

The Blueprint How to T A K E Accountability! April 23, 2024

April 23, 2024 · 86mins

Transcript

Thanks for watching! Happy Tuesday, everyone. Thank you so much for being here. If it is your first time in the stream, if you are new to Twitch, or even if it has been a while, let me introduce myself. My name is Kim Blue. I am an HR executive. I am a strategist. I am a coach. Welcome to the Blueprint. This is the space where we come Tuesday and Thursday mornings. Tuesday mornings at 8am Eastern Standard Time and Thursday mornings at 11am Eastern Standard Time to chop it up about all things personal and professional development. I am excited to be here. My name is Kim Blue. Listen, this podcast is solely dedicated to helping you be the boss of your own Blueprint. And I fundamentally believe in three things that everyone should operate at their highest potential. You should add value to whatever work you own or are responsible for. And most importantly, you show up as your authentic self. Because when you're authentically you, you can be great in your gifts. You do not have to dim your light.

You can be open to receiving the best that the world has to offer and you can give your best to the world. Right? So that's why we're here. This podcast is dedicated to doing the work. You all know we support each other here. We surround each other with love. We hold ourselves accountable. Shout out to the Mirror Moments. You all know what those are and if you don't, I'm certain you will find out if you continue to rock with the Blueprint. And most importantly, we do so in a community that is here to make sure that even outside of this conversation, right, you are connecting with people who are committed to seeing you succeed. My goal is for you to leave each of these podcasts with something that you can immediately put into practice. Okay? So with that, let's do a little housekeeping and get started. I want to remind everyone, next Tuesday, April the 30th, there is no blueprint. I will be traveling for some leadership development and I will not be available during that time.

So Tuesday, April the 30th, no blueprint, okay. So mark your calendars. I will be putting an announcement up in socials as well to make sure that no one forgets. So you're not looking for me on that Tuesday morning, okay. We will have the stream on Thursday, May the 2nd, like normal at 11 a .m., okay. So I want to make sure that everybody knows that. So only one stream next week. In addition to that, I wanted to share that I'm going to change up a little bit of the structure and the flow for how we do our blueprints, right. So I think I've been very vocal with this group around wanting to put some of my own goals into practice. And what I would like to do with the blueprint is be

more intentional about some of the coaching and making sure that I'm getting the information out there.

But I also want to make sure that I'm acknowledging the dope folks who have been following and supporting this community and making sure that you are getting out of it. So I'm going to batch my greetings and do a little bit more of a structure in here so that around 815, 830, 845, you're going to hear me do some noticeable resets. That way, when I upload my content, I can start to post clips on the days that I don't stream. So on Wednesdays, Fridays, maybe even over the weekend. And that way, I don't have to worry about cutting them up in the midst of making sure I'm greeting you. So if you come into the stream and I don't immediately acknowledge you, it's because I'm working on making sure that I can put the content out. So for those who miss, may not get to the replay. If you're following me on socials, you can absolutely catch some of the nuggets that are there.

So if you want to follow me on socials, exclamation point socials is where you can find that information. on where I am and how to connect with me for sure. In addition to that, if you are interested in coaching with me, I have put out a blueprint coaching group. It is wonderful. We are in month four. The group is rocking through their goals. I could not be more proud of them. So shout out to everybody who's in the blueprint group. Thank you Hobbs for dropping that in there. Exclamation point coaching is where you can go and sign up, get more information. If you want to know more, feel free to whisper me or you can get to me on socials. There are folks who were in here if they so choose to disclose themselves who want to share about their experience. You may happily ask them as well, but that is where you can go and find it. Hobbs put it in the chat for us as well. All right, so that's our housekeeping. Let's say good morning And then we will jump right into today's conversation, which is all about accountability, right?

We have turned the corner in our avoidance series and we will start to now Talk about taking accountability and action and that's what today is all about how to take accountability. Okay, so with that Good morning to my mods. I don't think I think I'm modless right now. So shout out to everybody who was gonna mod In any way to support the stream, so thank you But shout out to lock and key media who if you missed it I will make sure I give him his flowers when he's coming in but I'm wearing his shirt from the reunion this past weekend Lovely to see some of you in person meet some of you that I had not met and just have time to chop it up And fellowship it was really excellent to see you all here So shout out to lock and key media into my life journey my mods who make sure that the boardroom is secure and that you All are getting the things that you need.

So good to see both of you auntie Diddy. Good morning to you Thank you so much for the re -up that elevate her. Good morning. Ladies and gentlemen that elevate her if you do not know that is our Friend of the blueprint Nikisha Hicks. She is in here this morning. So go ahead and show some love to the elevate her She is coming to support

her bestie in real life We are doing some magnificent work. So good to see you. He's a Hicks happy to Have you with us? Good morning to one. I saw you coming in as I was setting up the stream this morning Good to see you. Good morning. Hobbs auntie Diddy Ebony ATL happy birthday to you y 'all Ebony ATL's birthday was yesterday.

So please put some birthday love in the chat for her Good morning. See love 702. Good morning, uncle Diddy. Good to see you. Happy Thursday. Mr. Nate. Welcome in good to see you as well Keith I see you Coming in hot. I think I saw you reason that I see you come in and say I'm here But I am NOT here. Happy happy Tuesday to you Welcome here. Good morning. Music spasms be safe on that commute. I saw you drop your greetings in the chat, so hope you're doing well. If I miss anybody, make sure you say some of the classics. I'm like, I think I saw classics coming. Good morning, classics. Good to see you. Excellent stream this morning, classics. I'm in the midst of my own spring cleaning journey. And the last question that you posted this morning around how does doing what we love motivate us to kind of stay organized or declutter, massive. And that is the thing that I am taking advantage of right now.

So appreciate you for keeping us accountable in that way. MusicLova21, good morning. Good to see you. Thank you so much for being here. Let's see, did I get everyone? If I didn't, please say something in the chat and I'll make sure that I acknowledge you as well. Shout out to everybody who was working, lurking and commuting this morning. You all know how I feel about the lurker population. I know that folks are taking advantage of the time in whatever way is in service to them, whether it's a tab up, Twitch audio or active in the chat. Salute to you. Thank you so much for being here. You all make this community exactly what it is. Okay. All right, so let's talk about accountability. Okay, so we've been talking about avoidance this whole month. And this is avoidance 2.0. So we introduced it last year. And I framed what avoidance is and I wanted to make sure that we really did some reframing. So the first two weeks, we dived into avoidance, and we spent some time looking at what it was.

