. We're not showing up as our most authentic self because some of our needs are not met. Okay. So we don't take the actions that we need to take exactly. And now we get into mental of avoid mental avoidance. So I'm not going to work on this goal. I'm actually not going to put the mental

power. What do we say? I don't have the energy to do it. And we're talking about mental energy. Okay. I don't have what I need to do in order to make sure that I can do this. And now actually makes me anxious to think about how I'm going to move forward. It gives me a little anxiety to know that I don't have all the answers along this path that I need. I now feel like what is it that I should be doing that I'm not doing? And because I know I'm not doing the things that I should be doing, it makes me feel away.

And now I just shut down mentally because when I start to think about it, I actually can't see my way through this goal. And I just have to stop, right? I have to pull out and I can't be present with myself in the way that I want to do. So now we're into exactly big stove. Good to see you. I ain't got it chief. And you, and once you say that I ain't got it chief in your brain, now those tasks that are supposed to be associated with it, you're not going to finish it. In fact, you may not even start the tasks because you don't know how you're going to finish it. And if you can't successfully see that, then it will actually motivate you to step back instead of a encouraging you to step up. And then when we avoid all of these things, because we're feeling our feels around, I didn't do it. I'm behind, I need to play catch up, whatever that looks like. We now put ourselves in a position where we say, I'm now feeling the energy related to my avoidance.

So it's manifesting in a headache. Okay. It's manifesting in muscle pain. It's manifesting in insomnia. Hello, Hobbs. Right. It's manifesting in some way that I physically can feel it in my body. It could be energy drain. It could be muscle spasms. It could be I'm, I'm, I'm dealing with the pain or I'm dealing with the discomfort right in my back, in my legs. I'm, you know, I'm, I'm having heart palpitations, whatever it is. But now you've got these physical sensations that are coming as a result of all these other avoidance coping techniques that you're engaging in. And I will submit to you again that when the occurrence of self-care is low, the avoidance of self-care is high, or the avoidance is high, right? When the occurrence of self-care is low, avoidance is high, right? That's the Kim Jim that we want to identify. When the occurrence of self-care is low, avoidance is high. And so we also have a difficult time acknowledging that we are caring for ourselves properly.

Okay? If you have ever had coaching with me, one of the things that I might say to you is, have you eaten today? When's the last time you've had any water? Or you've taken an opportunity to stop and go to the restroom, right? When's the last time that you have gotten some fresh air? Is it going to be beneficial for you to step away from your work and go engage in some other way, right? This morning before our session, which is why I got started late, I was having a strategy meeting with one of my business partners, because the client that you all hear me talk about in New York, I don't handle on my own, I handle with a partner because it is a lot of work.

And between the two of us, she's also a fractional HR executive like I am. And between the two of us, we have a client load, we have families, and we can't do the work by ourselves. The organization is not that big, but it's still a lot of work to be done

between two people because it's just us thinking about path forward and all of the strategy. So we were having our strategy session this morning. Now she's not been to my house in a while because we have just been on the move, right? Other than quickly when the car comes to pick us up for our travel, honestly, we haven't had much time. And she walked in my house and she was like, Oh my goodness, Kim, I haven't been here in so long. You've now changed around. When did your office come downstairs? this one table go. And I sent her a text though in advance and I said, listen, I'm going to have fresh fruit and bagels available for us.

There will be tea and honey. There's also spring water, alkaline water. There's going to be regular coffee, mushroom coffee. There'll be all types of things for you. I said, you know, there'll be butter if you want it. There'll be honey for your bagel. Any of those things is available to you. And she was like, you have a whole spread. I said, yes, because if people are going to utilize this intellectual property, that is our brain, then we have to nourish ourselves. We are going to have a productive meeting and we are going to have all of the time that we need, but we also have to eat and we have to take care of ourselves. Right. And we have to be able to do this. And so I got out and not only did I do that because it made me happy. I pulled out all the fancy China. That's why you see me drinking water out of a very fancy glass this morning because I pulled out all of the nice plates.

I pulled out all of the nice silverware right now. I have everyday plates that I eat off of for sure because Avery and I do that. But if I'm not using it, when is it gonna get used? That is all self care for me. So I took an opportunity to go, if I'm gonna have someone in my home, she's gonna be comfortable. I lit a candle. I turned on some jazz music in the background, right? I had purchased fresh flowers and this morning, very early this morning, after the groceries were delivered, I cut the stems and I got the flowers in the places that I wanted to be. I opened the windows so there could be just enough fresh air coming through because it rained until the pollen count is low. But those were all things that I needed to do. That was my occurrence of self care, right?

I took care of my kitchen this morning. I got the dishwasher going right now while I am streaming, all of these things. But that's my self care because guess what happens when I'm done streaming? I have 45 minutes to be able to take care of Griffin. I will follow up on all of my calls. I'll do a little calendar maintenance and due diligence. But then I have a two o'clock, a three o'clock, a four o'clock and a five o'clock. And I have to pick up Avery, which then means I'm focused on dinner, homework, getting him situated and then preparing him. So my evening is spoken for once I end my stream and then I get to two o'clock, I'm straight through until he goes to bed. So I've got a tiny bit of time where I can take care of myself. So I did that this morning, right?