And so I'm going to go ahead and add our slides. And I'm going to park myself down here. Go. So we talked about what it is. And we did some really solid reframing. And so now we're starting to moving from avoidance into action. But part of action is taking accountability for what it is that you need to do. Okay, we all know what the foundational Kim Jim is, which is avoidance is not a strategy. So if you are new, there it is for you. And what do I mean by that? Oftentimes, we do employ avoidance as a strategy. In fact, it might be the most common strategy that we employ when we are dealing with feelings that we don't want to work through issues that may come up in particular issues in the workplace.

And sometimes that's people, projects, process, whatever that is. But we just flat out avoid it. We decide we're not going to do it. We don't want to deal with the feelings. We shut off our thoughts around it. We don't take the necessary actions to see any of our goals through. And that ends up impacting our brand. It affects how we show up.

And it presents us to people into the world in a way that we may not want to be presented, right? So all of those things are the way that we avoid and why avoidance is a strategy. And so we talked about this whole notion of avoidance being intentional, right? So we don't unintentionally avoid. Most of the time we know that we are doing some avoidance and we want to try to get around it or try to find a more comfortable way to approach what it is that we're doing, okay? So understand that you have to take accountability in knowing that your avoidance is intentional and that we are moving away from what that is, right?

So here have been our foundational mantras that we've been working around all months, okay? And I have put this slide up and it has really been great to connect back to what it is that we're doing, but also how we're showing up in our avoidance and potentially some of the old, some of the underlying reasons why we avoid, I see you Kayla. So mantra one is being busy does not always mean being productive. We spend a lot of time unpacking this, okay? And my good friend, the Elevate Her talks about this in the morning mindset. We talk about the difference between busyness and productivity. And how sometimes avoidance, right, we guys ourselves underneath, I'm busy to avoid dealing feeling or healing. Okay, dealing with people, dealing with, you know, process dealing with our feelings, we avoid the healing because we don't want to feel the sensations that come with that.

Okay, mantra two is some kind of failure always occurs before success. We do not want to embrace failure, we see, or we sometimes think to ourselves that failure means that we don't have it all together, or it represents our disorganization, our dysfunction. And so we've been dispelling the myth that sometimes failure is a bad thing. And I'm here to tell you that it's not, right? When we avoid, we almost increase our incidence of failure as opposed to taking supported steps forward to get towards our success, right? And how do we convert that failure into learning? Mantra three, you do not have to wait for an apology to forgive. This is one that we get stuck on, right? Because we think that until we've got this apology, we can't move forward. That is incorrect. You actually need to move forward in the absence of it. Because once you start to work through the truths that are there, okay, you can be intentional about saying, you know what, I am okay.

In fact, I know I'm more than okay, because look at me still standing. Look at me still navigating all of the details. Look at me still moving forward in my failure, you can move forward in your failure towards your success. Somebody should write that down. You can move forward in your failure towards your success. Mantra four, it is not other people's job to love and respect you, it is yours. Okay, this is where we start to blend some of that life coaching with some of the professional development. Okay, because everything that we do starts with us, if you want to get promoted, if you want to be a better person. if you want to be a better leader, partner, spouse, parent, it all starts with how you are taking care of yourself.

Shout out to Dr. Dady Priest who has so graciously offered the blueprint her self-care tiles, right? But that self-care roadmap that we see Dady put up, she talks about recentering, she talks about recalibration, but what are the steps for you to get right within yourself so that when people wrong you or when people have a misstep with you, it does not sting so severely and it does not feel so much like this blowback or this setback or this gut punch that keeps you from moving forward, right? Dady's saying it in the chat, what other people think about you is none of your business, it is yours. And here's the thing, if you choose to engage in what other people are thinking about you, then you have now given those thoughts more power, the opportunity to own the narrative and control the narrative.

So do you want to give your control away or do you want to be the boss of your own blueprint? The choice is yours. All right. So we think about that. So those have been our foundational mantras over the course of April and we continue to tie back our points and our learning to all of the things that we are taking away this month. From there we moved into what it means to talk about work avoidance and we talked a little bit about burnout and a little bit about difficulty. Okay. And why work avoidance shows up, we are going to revisit the work avoidance in the next two weeks. So today's stream, Thursday stream, and then next Thursday as we roll through here. So we've got three more streams to wrap up our session on avoidance because once we then get into taking action, we are then talking about this whole notion of momentum, right?

You got to have the wind beneath your wings so that the action stays consistent because consistency is key. From there we went into avoidance coping behaviors. Now for anyone who hasn't seen this, these are the sort of the core five ones that I wanted to call up as I was doing my research and we were thinking about this notion of what it means to avoidance cope. And those are the formal names for it. It is avoidance coping. So we avoid through feelings or not dealing with our feelings. We avoid through action, right? That means we don't take the steps to do the things we do because we don't want to trigger painful thoughts. We don't want to go back to places that we feel like we have grown from. And so we just avoid the PTSD, the trauma or anything that's going to get close to it, right? The elevate her and I were just talking about this yesterday morning in our mindset, don't conversation, mental avoidance, right?

Mental avoidance is the space where we say, I'm just not going to work towards these things. I'm going to redirect my thoughts because sometimes thoughts show up and those are the thoughts that distract or disrupt what it is that we're trying to do. And then. And that makes us task avoidant, right? I'm just not even going to start the task because I don't even see how I can successfully complete it. Or I see all the roadblocks instead of all the opportunities. So I'm just not even going to do it. All right. And then the physical sensations. This is where you avoid doing things because you don't want to feel the feels or you don't want to feel the sensations that come with, you know, whatever's associated or potentially can be associated with what's coming up as you do the work,

right? Because sometimes the work draws in physical sensations, right? We may have headaches. We may have heart palpitations. We may have anything that shows up physically in our body as an ailment or in a manner that keeps us from operating at our highest potential.