I spent time getting the flowers the way that I wanted to. I was up very early this morning, right? Getting the flowers the way that I wanted to, arranging things. It made me happy to set that up for my friend. And she appreciated it. She was like, thank you so

much for like this. She had two cups of tea. She had two bowls. of fruit. She was able to leave here nourished. We got a lot accomplished strategically. We have a plan all the way through July and then even through the end of the year, actually through December, right? But we're only navigating it through July. That's a lot of progress. And so now because all of that's in place and I know what to expect, I'm very clear on what it is that I need to work on. And now I can be organized so that while I'm streaming, I don't have to think, okay, as soon as I get out of here, I need to do this. As soon as I get out of my stream and I get myself set up, then I get to take my dog on a walk and return some phone calls that came in this morning while I was strategizing.

That's self-care for me, ladies and gentlemen, right? Now I know I took some extra time, but I wanted to make sure that I explained that to you because that occurrence of self-care for me makes it so that I am not mentally stressing myself out later when I think, oh my gosh, you need to clean the kitchen. I need to wash the dishes. I need to take out the garbage or whatever those things are. Because later on this afternoon, when I do have pockets of time, right, I'm gonna be working on things like my mail pile if I have 15 minutes, because that mail pile in the 15 minutes that I spend going through that is gonna give me 15 minutes apiece knowing that I was able to get through that, right? Or when I'm going to put away the laundry that was delivered yesterday. I've got 15 minutes to put some of this laundry away. That's fine, but that's the stuff that we're gonna talk about. And that gets us into a little bit of our ways to battle some of the avoidant behaviors.

Before we do that, though, I see your comment, Dady, that says, part of prepping your mind, body, and soul for the day, 100% Dady. I started the day doing something that I enjoy, which was being very hospitable, right? I am very much a Southern hospitable lady. So if you come to my house, we're gonna have nice things. It's gonna be a nice ambiance, right? I believe in making people comfortable in my home and letting them feel like they can relax a little bit and making sure that they walk in and they feel like they're supposed to be here, like they're welcomed here, right? So you're gonna get inviting smells and inviting sounds, right, the energy in my home is very calming, right? Not a lot of extra. It is very much that. Dr. Dady says, self-care was interwoven into my day and set the stage for a positive flow of energy, 100%, because in the 90 minutes that we had, we were super productive.

We were able to design some things. We were able to strategize on the if this, then that. We were able to compare and contrast. We have clear goals. And I left that meeting feeling like I know exactly what I need to do. And what's next. And I don't feel behind. In fact, I can go back. and refer to my notes and go, okay, this is exactly where I need to pick up, right? Hobb says, I need to take a meeting at Kim Boo's house. Come on, Hobbs. Anytime, right? There's, there's all, listen, there's always good snacks and there's always good stuff that's happening here. I pride myself on making sure that if you are in my home, there is going to be comfort all around, right?

And you're going to be in a really good and easy environment. A hundred percent. Ab says I had her at snacks. I love it. Okay. So I gave you all some homework. What was the homework on Tuesday? Okay. On Tuesday I said, I want you to look at these five. Right. Come on. Listen, Ab is local. All right, so she knows she knows you can get some snap big stove will tell you big stopes been to my house big stove Will tell you that when you come in my vibe is very steady, right? Say big stopes been to my house, right? He will tell you that you can buy right my house. My house is very Steady and even killed I don't do a lot of whole you know I can I can turn up if I need to but it's very much right and there's always gonna be Good water some good snacks, right some good adult beverages If that's your jam all of those things you don't get a candle you're gonna get some music, but I'm intentional about Maintaining that because I live work and play in this environment and because there's no separation for me I have to make right my life journey can tell you the same thing.

My journeys been here multiple times, right? She will tell you the vibe is the vibe all over Alright, so I that that's important to me. And so I will I weave that into what the experience is So I've come on by anytime and get some snacks. Okay Anytime so I asked you what? Which one of these behaviors? You most align with when you feel avoidance Creeping up or when you're actively avoiding what it is that you need to do. Okay, so what is that? I think I told you all for me. It's like Sometimes I find myself being task avoidant and then that directly leads to the mental avoidance Right because I'll start to not understand how I'm going to be able to get through it. This is how the piles start Come on Hobbs, right? I got coffee and tea and all types of things here. Come on over, right? I start to look at the piles and I think to myself how am I gonna get through these piles?

When am I gonna have the time and I start to ask myself all of the questions That prevent me from seeing my way through So that I don't do them right so which one of these double spirit. Yes, double spirit. I was just saying that that's how that's how I roll in my house, right? I always have very welcoming, you know, charcuterie, right, you can get all all of those things are, are options, right? You know, midnight sushi, right? I'm all of those things, right? I know that the last time my life journey was here, did we have late night charcuterie? My lecture, what did we have? We had something fancy. I forget what it was the last time she was here, but we had, we just sat in my kitchen with, we each had one glass of wine and we nibbled on something. I forget what it was, but anyway, I had all, I had it all. Yet we had, we had late night charcuterie, I think, right? And sparkling water to go with it afterwards before we went to bed. So, all right, that's how I roll.

So, tell me, for those of you who spent time doing the homework, which one of these avoidance coping behaviors do you most commonly gravitate towards? Or do you most ... often experience. And remember, I said these can be compound, okay, so you may also experience or be driven towards more than one. So anybody want to put theirs

in the chat, because that's going to then help us determine where to start on the four ways to correct common avoidance behavior. My life journey says hers are compound, which means that it could be more than one. Okay. And oftentimes, I just want to submit this for consideration. Oftentimes, it is more than one, even if we can't name it right away. And you may discover that it is more than one reason says tasks.

Good morning, Jennifer. Thank you so much for the raid. Come on in breakfast and feelings community happy to see all of you. Come on in. Come on in blueprint bosses. Let's make some room in the board room for the breakfast and feelings community to come on in, Jennifer. Good to see you. How was your stream? How is the teaching going, Jennifer, right? I haven't been able to get into your stream to hear about it. But I do want to know how it is going. I think I mentioned this to everybody in the blueprint. But Jennifer is a substitute teacher. She has returned to this space. After being a full time streamer consistently for a few years during the pandemic. And so she's re entering the workforce, which is massive for Jennifer. If you've been in her stream, you know, she openly talks about feeling she openly talks about, you know, autistic behavior, all of those types of things and all of that. So she she is very clear about being like, this is it. And this is a space for everybody to be themselves. So thank you, Jennifer, for bringing your family over to ours. We are doing the work this morning. So we talked last week, or we talked on Tuesday about these common avoidance coping behaviors.

And I gave everybody homework. And I said, identify which one is yours, even if there's one or if it's common. pound. We'll take this out for just a minute. And today, we're going to talk through the common behaviors to combat the avoidance behaviors that we find ourselves leaning into. So Jennifer says you've been it's been going well, you'd fourth grade early this week. Oh my goodness, Jennifer, middle school bless you with how you've been handling the challenges. That's awesome, right? Well, then listen, that means that breakfast and feelings or the feelings check in. I know last week you did a Friday one, I just happened to see you on. I wasn't in a place where I could respond because I was at a conference, but I was just peeking in to see what was happening on Twitch. And I saw it was, it was like something in feelings, but it was on a Friday later in the day. And I can't remember but I was like, I want to try to I hope you do that one again so I can catch it. So welcome in everybody who came in if you are lurking, or if you are hanging out.

Yes. a birthday stream on Sunday. I did see that one come through as well. I was on the soccer field when that one came in. So we go boom gaming. Good morning. Good to see you. And I'm Mark and Sutton. Good to see you as well. Thank you so much for coming in on the raid and saying good morning to everybody who's listening behind the scenes. Thank you so much for being here and welcome in. Good morning, DJ Molly party. Good to see you. Happy Thursday to you. Tomorrow you guys is DJ Molly party's 21st birthday. So go check out her stream. She is birthday streaming tomorrow. Molly, what time is the stream? And while you are Molly's doing that, some

great people in the chat. Okay, Jennifer, Big Stove, Ebony, ATL, Molly party. Go give all of those folks a follow. Some amazing Moz, Double Spirit, Hobbs, Malak Journey, right? Go give all of those folks a follow as well. They will lead you to other good people on Twitch, okay? 1 p.m. Molly says, so let's make it a point to go show Molly some love tomorrow for her 21st birthday. Okay, she doesn't look a day over 20 and she is awesome. I know the tree house is gonna be rocking tomorrow.

So hopefully we'll go keep the bears at bay if there's enough of a crowd, how about that? So go. So let's go back and look. So Malak Journey said that hers were compound. Reason said that Tasks is his main one, but also Double Spirit says compound, but mental avoidance and tasks. These are, this is not surprising folks because oftentimes it will be more compound than not. And sometimes it will be one particular thing that is the catalyst for the other ones because usually tasks lead to also mental avoidance. I didn't do it, so now I don't wanna think about it. I gotta put that out of my mind, whatever that may be, however you're saying it. Z Lady C, welcome in. Thank you so much for being here. Happy Thursday. Good to see all of you. So let's put this back in the chat. So I was back on our visual so that we can see it. And we'll continue the conversation in the chat. So here are our main avoidance coping behaviors.