So those are our five common behaviors. I want to do a quick room reset and make sure that I acknowledge those who come in and then tell everybody about sort of how I'm gonna be driving the blueprint going forward so you don't think that I am not acknowledging when you come in. So good morning to everybody who's coming into the stream this morning. Kim Blue, welcome to the blueprint. I am an HR executive strategist and a coach. And this is a space where we come twice a week in order to chop it up about all things personal and professional development. We've had some folks join us. So I wanna acknowledge them and then we'll do the reset and we'll jump right back into the conversation. So good morning, Scribd Neatly. Good to see you. Indomitable spirit, Emiji, welcome in.

Happy Tuesday. Good morning, Kalak. Your flowers are coming very soon, sir, because I've already told the folks that we had a grand time this weekend. Okay, so good to see all of you. D -Man, I saw you come in the room. Welcome in. Happy Tuesday to you. And then I think I saw one other person coming. Keith, I think I said good morning. Keith, I already see you. Good morning, Dr. Dade Preece. Good to see you. Happy Tuesday as well. Good morning, Ebony A .T .L. I believe I said good morning to you. If I didn't, now's your opportunity to lock in. I'm going to sort of, I was telling everybody at the top of the hour that I'm gonna change the flow of how I do my greetings in the morning. So I wanna make sure that I batch all my greetings so that I've got big stretches of time where I am doing more of the content that I want to share with you all so that I can use this to post clips across my social platforms. So exclamation point socials if you wanna be able to follow me. So if you come into the room and I don't acknowledge you right away, I'm not ignoring you, you can go ahead with all of your greetings to everybody in the chat who sees you.

And then I will stop every 10 to 15 minutes, do a quick room reset. Clearly my coffee hasn't kicked in this morning. And then I'll make sure that I acknowledge you, do a quick recap. And then. will have about 10 to 12 minutes of content so that I can use the clips for socials and really be intentional about getting the flow of this out. It doesn't mean that we're going to lose any of our engagement in the chat. I'm still going to engage with you. It'll just help me make sure that I'm being thoughtful and intentional so that I can work towards one of my goals, which is to position myself to be a thought leader and an industry contributor across media platforms so that people see me as a strategist, an HR leader, an industry subject matter expert, and then I can get my name and my face out there so I can contribute to these platforms.

And then you all can watch me on Twitch and you can watch me out in the world. Right. So look for me on. GMA3 or cheddar or any of these other platforms because

that's where we're going with all of these things, right? You want to know where the blueprints going? That's one of my big hairy audacious goals is to continue to be present on twitch but also grow myself so that People will see and respect the representation of me as an industry leader Right, and then that way when people say where did you get your start? I can say I started putting my face out there with this really sacred and important community. So Those are the details that are coming in I will acknowledge the raids when they come in Right as well because that's important to acknowledge folks that are joining and bringing their community here But going forward that's how the flow is going to be So if someone says do you why isn't kim blue speaking? Let them know right? There's some intent behind how i'm setting this up All right. So thank you all for your support. Marcia. No Brady. Jennifer. Good to see you Welcome in thank you so much for being here Um, and good morning to anybody else who came in Yes, the elevate her thoughtful and intentional for sure.

Okay Um, so I want to make sure that everybody knows why I might not be saying good morning to them immediately when I when they come in I see you Um, but I want to make sure that the content is consistent So that when you follow me on socials and shout out to everybody who is sharing Okay, and who has been sharing and pointing people in the right direction. Um, good morning, Barry baritone. Good to see you. Happy Tuesday. Okay All right So I just did a quick recap on accountability for the month of april what that looks like and how we have been acknowledging Those avoidance coping behaviors. All right, and so this week we are we are talking about taking accountability And I wanted to make sure that I was intentional about setting us up for Moving into the steps because the opposite of avoidance is accountability.

Okay and action. And that's where we're going in these next two weeks. Now, accountability for some of us, not the easiest thing, right? We know what it is that we should be doing, but how often is it that we do it when we're supposed to, for the reasons that we're supposed to, and ensuring that all of the pieces that we are supposed to cover are actually taken care of. Who in here can honestly say, yes, when I wake up in the morning, the first thing I do is I make up my bed. Or the first thing that I do is I brush my teeth or I have this routine, right? All of you see what I'm saying, right? So accountability starts from the minute that we open our eyes. Accountability starts from the minute we take our breath and we know what the day ahead of us looks like now. Let's talk about our calendars, right?

Our work calendars, our personal calendars, whatever that looks like. How many of us are more accountable to that calendar than we are to the things that will help us be our best self? Right? I am accountable to my calendar, but let me offer this to you. I am just as accountable to my calendar as I am to my self -care. And if you are not, then let me encourage you to be accountable in that way. Okay? Sometimes, ladies and gentlemen, we are more accountable to the calendar than to our care. And when we prioritize that calendar over our care, especially when we don't schedule the care among

the calendar, okay? When we don't do that, we then prioritize other things over ourselves. So we intuitively set ourselves up to be in deficit.

And what happens when we're not operating at our highest potential? We cannot add value to the work that we own or are responsible for, nor can we show up as our most authentic self. I see you see love, okay? And so when we get to a place where the calendar is higher prioritized than the care, we are not doing ourselves a service to operate at our highest potential. So we have to take accountability, all right? So I'm taking a page out of my friend, Nikisha Hicks books. So listen, y'all think that I am a wordsmith. Nikisha Hicks is, and shout out to the Elevate Her to the morning mindset. If you are not following her, go find her on LinkedIn, go find her, right?

That is primarily where she spends her time, right? She dabbles in socials, but LinkedIn is like her space. So go find her there. And if you are not on LinkedIn, we should use this opportunity for me to encourage you to go create a space there because it will be beneficial to you. But she is the master of taking a word and giving it meaning and break it down. breaking it down. Love you, friend. Right. She is the master of taking a word and giving it meaning so that it's applicable to all of those things that we just talked about. Right. And so from time to time, I take a page from her book because it's easily digestible when we start thinking about how we can take these steps and how we can be intentional about what it is that I need to do.