We gravitate towards one, sometimes more than one is what shows up. Okay. If you know, or if you identify with one of these, meaning I want to avoid the feelings. And so by avoiding the feelings, I avoid the actions, or I avoid the physical sensations. And so because of that, I don't do certain tasks that are going to trigger those in me. There has to be a way where we say, you know what, I can't keep doing these things. Because what we know about avoidance is that while we employ it as a strategy, okay, it is not a strategy. That is why it is a fundamental Kim Jim. All right. So let's go back for let's go back to what it is that we can do to correct these avoidance behaviors. Earlier in the stream, I said when the occurrence of self-care is low, avoidance is high. And if you were in Engagement Matters on Tuesday, we talked about this a little bit, especially because Dr. Dede said, you know, when you have a nine to five, there's so many things that come up, but it's after that five o'clock where we have to deal with the rest of life that couldn't happen while we were doing the work.

So the first thing that we can do to correct our avoidance behaviors is prioritize self-care. Write this down, okay? And I've got these, sorry, you guys, if you can hear my stomach growling. But I've got these in my notes on my phone, so you're gonna be able to hear, you're gonna be able to see this, and then I will get them up on a slide on Tuesday, because on Tuesday, we're gonna talk about what these actual actions look like, okay? So the first thing that we are doing is we are prioritizing self-care. Now, this one is very unique. Good morning, DJ Finesse. Happy Thursday to you. Thank you for being here. Go give that guy a follow as well.

One of my fellow Atlanta DJs that is local here. Good to see you. Finesse, we are talking about our common avoidance coping behaviors, which one we gravitate to the

most. And today, we are talking about ways to correct those avoidance behaviors. And I'm bringing in some of the knowledge from Dr. Dady Stream on Tuesday night, because I was a guest there, and we talked through all of this, all right? Okay. Marking sentence says, for him, avoidance doesn't have a big consequence as you feel people have such low expectations. So never pressure to do anything. So listen, let's talk about that for just a moment, right? Avoidance may not have... that there are some people who may actually share that sentiment because avoidance doesn't have such a big impact because people have low expectations.

So do you show up in avoidance because you know, people don't expect much from you. Let's talk about that for a moment because that's very real. And it may be something that we cognitively understand and operate in, but we don't name out loud because what we don't want to do is show up in a way where we feel like people know we have low expectations. Double spirit is coming in with the gear already. Right. But that's a very good point, Mark and Sutton. Okay. It doesn't have big, so we avoid because we know that nothing's really going to happen to us. Eh, I didn't do it last year. I'm not going to do it this year. Right. I know they're going to ask about it, but all they're going to do is keep talking. And I know I don't have any consequences. And so because no one is going to get after me because I'm not going to get written up because I'm not going to really get in trouble because no one's really going to make up a fuss, I can just avoid doing all of these things.

Isn't that a mindset? Isn't that a choice? Sometimes we knowingly avoid, this is what Mark is saying, we knowingly avoid because we know that the consequences are going to be low and that we don't have to deal with anything because people have low expectations. Why do people have low expectations? What keeps us from holding ourselves or holding others to higher expectations? Right? What do we think? Is it so that we don't get disappointed ourselves? Is it so that we are not in a position to be hurt? Is it so that we don't overextend ourselves? My life journey is a disappointment. Dr. Dady says, this is also timely. The lessons for your undergraduates this week is motivation, engagement and task avoidance. Yes, Dr. Dady, right. Finesse said, are we scared that those individuals will have high expectations of us? Yes, Finesse. Sometimes we don't want to be operating in expectations that exceed our capabilities. Oh man, Mark and Sutton, you have opened up an entire door, okay, with your comment. Sometimes we avoid because we don't want people to put their high expectations on us because we might not be confident that we can deliver.

Cooking with gasoline, ladies and gentlemen, cooking with gasoline, okay. And so now we go into a place where we say, let's put these back up so we can see them. So now I'm going to miss, I'm right. I'm just going to, what do we say? I'm going to put it out of my mind. I don't want to think about it. And so because I'm not thinking about it. I don't actually have to deal with or prioritize the tasks or actions that need to happen because they're really going to be okay. Or they didn't really get after this person when

they didn't do what they were supposed to do. This is a big one for the professional arena, right? We see our colleagues or those among our work communities not do tasks that they are required to do and they don't get reprimanded for it or they're not held accountable.

And you all know that accountability and action is the 2.0 version of avoidance this year, right? And so now we get to a place where we're like, well, if this person didn't really receive any backlash, that just signals to me that I don't really have to do too much because I'm not going to receive any backlash from not doing this. So now I can just avoid doing all of that. right? I can go kick around over here. I can go do something else. So now we're taking the example from others. We are now allowing others to influence the way that we are showing up in avoidance. Because clearly avoidance is their strategy. And we've now adopted it thinking that it's going to put us in the right position. Finesse says I'm about to start sorting my records sometime today. There it is, but this is the reason why.

Thank you, Mark and Sutton, right? Because that's a very good point that you have brought up. I see your comment that says it's a choice. And you said that having a disability, you feel you caused those low expectations, the belief that you can't do something. It's hard to overcome. Listen, let's talk about that. Because now we're getting into mindset, which is one of the ways that we are going to look at. And then I promise you, we're going to get to this. Okay. Cause I see the time moving, but this is what happens folks. When we start to write, we're holding up these mirrors. Melissa, I don't know if you're still in here, but here we go with these mirror moments. Okay. Mark and Sutton says, I feel causes those low expectation, right? The belief that I can't do something is hard to overcome. Let's talk about that. Do we, and so here's, this really relates to the mental avoidance.