And so here's where the notes come in. So exclamation point pin, right? Put your notes emotes in the chat because we're getting ready to talk about what it means to take accountability, Kayla. Thank you so much for pulling her link in there. There it is. Ladies and gentlemen, it is the LinkedIn newsletters, the Morning Mindset. Go follow her. Okay. Oh no, my friend, you never let me slide into the back when I come into the Morning Mindset on Wednesdays, right? So I am here. You are front and center. That's okay. Okay, if it won't allow you to pin it, but thank you for dropping the link in the chat So ladies and gentlemen click that link to get in the morning mindset came when we do our next reset We can just drop that back in there for folks who may want to get it. Okay? But that's where you can go find her and in so finding her you will find me on the morning mindset I am there I try to slide in quietly as well as she immediately acknowledges me or pulls me to the stage so that I can contribute to her space okay, so Let's talk about how we want to take accountability.

Okay. Now when we think about Accountability accountability is essentially saying these are the things I know I'm supposed to do and I need to do that and I need to be consistent in doing it. It is as simple as that right? I could give you the Miriam Webster of the Oxford definition, but I'm just gonna keep it keep it blueprint, right? We're just gonna keep it blueprint and say it's the stuff You know, you need to do and being consistent in doing it But when we think about taking accountability, there's often all of these things that get in the way We know in our minds what it is that we need to do We

allow all of the barriers of the outside world to keep us from being accountable and taking those steps So how do we take accountability?

Let's break this down into an acronym and let's educate ourselves because when we leave here today I want to make sure that we are into I see you double -spirit and when we leave here today I want to be intentional about Making sure that you have adequate steps for taking accountability. Okay, so get your notes Get your pins in your weighted blankets, whatever it is that you need go ahead and scoot over because we have a raid coming in So good morning gospel takeover family. Happy Tuesday to you. Good to see all of you. Thank you so much for being here All right Good morning reason if you are not following one reason please give him a follow amazing amazing Gospel Music Monday through Friday 7 to 9 a .m. Eastern Standard Time as he would say right here on Twitch. Reason, thank you so much for bringing everybody over. How is your stream? We'll do a quick reset and then we are going to talk through the steps so that you know how to take accountability.

All right, good morning, Shelley Thunder. Good to see you as always. Thank you so much for being here. DJ Varmar, welcome in the one and only Keisha Key tab Gilbert. Good to see all of you. Happy Tuesday. I hope that you are doing well. Give your screens a refresh, Raiders, and you will get set up. Good morning, Double Spirit. I saw you come in as well. Happy Tuesday to everyone. If you are new or if you came in and you're lurking behind the scenes, quick introduction. My name is Kim Blue. Taste by Tash, welcome in. I am an HR executive, a strategist, and a coach. The all things personal and professional development. This month in particular, we are talking about accountability, or excuse me, we are talking about avoidance. And in today's conversation, we are most specifically talking about how to move from avoidance to accountability. And we are gonna talk about four steps for taking accountability and what that looks like.

And you all are coming in just in time. So grab your pins, get yourselves comfortable. And we are going to dive into this. One quick announcement for those who are coming in, it's just a housekeeping announcement. Good morning, Bob Moncette and welcome in to the Blueprint First Time Chatter. I hope you are able to take something away from the conversation and hope you decide that you want to come back. You're welcome anytime. So Raiders, if you're just coming in, I talked about a little bit of a different flow for the Blueprint. So if you come in on the raid, not on the raid, whatever that looks like, you're gonna notice that I'm gonna batch all of my greetings at one time so that I have longer stretches with which to deliver the content. And that's intentional. I am looking to clip off more of what I'm sharing in Twitch, put it out on socials, exclamation point socials if you're interested in following me. And then that way I can be mindful about people seeing me, about experiencing my expertise, about showing up as a thought leader and ensuring that I can then use those clips across TikTok or LinkedIn or Instagram because my broader goal is to be recognized and be a

media contributor and be seen as an industry thought leader and HR expert or somebody who can marry the areas of human resources or human capital as they like to call it, right, but also business.

So if you come in and I don't acknowledge you right away, it's not because I'm ignoring you. It's because I'm adjusting the flow of how I'm doing the blueprint, right? So I'll do this. little reset. We'll go through the next few minutes of how to take accountability. I will then do a final acknowledgement of anybody in the room. And then we're going to end today's stream with a little bit of love for lock and key media because he put on a magnificent event this past weekend. And I had the pleasure of being present. I am rocking my lock and key media shirt proudly today to homage to my guy, Kayla, who did some great stuff. And so we'll get to that at the end. Hello, Bohoiki guy.

Good to see you. Happy Tuesday afternoon to you. Okay, so love coming Kayla's way for sure. But for now, thank you again, Reason for the Raid. Let's talk about how to take accountability. Okay, and be intentional about what that looks like. So get your pins out, get your notebooks out. So when we talk about taking accountability, there are four things that I want to encourage you to do. And I want to be intentional about leaving you with tangible steps, okay, so that you understand in your next conversation, in your next meeting, in your next whatever, what that looks like. And mostly this is for yourselves, ladies and gentlemen, right, Nikita Higgs, if you're still in here, I wanna make, feel free to chime in on some of the things you and I talk about behind the scenes, but Nikita Higgs and I are probably the masters of holding each other accountable in a safe way.

So I want everybody to put a note in here, okay. I want everybody to acknowledge that a first step in taking accountability is that you have to feel safe. Before we get to this T, the A, the K, or the E, okay, we want to ensure that when you are taking accountability, it all starts and stems from feeling safe. Because most of the time, we don't wanna acknowledge that we didn't take accountability or anything like that because we don't feel safe. And in not feeling safe, we don't wanna then deal with the feelings. We don't wanna deal with the guilt, the shame, the disappointment, the disrespect, any of those things. So I just wanna start foundationally there, right. I just wanna make sure you understand that accountability is directly related to safety, psychological safety, physical safety, environmental safety, all of those things, right. If we do not feel safe, we cannot be intentional about being accountable for our actions, our choices, or our behaviors, okay. All of those things, all of those things. So understand that safety is important.

So I want everybody to acknowledge, write down in your notes accountability equals sign safety, okay, accountability equals safety. That is where it all starts, all right. Okay. Now the first step in taking accountability, let's start with the T. Okay. The T stands for trust. You have to trust yourself. You have to trust your expertise and you have to trust your source. Let me say that again. The T stands for trust. You have to trust yourself. You have to trust your, you have to trust your source. Excuse me. Okay.

And you have to trust your expertise, right? Three things. When it relates to trust, let me know if I need to say that again. Trusting of self is first.

You have to start with knowing that you have what it takes to do what needs to be done. There she is. Ladies and gentlemen, my life journey. Welcome in. Good to see you. Thank you so much for being here. Um, I gave you some flowers at the top of the conversation. I just want both of y'all to know that my mods were behind the scenes talking about me and cause I don't have my glasses on. Okay, and I was squinting a little bit. And so what y'all can't see is what I see, which is the text thread that I'm in with them. And they're like, she doesn't have her glasses on. And so they're like talking about how to make sure that I wear my glasses. Let's see that. So T stands for trust, okay? Trust yourself, trust your source and trust your expertise, okay? Full blast, I see you, welcome in. So when we think about all of this stuff that comes with, when we think about all of this stuff that comes with taking accountability, it starts with safety.

But then that safety is to trust yourself, knowing that I've got what it takes emotionally, mentally and physically to do what is being asked of me or to do what is being required of me, okay? Then I have to trust my source. Where am I getting my energy, my strength and my, you know, anything else that's gonna help you move forward. But where are you getting that energy from, right? Is the energy coming through, making sure that you get rest? Is the energy coming through making sure that you are eating right? Is it coming through your, you know, your meditation time, your prayer time, whatever quiet time you have for yourself, time to reflect, but whatever your source is, okay? Draw from that, right? You all hear me tell you in here often, right? I'm a God girl. Now that doesn't mean that I'm gonna come in here and swatch you over the head with scripture. But what it does mean is that I'm telling you, for me, my source comes through prayer and meditation.

My source comes through reflection. My source is also drawing from the good things that I learned from other people because that's what gives me energy, okay? That is what gives me energy. So you have to trust your source, okay? And you have to trust your expertise. Anybody in here familiar with the phrase, knowing what you know? You gotta know what you know. You also have to be okay knowing what you don't know so that you can ask for help or let people be magnificent in that. their ministries. Everybody got that. So you got to trust your source, you got to trust yourself, and you got to trust your expertise. If you don't feel safe, and safety is at the helm of this, if you don't feel safe, it will be difficult for you to raise your hand and ask for help.

Because that asking for help means you need to be vulnerable in ways that you might not be comfortable, because then you'll be seen as something other than credible, knowledgeable, or feeling like or appearing as though you have it all together. All right. Okay, so the T stands for trust the A stands for adjust. Okay, and accept two A's adjust and accept. Right now, let's talk about the acceptance first, because sometimes you have to accept the truth. Sometimes you have to accept the mistakes. And sometimes

you have to accept the actions that need to come in terms of course, correct course correcting I don't have it today, you guys. Thank you for bearing with me. All right. You have to accept the truth. You have to accept the actions that you need to take, and you have to accept the mistakes that you made. Here's the thing about acceptance. Acceptance is hard.

When you cannot accept that you made a mistake, you will stay in that space and you won't move forward. Who in here gets really hard on themselves when they have a misstep, when they make a mistake? Shout out to all the type A folks in here. I'm type A. Hello. My name is Kim Blue, and I am a type A perfectionist with some things. I've gotten exceptionally better over the years as I have grown, as I have come into. I see you all in the chat raising your hand. Shout out to all the type A people in here, all of the OCD folks in here from a place of love, all of the people who need to make sure that everything is in its place because things out of their place are very disruptive. Type A perfectionist wanting to make sure it is okay to accept that you made a mistake. The one and only Keisha Key says, I am definitely hard on myself. That's what happens. Until we decide that we can accept that we made a mistake, we cannot move forward and we can't take accountability because we stay stuck on the mistake. When we get fixated on the mistake, we can't move through the rest of the steps. Okay. Some of us are very hard on ourselves. Yes, classics. Getting things in order intentionally takes help. And we're going to talk about that when we get to the K and when we get to the E.

So we're coming back to that classics, right? But you're already creating that segue. I appreciate you. Dady says when her OCD takes over, she shuts down. That is so common, right? Sometimes it's not even the OCD. It can be that, but sometimes it's just I've made a mistake and now I've got a process through what that looks like. So we have to accept the mistake. Okay. And we then have to accept that it is. okay to move forward, right? And that's what I mean by accepting the truth. You have to accept the truth, which is I did make a mistake. It's not world, you know, it's not glass shattering, it's not life ending, it's not going to be anything that crushes our world at all. But what it does do is it's a moment where we can learn insert Dr. Dady's recalibration, which is self-care tiles, which is we need to recenter and we need to recalibrate around what that looks like. Okay. And there's this whole notion of understanding that once we accept the mistake, and sometimes it's not a full on mistake, it's a misstep. It's a miscommunication. It is a miss, whatever, right?

A misalignment, all of those things coming into play. But the minute we can accept the mistake, or we can accept the miss, right? The MIS, whatever it is, then we set ourselves up to accept the truth that It's going to be okay. We are going to be able to move forward. You can recover from this. It's not as bad or as terrible as it seems. I actually may have learned something from this that can set me up for more success than less success. Okay? So the T stands for trust, the A stands for accept and adjust. Now, once we have accepted our truth, we have accepted the myth, then we can adjust our

path forward. We can adjust our attitude and our mindset, and we can adjust the steps that we need to take, right? Sometimes we chart our path knowing that all these things are going to just fall into place. And when they don't fall into place, we get so frustrated that we stop. Hello, avoidance coping. Hello, avoidance behaviors.