I may have a belief or I may feel like I can't see how I'm going to successfully get that done. So I'm just going to avoid everything that has to go with it. Right. Dr. Davey says, that's what determines future behaviors and creases creates a certain culture. Absolutely. Okay. Absolutely. Double spirit says that, um, that one, no, that, you know, no one is overextending a hundred percent double spirit. So now we put ourselves in this space by proxy, right. Or by default, where if people have high expectations of us, we're not overextending ourselves to meet those expectations, instead of operating in the truth of what we're capable of, which is way number two that we can correct avoid his behavior. So way number one is that we have to prioritize self care. Let's go back to that. So the self care Letitia P. Happy Thursday to you. Thank you for being here. Okay, we have to prioritize the self care we have.

I see you Melissa. Right. But we have to prioritize self care when we lower our instance of self care. And by self care, let me qualify this because they just said this really beautifully on Tuesday, we unfortunately self care became those soft things. I'm going to the spa. I'm going to take a warm bath. I'm going to meditate, right all of these

soft things or choices. Self care does not have to be soft. Self care can be like I'm choosing me, I'm eating lunch during the actual time that I have blocked on my calendar to eat lunch. I'm going to eat lunch outside in the sunshine. I'm going to intentionally change my environment so that when I re-enter this environment, I can produce at my highest level. I can be okay taking the first half of my day from a coffee shop and engaging with people and taking the second half of my day in an office.

For those who travel, I can travel and participate in something. If I'm commuting, I can choose to listen to a podcast or something that is going to stimulate my mind in some other way. But whatever it is, sometimes self care is saying no. I won't be able to prioritize that, but here's what I am able to do to contribute to it. It's okay in whatever way. Dr. Dady says avoidance is really an outgrowth of learned helplessness. Let's just sit with that for a minute. Let's just start with the first part, that avoidance is an outgrowth of learned anything, learned behavior, whatever it is. We have to unprogram ourselves from that. When we don't operate in self care, do I have it? I think, Dady, I might still have it because I always have. I think the self care tile is up here. Did I keep it in here? Oh, I might have moved it, Dady, but it used to be in here all the time. But we talk about this notion, Dr. Dady, if you've seen hers, it talks about speaking up and using your voice because we know that your voice is your greatest currency. It also talks about recentering. It talks about boundaries. There's so many of those tiles out there that help you know what it is that I need to go back here.

So I want to challenge you to not... to soft self-care. Not that there's anything wrong with that. Get a mani-pedi. Get a massage. Go get yourself out in nature and do some grounding, right? If you like to walk outside and connect your physical body with the earth, okay? Whatever that looks like. But self-care does not have to be soft. Self-care can be, I'm gonna go to Kim Blue's house today and get some snacks if that's what I need to get. Self-care can be, I'm gonna listen to really good music because that's what helps keep my energy. It can be, I'm gonna go to yoga. I'm going to take this walk. Self-care can be, I'm not gonna go to the meeting, but I'm gonna commit to reading the meeting notes and following up via email. Self-care is protecting your peace in whatever way that that looks like. I would encourage you, and this is the sub line as you think about prioritizing self-care because as you are refilling your tank, in whatever ways that you may need to refill your tank, it will increase the mental capacity you have to deal with the tasks at hand, and it will lower the compounding effect of avoidance.

Meaning if you are mentally avoiding the tasks, the mental in your brain may change to be like, okay, I have the energy. Maybe I'll just do 15 minutes worth of this. But you have to take care of yourself because when your self-care stores are low, you don't have it to give. You may not want to give it. And because you're feeling like, I don't know that if I give this, will I need to be able to do anything else? And now you're having to ration out your currency. And in this case, your currency being energy, right? I got you, Dr. Dady Priest, okay? DJ Mollie Party says, was I listening to our conversation last

night? No, I wasn't. But this just tells me that I know for a fact that all of us are in alignment because listen, sometimes self-care is clearing out the Amazon boxes.

Hello, mine are all, I cleared out mine. Who in here cleared out their boxes after I said that on Tuesday when I was talking about the piles, the piles of mail, the piles of socks, the piles of Amazon boxes, okay? Right, I'll show you. I'm just gonna pan my camera around if you all can see that. But there's my kitchen and my butler's pantry right there, okay? The Amazon boxes were piled up right there. Not where those flowers are, but right there where that blue and white vase is, okay? That is where the Amazon boxes were. And now it's nice and cleared off and empty. It was all covered in recycling, right? All of those things. And I'm telling you, right? My kitchen, you see those flowers that are in my kitchen? Those are the flowers that I spoke about this morning. I put them there because I wanted that to be the, that's the energy that I'm on. That's the vibe that I am operating in right now. And I prioritize that for myself, okay?