I just write, you heard Dr. Dettie say I shut down, okay? And it gets to be very debilitating and it gets to be very crippling and we get inside our own minds about that, okay? But if we can accept the truth, and if we can accept that we made a mistake, then we can adjust in real time and look at what that course correction is. I see you, my like Dr. Dettie, right? But we can look at what that course correction is. Who in here is comfortable giving themselves permission to do something? Most of the time we are like, I don't believe that I can give myself permission. We wait for the world to give ourselves permission. In fact, we wait for the world to chastise us. We sit in that chastisement, we accept it, and then we stay there. And we just then, we embody or we take on all of these negatives thought, reason, right?

All of these negative thoughts that come in and we just say, well, I must be this, or I have to be these things, right? I have to be in this space. I absolutely am a bad person. I absolutely am incapable. I definitely don't have what it takes, right? We start to accept these negative mantras. Jennifer says, my brain, I'm sorry for trying. And then it shuts down. And then we get into this space of shutting down. Okay. But this is the space that we need to own it. And we need to adjust reason says he'd rather ask for forgiveness than permission 100%. And so what happens when we get into this space where we accept where we accept all of the things. Good morning, Vader. Good to see you. Right. Vader says the street lights are on. I must be talking to you, Vader, right? Because now we get into this space where it gets to be hard to accept the truth that we have made a mistake or that we don't show up at our best. And the adjustment gets hard. And this is where the K comes in. All right. So we got to knock out, right? We got to knock out or knock down the negative truths, we have to knock out or knock down the limiting beliefs, and we have to knock out or knock down anything that is getting in our way.

Welcome in Vader. Okay. Good to see you. Thank you so much for being here. We've had a lot of folks come into the chat. So let's do a quick reset and housekeeping, and then we will wrap this thing up so that I can give Kayla his just do flowers for the weekend. So DJ Varmour, welcome in. Good to see you. Good morning, Vader. Good to see you as always. Happy Tuesday to both of you. Give those guys and everybody in here a follow reason. Thank you again for the raid. I hope you're having an amazing Tuesday. Welcome in, Jennifer. Good to see you. Thank you for being here. Let's do a quick scroll back. KB Browns. Welcome in. Good to see you. I hope everybody is doing well.

If you missed the conversation at the top, no worries. We are talking about how to take accountability because what we know is that accountability is the opposite of

avoidance. And avoidance is not a strategy, which is our foundational Kim, Kim Jim for the month of April. Um, I see folks that making their way in. Okay. Okay. Like you're not walking out of the boardroom. My journey came in and she coated the door when she made it in Ebony ATL. Don't sneak out. You're in. Right. Everybody's in. So DJ roll of 27. Welcome in. Good to see you. So listen, folks, you may have noticed that you came in the room and I didn't acknowledge you right away. Okay. That is intentional, but for very good reason, let me be clear about what it is that I'm doing.

Um, I am changing the flow of the stream so that I can be intentional about my resets and my greeting. And I can kind of batch that give everybody an update about what we're talking about. In particular, those who are, uh, lurking behind the, um, scenes. So virtual salute to everybody who is lurking, working or commuting, but I want to make sure that I've got, um, stretches of about 10 to 12 minutes where I'm delivering the content because I'd like to make sure that I can and clip some of the appropriate things off, share them across my socials, so exclamation point socials for anybody who's looking to find me. And then use this content so that I can prepare myself for the next level of visibility, which is being a media contributor across business and human capital and all things development.

And so I'd love for media outlets to use me as a contributor, whether it is in publications or whether it is visibly. So if you come in the room and I don't acknowledge you, it's not that I'm ignoring you or it's not that I don't see you. It is because I am intentional about how I'm delivering this content, but please greet each other. Please continue to have your conversations in the chat. I'm seeing you and making mental note of who I need to acknowledge, but just know that if you come in, And I don't love on you right away. There's a reason for that. And thank you in advance to anybody who's like, why isn't Kim Blue saying hello? It's because we're on a mission here in the blueprint, right? I want to make sure that I am driving things in a particular way. So you will notice that that's how the stream flow will start to go. And just a reminder, no stream next Tuesday, I will be traveling for some leadership developments. Okay, Blue Consulting will be on the road for all of that. Okay. Right, Dady. And so I think it's very important, especially in the work that you're doing, people like Classics as well. Listen, I'm taking a page out of Classics books. Classics started this. She was the one that was like, we're recording.

And the greetings will resume at such a time when the recording is over. So shout out to Classics who set the tone, okay. And I found my own version of what that is. She's got her version of it for meditation and we all go in and follow suit, okay. And so I found my way and my rhythm to make sure that I'm doing this. So you're going to hear me reiterate it during the resets. Here's why I'm not acknowledging you all love and know that I'm going to shout you out appropriately, okay. But we are definitely on a mission, right. Because I want to make sure that you can see the content, especially for

those who are following on socials or who are not catching the replays right away, all right.

So that's why we are doing what we're doing. That's right, demand, right. It's chess, not checkers. There it is, okay. Listen, dating, you saw how she put that in the chat, right. She immediately, and it was highlighted that recording is now in session. All greetings will resume once the recording is done. And we all fell into formation and that's that. So thank you all for falling into formation as you make your way into the boardroom every Tuesday and Thursday morning. All right, so when we think about avoidance, right. We are now taking accountability because that's the opposite. And so we talked about our acronym for avoidance. So just to recap, the T stands for trust. yYou've got to trust yourself, you've got to trust your source, and you've got to trust your expertise, okay? You got to know exactly what it is that you know, okay? The A stands for accept and adjust.

You have to accept that sometimes we make mistakes. Sometimes we're gonna have a miss, a misstep, a miscommunication, or a misalignment. But once you have accepted that and recognize that it is not as debilitating as it is or that it won't keep you stuck or keep you down, you can be intentional about making the necessary adjustments. Now adjustments are those course corrections in real time. Sometimes it's asking questions to get more information. Sometimes it's retracing your steps and going, where did I have the miss? Where did I, you know, maybe not step wisely? Or where did I think that I was doing something correctly that I actually wasn't? And it is okay because that is actually the safe space that's not in the public eye That's not exposed where you can realign with what it was that you missed Okay, because sometimes in order for you to make those adjustments, right? This is where the K comes in. You got to knock down the barriers You got to knock down the limiting beliefs and you got to knock out Anything that is going to be in your way or that's going to prevent you from moving forward and that's what the K It is K stands for knock out knock down Right by knocking it out or knocking down That means you are accepting that this is not going to get in my way That is not my truth.

Even though it may be a truth That is not something that is going to stop me or prohibit me from moving forward I acknowledge that it was a misstep or I acknowledge that it is a roadblock But part of the adjustment is being like that's not gonna stop me, right? You also have to knock down those mindsets that are going to do anything other than elevate Advance or uplift the way that you are going and how you are moving. Okay? You want to be intentional about why? You are moving forward and if you don't associate your why with your accountability It's gonna be very difficult, right? Those barriers are those limiting beliefs that you are trying to knock down are gonna feel like mountains Okay, they are gonna feel like massive mountains, right but you have the ability to tell the mountain to move So you got to knock down the barriers You got to

knock out the limiting beliefs and you got to knock out any hurdles that are keeping you from saying I got this I can move forward.

That's just a setback. That's just a minor delay. It's nothing that needs to be made a mole He I mean, excuse me that needs to be made a mountain It's actually more of a molehill than anything and you can step around a molehill You can hop over a molehill you can tap dance and two -step all over the molehill But it's not gonna be the thing that when you see it stops you dead your tracks because when we see the molehill is more of a mountain, we stay on the side of the mountain that we are on instead of continuing our journey around or over or even through the mountain because it's not meant to stop you. The mountain is meant to motivate you. Somebody write that down, okay? Let the mountain motivate you so that you can be like, oh, this today? No problem. I see that it's going to have some sharp edges. All good. I see that it's going to take a little bit of patience. No worries. I got the opportunity to figure out and navigate that I started this way, but there's going to be some suspect weather. I'll wait.

There's going to be a little bit of, you know, hard climbing. Let me readjust my equipment. Let me check my blueprint toolbox and make sure that I got what it takes. Okay. No worries mountain. I'm going to get over you and I'm going to come around you and I'm going to sing to you while I'm doing it. Okay, because I trust my experience. I trust my knowledge, right? I Acknowledge right and I accept that this mountain is there. So let me just adjust my path. Let me be intentional about doing that Okay, so that's our T That's our a and that's our K. All right. We got to trust ourselves We got to adapt. Excuse me. We got to adjust and accept Okay, and we got to knock out or knock down any barriers Limiting beliefs or hurdles that can present themselves as a mountain when they're truly just a molehill. Okay Finally, let's get to the E. Okay in our take accountability Spasms Right All of those things that are coming in right the E. Okay. Now the E is probably the word right the word is Right endure.

Okay, and what I mean by endure is Really endure but then you're gonna parenthetically put the end of the word endurance So you're gonna write E and D you are a or E D you are E and it's a nce But the E stands for endurance. Okay, the endurance is the push Right, it is the strength. It is that extra little oomph, right? It's the catalyst that says I got this I am actually going to be able to make it around said mountain this mountain of accountability Is not gonna stop me, but it's gonna require endurance. It's gonna require you to make sure that you have The mindset the mental and the physical fortitude To move forward and to take those steps. Sometimes that endurance is actually saying to yourself. I got this I'm not gonna let this stop me.

It's those mantras It's also knowing that you have treated your body well and reminding yourself that I am rested. I am energized I know what my source is I have all of my tools and when you allow that even let's listen folks emotional endurance is real Does everybody hear me on that? Absolutely, KB Browns emotional endurance is real Emotional endurance is the thing that will keep your physical endurance going anybody

in here read ever ran a 5k a 1 mile a 10k a marathon and Iron Man a triathlon. It's the 26 most people can get to the 26 with that last point, too That's all about emotional endurance because when your physical endurance is tapped zapped and non-existent that emotional endurance will push you through some of the most difficult situations or Moments in your life that you have ever had so you need to understand that part of taking Accountability is checking into what that endurance is and understanding that emotional endurance will take you further in most cases And it will elevate your physical endurance Because sometimes the definition of pushing through is understanding that you have what it takes to endure that you can make it Right.

And so you have to 100% know for a fact and know beyond a shadow of a doubt. Okay Listen, Daddy, the word would have been resilience if I could have thought of another word, but it isn't so it has to be endurance All right. So endurance is literally adjacent to Resilience. So thank you for putting that in the chat, right? Emotional endurance Equals resilience. It's that ability to bounce back and in some cases It's the ability to know that you have what it takes to keep going now Somebody is probably not going to frame it in terms like this However, you have to frame it in digestible terms because when you get that email that says here are the ten things that you need To do or when you look at your to -do list and you've got ten things that you need to do and you're already Overwhelmed and trying to figure out how you're gonna fit in all these ten things eat lunch eat breakfast go on a walk Make sure you stay hydrated return these phone calls, right?

It's emotional endurance It's this whole notion of saying I have what it takes. I got this right and I'm gonna be okay That is how we take accountability Ladies and gentlemen, right the endurance to know that I trust myself the endurance to know that I can accept the miss Right and that I can adjust to whatever that is. Okay, I see you see love, right? I can knock down these barriers knock out these limiting beliefs and knock down these hurdles and then remind myself that I can endure Or I have the endurance To push through to maintain to stay consistent To be intentional about what it is that I am doing. Okay, it's no getting out of the exit K cuz you're up next Okay, does everybody see what it means to take accountability? All right we're going to do a quick reset. All right, Hobbs, I see you sitegiver. Welcome in, sis. So lovely to see you this past weekend. Sitegiver. Happy Tuesday to you. Thank you for being here. Dady, thank you for all of your contributions around resilience because that is directly related to endurance.

Music spasm says he used to be a triathlete. Listen, y'all, sports and exercising is such a metaphor for accountability, right? I see you, Cee Love on the sipping of the, what Cee Love says. I'm just going to stay right over here in my lane. I see you, Hobbs. Okay. I see all of you who are putting your comments into the chat. All right. Thank you, everybody who's coming in. We are right at the top of the hour. Papa, these nuts. Good to see you. Happy Tuesday. Thank you so much for being here. Good to see you for

sure, for sure. Shout out to everybody who is coming out alert at different points during the chat to say hello and to check in and to contribute to the conversation you are what makes this space super sacred and I appreciate you being here. Um, before we do a quick recap and then I give Kayla his flowers. I just want to say good morning to everyone, offer my greetings to you. If you are coming into the blueprint or if you've just popped out of the chat, let me introduce myself.