When the occurrence of self-care is high, avoidance is low, okay? All of that isn't Hobbs and Molly, right? All of those things. Listen, Hobbs, but you did something in the right direction. It's all of one step at a time, right? There you go, double spirit. But music level, you wrote it out, so now you know what you need to do. So prioritize that. Listen to me, folks. I want to dispel the myth that self-care has to be soft. It does not. Self-care could be going to Home Goods and buying a candle. Anybody in here, a Home Goods candle person. Sometimes self-care could be, let me spend the time in my calendar organizing it, color-coding it. Let me just get it in whatever your jam is. Give that prioritization because once you create that space for yourself now You've got room to say I can look at this mail and it's actually not that bad Maybe I just start with what are the things in the mail that need to be recycled?

So all of the newspaper coupons all of the stuff that just comes the advertisements That's easy to do that leaves me more time to now be able to do some of these other things. Okay? Melissa says I unpacked my suitcase from travels last week Normally it stays packed until the next trip a hundred percent that is self-care Creating space is a version of self-care Mark and Sutton says I avoid going into my other room because it's not tidy But I spend my time keeping the space around me how I want so mark and sudden if you go into that room What is the one thing that you could think about?

Prioritizing is a corner is it saying I just want to put these into the piles sometimes lead us to being able to more authentically organize our minds around what the work is that needs to happen. Okay? But you all are getting me so prioritize your self-care Okay, the Kim Jim that is associated with that is that when self-care is high avoidance is low and then underneath that I want you to write self-care does not have to be soft in quotes. Good morning. Lex Good to see you. Lex. We are talking about the ways to correct the avoidance behaviors. We talked about on Tuesday Our first one is Prioritizing self-care and I'm telling everybody that self-care does not have to be soft.

So it's not just a massage It's not just that you said you could get in your car and take a drive Because when you are driving you actually may have time to hear yourself think Or to listen to the song or to listen to the podcast or To sit in silence because you may have to get in your car and go somewhere in order to do that So that's the first one. The second one, we're not going to get through all four today. I already know it. So we'll pick it up on Tuesday. Okay. I promise. So you're going to prioritize the self -care. Absolutely. Lex says, because I have racing thoughts, right? Take a drive, being able to just get into a space where you can hear yourself. Think honestly, hear yourself. Think. Okay. Yeah. 100%. Like no music on a nice day, maybe with the windows down or with the sun roof open.

Sometimes I have a moon roof, so I can open my, I can open something and not even open the outside, right? 100% being able to do that, purging to your assistant or purging to somebody where the work can go. That is a great way to prioritize self -care because there's nothing soft about that at all. That's intentional when you think about what it means to just brain dump. and have that right. I was telling Keisha Hicks just yesterday sometimes you need a sparring partner mentally right or physically or emotionally somewhere where it can go safely where you can have someone come back and forth with you but you can also be intentional about it's living anywhere but in your brain or in your heart or in any of your energy chakras right from your head down to your throat okay any of that right or your spine your root chakra.

So prioritizing your self -care increasing how frequently you are engaging in it and changing your mindset around it self -care does not have to be soft. Number two okay which chakra is on the fingertips Lex let me look and see I will tell you okay because I always that is not one of the ones um hold on I'll tell you right now my gut says it's balanced but I can't remember hold on um it is Thank you. So your root is the one that's at the bottom, then your sacral. So if it's probably either between your, it's likely your solar plexus, that's the one that it connects to, Lex. Yeah, your solar plexus chakra, 100%, okay? All of those things, breathing, you're welcome Lex. But breathing techniques, those are all components of self -care. We just have to start thinking differently about what it is, right? It's okay Lex, right? But the point is, and I know that everybody, I saw Ed put the note emote in here, right? The point is, is that you have to start thinking differently about what you know traditional self -care. to be.

It's not soft. It's whatever it is that you have and whatever it is that will help you be at your best. Okay. Your very best. So number two, you have to manage your mindset. Now, what do I mean by managing your mindset? Okay. What I mean is let's go back to this. So the thoughts that we have affiliated with this, and then I'll tell you what it is Lex. Okay. The thoughts that we have affiliated with each one of these avoidance coping behaviors. So when we're thinking about not doing the tasks, what we might find ourselves thinking is, Oh man, because once I get started, I'm not going to be able to finish. I got a meeting at six o'clock. Right. And then after that, I got to go to dinner and

then I got to get home and we will rattle off every single reason why we should not start something or why we don't. want to do something. We will give every single statement related to how this is going to be blocked.

So once I get started though, then I'm going to have to stop. I only have a half an hour and I'm going to want to finish, right? So we'll take all of our opportunities and turn them into disadvantages. And we will change and shift all of the things that should be positive into a negative and allow it to block or be a hurdle for why we can't do something. Because when we go into something, we think I got to do it start to finish. My mindset is once I start, I need to see it all the way through. But if we shifted our thinking to say, okay, I've got 30 minutes and in this 30 minutes, I'm going to focus on just X. Let me give you an example. The shape of my bedroom is an L. It's very big, right? And then I've got a bathroom. I've got three closets in there. You all have heard me talk about that, right? I really invested in what my space looks like because I want to be able to leverage it.

But sometimes it can be very overwhelming to do things. When I started my closet project, it took about two and a half or three months for me to actually get it complete because I kept feeling like I needed to just get it all done in one day and I didn't. Finally, I said, okay. On this particular Saturday, during Ponsole, right? Cause that's when I would do it. I would do a little bit during Ponsole and then I would do a little bit on the Fridays where the lovely ladies who come in to help me keep my home clean are here, right? So I would say, okay, this Saturday, because I just had the cleaning on Friday. So this Saturday during Ponsole, shout out to Vader if he's lurking somewhere behind the scenes, but this Saturday during Ponsole, my sole goal is to just get the shoes moved around. That's all I'm focusing on. I'm gonna pull out the shoes that I need. And yes, I know that during Pine Soul, I may have to stop and go spend 30 minutes, but for this first 30 minutes or for the first hour of Pine Soul, until I have to go do something else or until I have to leave to go be a soccer mom, I'm just going to focus on getting the shoes.

So let's get all the shoes that pulled out. Let's look at the ones that I want to keep. Do these go in a rack? Where are all my flats? Where are all my sneakers? Do these need repair? Which ones need to be organized? Which ones need to be donated? If I have not worn them in any period of time, how am I now? What am I going to do with them? And because of that, then I would say, okay, now I've gotten my shoes organized. And that was that. But because I had seen success through that one small goal, I was able to then go, okay, well now if I've done my shoes and these racks are taken care of and I've gotten this organized.

Well, now what I want to do is take these sweaters that have been, you know, folded on this shelf and I actually want to put them away because these are seasonal sweaters and I only wear them during certain times of the year. I'm not going to be wearing them all year round. So now I can go from moving the shoes to moving the

sweaters and taking care of those things. And then I would say, okay, I'm going to go from sweaters to coats because coats are really easy. I've got my winter coats. I've got my leather coats. I've got my vest. And now, and that's how I started to navigate through it. So I took the time and I broke it up and said, if I've got 30 minutes, this 30 minutes is only dedicated to the coats, only to the shoes, right? Now I'm using that as an example, but if we're looking at this in the professional arena, it's only dedicated to replying to emails. I'm only looking at navigating my calendar. I'm only making sure that all of my calendar yeses are yeses and that I've got the materials, the attachments, everything that I need so that I can do my work.

Or this, 15 minutes is only dedicated to me going in and saying, yes, I see this and here's when I can get back to you. Or this 15 minutes is dedicated to responding to the text messages. Or I am going to go in and listen to my voicemail. Anybody in here got a voicemail box that's full? Let me point to myself because your friend Kim blues voicemail box is out of control. It's completely full. Oh, Lex says me. There you go. When I tell you it's full, I mean, like I got the, I got the percentage. It was like, Hey, your voicemail is 97% full. Okay. So what do I do? Tawana comes out alert and says stays on full, right? Mine is on full right now. And I'm using very relatable things because these are things that lead us to mental and task avoidance and those feelings.

So now I'm just going to avoid looking at my voicemail. I'll just text. So I can do all of these things and now I don't have to deal with the fact that I've got a full voicemail. Even though you need your voicemail there may be important things that are in there or you want people to be able to do that, right? And then we miss out on things and then we get frustrated because we've avoided dealing with our voicemail. Absolutely. We listen to why don't we talk about the emails on Tuesday? I don't know if you were in here, but we did talk about the email on Tuesday, right? A hundred percent but we fight right if it's urgent it can be emailed or text. But that's the avoidant behavior Lex so that we don't have to do these things I'm using these and what I'm saying is is that if we have 15 minutes if we have 20 minutes Start to look at time positively Instead of looking at time negatively right That's the that's part of the number two when we start to manage those mantras.

What I want you to do is look at time positively. Everybody write that down. Alize, good to see you. Thank you so much for being here. Go give that guy a follow. Great stream Tuesday, Alize. When we rate it into you, always have good energy in there. So it's nice to catch you. Thank you for being here, right? I want everybody to look at time positively. That is your homework between this Thursday and next Tuesday morning when I see you. Everybody look at time positively. Don't look at your time and say, I only have 30 minutes. Look at your time and say, I have 30 minutes. This is what I can get done. Because once you start to change that mental association with what you can't do, it will enhance what your capability is, what you can do.

Okay? So I want everybody to look at time positively as a means of changing their mental mantras. Okay? All of those things. Everybody start to look at time as an opportunity. Because once we see the opportunity to get something done, you'll then go and say, oh man, I got 30 minutes. Do you know how much I can get done in 30 minutes? Right? We think about other things that we can get done in 30 minutes. Why can't we think about it when it comes to organizing, when it comes to being able to prioritize certain things? Right? 30 minutes, 10 minutes, 5 minutes can all be you, right? If you spend 5 minutes taking a deep breath and just focusing on your breathing, whatever that is. Oh, my life journey is that shade? No. Okay. Right? But think about that. Think about it. Think about what you can get done when you think about time as a See your time positively. Don't say, I only have 30 minutes. Change that mantra and say, I have 30. minutes now I can go and break down these boxes now I can go open up some of this mail now I can do now I can do these things right now I can see myself folding right I got 30 minutes if I do nothing but get through the socks if I do nothing but respond to these emails if I do nothing but delete the emails that I don't need or star the emails that I do need to read you have time to be able to do that so number two for correcting common avoidance behaviors is Lex right is prioritizing your time right looking positively at your time so managing those mental mantras and when you see that in a way That you can do that instead of just saying I only have 30 minutes It's so easy to say I don't have the time because I need to do 40 things those 40 things that you need to do You're still gonna have to do but you have to make the 30 minutes that you do have to do the thing that you need to do as Important as the other 40 things that needs to happen Hobbs you got to scoot over and make some room for my life dirty, right?

Oh Double -spirit comes in with the gear immediately, right? Here you go. I'm telling you You have to be able to start to look at pop time in a positive way and then manage the mantra that associates time with your Opportunity because time is an opportunity time is currency ladies and gentlemen, and we know that okay, so you have to start Viewing it that way So you've got to prioritize your self -care big soap Is that Right, but you got to prioritize self -care self -care is not soft Okay, and you have to manage your mental mantras ie start to see time positively and as an opportunity Okay, when you do that, it makes it much easier for You to say now I can get things done and the next time you have 30 minutes or 15 minutes You're gonna be like, oh, I have 15 minutes.

Let me tackle these two tasks and check those off of your list Let me move the needle of progress on certain things, right? I'm telling you folks we are gonna reprogram our We are gonna reprogram ourselves double -spirit I'm laughing at you, but I'll just came in with the with with the boots. She didn't say anything else I did see you double -spirit say that your list got longer, but I'm telling you folks. I want everybody to spend the next four or five five days, seeing time as an opportunity. What can you do with the time you have instead of thinking about what you can't do because you only have so much time? Do it. Sorry. You guys do. I need to say that again. What can you do with the time

you have instead of thinking about what you can only do because you only have so much time.

Okay. Now, I want to think about all, I want you to think about those things. That's the homework. Share it with a friend. If someone missed out on today's stream or they're only getting it on the replay, but time is an opportunity. Okay. All right, we are three minutes over where the time for the blueprint is in this of my life during you can uncode the door Okay, and let folks out if they're trying to escape. We're gonna make our way out of here Tuesday We are gonna recap all of this. We are gonna revisit the first two Steps to how we can correct the avoidance behaviors, right? So managing those mantra managing the mental mantras We're gonna revisit you seeing time as an opportunity and we are gonna talk through the homework which is how you saw time as an opportunity over these next five days and then we will get through Steps three and four for how to correct common avoidance behaviors aunt. Yes Hobbs. We're gonna do a recap on Tuesday See because double -spirit said she had to work interruptions Okay, so double -spirit that's why the recaps are important So we'll do the recaps the replay will be in there as well if you want to go back during the moments where you may Have missed.

Okay Right, so good talking boats in the chat to everybody. Thank you so much for being here. Hey Jay Jonah. Good to see you Thank you for lurking Happy Thursday to you shout out to everybody who has been working lurking or commuting go ahead and copy the raid message we Are gonna see Oh, let me spell it right we are gonna go see LV today ladies and gentlemen because Don't think we've been there in a while I was looking at my list to see where we haven't been and so we are going to go see That we're gonna start to rotate some gamers in here as well Mark and Sutton. Thank you for bringing in some really great thoughts into our conversation today. That was fantastic Molly always a pleasure. Thank you for being here early. Happy birthday to you. Okay I hope it is a fantastic day. Good talk to everybody who is in here here. Go give all of the amazing folks a follow. Okay, Jennifer, if you're still lurking behind the scenes, thank you so much for bringing your community over and for everybody who lurked for all of the new follows.

Welcome to the blueprint. Thank you for being here. Hope you took something away from all of this. You are welcome any time. Okay, any time. Uh, salute to all the DJ's mods and streamers, especially my life journey. Thank you for holding it down solo while you were also working. Um, for those who don't know, my life journey is always in the middle of her day on Thursdays. And so she is in and out. So thank you, um, for being here. Listen, folks, I want to send everybody into their Thursday, right? Exit mantra is what it is, right? But into your Thursday with all of the good energy and light that you will need to guide you. You all know what that means.

But in case you don't, it means take all the good things from this space. The good comments. the contributions, the support, and let that be the light that guide you to do what you need to do. And in this case, it's to find the opportunity with time. Okay, take

exceptional care of yourselves. I will see you next Tuesday at 8am Eastern Standard Time for our next Blueprint conversation. Okay, take good care.