I'm Kim blue. I'm an HR executive. I am a coach and I am a strategist. Welcome to the blueprint. Um, we have been talking about avoidance 2.0 and we have been intentional about specifically talking today and introducing accountability. Okay. Because accountability is the opposite of avoidance. And I just took us through the roadmap for how to take accountability. I will do a brief recap, but a little bit of housekeeping first cop and cutie. Welcome in. Good to see you. Thank you so much for being here. Good morning, G class, the DJ. Good morning, champ lifestyle. Good to see you. Good to meet you over the weekend. The blueprint edition of the K lock lock and key media family reunion recap is coming momentarily, ladies and gentlemen. So stay put, we will do our recap and then I will give K his flowers for sure. So you may have noticed that when you came into the blueprint, I did not greet you immediately and that is okay, right? It does not mean that I love you any less.

It does not mean that I am ignoring you. What it does mean though is that I am restructuring the way that I am doing the stream so that I can batch the greetings and the resets for the room and the conversation at intentional time intervals. So that when I am delivering the content, I have a steady bucket of time, right? So 10 to 12 minutes where I am going through the content and delivering things. Um, that way I can take my streams. I can pull out meaningful clips. I can post them on social. So exclamation point socials. If you are wanting to follow me or wanting to know where the clips can be seen. And then that way the clips can be put across Instagram, Facebook, Tik TOK, any of these things that are out there. And my hope is that I can. and set myself up to be an industry contributor across business, human capital, leadership development, and so that I can write for more publications. Many of you know I write for Forbes already.

I sit on the Forbes HR Council, so I'm a contributor there. I'm looking to expand that to Forbes Black and to the Forbes Coaches Council, but also be picked up by media outlets as well so that I can get on the Cheddars or the GMA3s or any of these other networks around here that are looking for really smart thought leaders who can speak across multiple areas. So when you come into the room, if I don't say hello to you, it is not because I do not love you. It is not because I am ignoring you. It is because I am intentional about delivering this content so that I can elevate this blueprint to the next level. So. You will hear me say that again and again over the next few streams as a reminder and then I will dive back into the content and there may be 10 or 12 or 13 minutes where I'm just talking and I may see you come in but I don't acknowledge you

right away It's because we're trying to elevate and Advance the blueprint and I'm working towards one of my goals.

Good morning rebel. I see you happy Tuesday. Thank you so much for being here All right, so to anybody else who came in the room or anybody else who is lurking behind the scenes virtual salute to you Good morning rebel. Happy Tuesday. There are so many dope folks in the chat. Okay, go give them a follow and go Ensure that you are checking it It's like you're I'm not saying we're a really listen if any if let me tell you something site giver if any Anyone is going to support me when I make it to my first news outlet when I tell y 'all that my face is going to be present on Whatever. I know it is going to be y 'all. I know that this group unruly or otherwise are going to be some of the first folks to say Everybody tune in to ABC or NBC or whatever it is, right? Go find it here on this cable network or if you're streaming I know that you all are gonna be the first ones to ensure that if Kim blue's face is on the outlet other than twitch That is where you all are going to be So I am not worried about you being a rule It's like you're at all because I know y 'all are gonna be first and be loud in a loving way and y 'all are gonna be on These socials and you know how people screenshot the TV and then put the picture up there when they see your face I fully expect that the blueprint boss community is gonna show up and grip Listen site giver if anybody's gonna be at the taping it will be uses taking all the pictures and then posting and showing everybody else And telling folks where to go because that is what site giver does ladies and gentlemen I already know site giver if anybody's gonna be at the taping is gonna be shocked Okay, she is going to be there and I love her for that among other reasons.

Good morning tank. Welcome Good morning, good to see you. Good morning, LaWanda Basket. Real good to see you. Good morning, everybody. I see y 'all coming out the chat. Listen, Cop and Cutie, I see you. Cop and Cutie said, I'm being a back like this. Reason said, no lies told, right? True story, all right? I see all of you are, Shelly and Hobbs, I love it, right? So I am not worried. I might walk out of whatever studio and there's a whole crowd of y 'all there. So that is why I am restructuring the stream. So if you see me not acknowledging, that's why I thank you for sharing that with other people so that when I drop the stream in to get it clipped off, I'll have big stretches of time that I can clip and then can be intentional about saying good morning and saying hello to everyone.

So that is the reason that I am structuring it the way that I am, okay? Go give all the dope folks in the chat a follow. There's lots of mods. There's lots of DJs, great streamers in here. All right, so to recap on taking accountability and then we're gonna love okay before we get out of here All right, so how to take accountability a couple of nuggets in summary for today's blueprint conversation What we know about avoidance is that it is not a strategy ladies and gentlemen and even if it is a strategy It's not and I want to encourage you instead of leaning into avoidance and avoidance coping behaviors that we learn to take accountability and what do I mean by that the

Accountability that we are looking for is what's going to guide us towards meeting our goals and seeing success. And so in order to take accountability, we need to do four things or we need to remember four things. We need to trust ourselves, our expertise, and we need to trust our source. Okay, when you trust yourself, it allows you to go inward and say I've got what it takes. I know that I've practiced, I know that I've prepared. I know that I've done my due diligence. Okay. Now sometimes along the journey and along the way, right? We have to acknowledge that we are making a mistake or that a mistake has been made. So we have to accept that that is a mistake that has been made and we have to accept the miss, the miss communication, the miss alignment, the misstep, and be okay with knowing that this is not the thing that defines me because once you accept that then you can adjust. Okay, and by adjusting I mean you can course correct, you can be intentional about saying, you know, what this roadblock, this molehill that I'm now trying to make a mountain because I'm in my head about it. It's not the thing that defines me. And so you've got to knock down or knock out any of the barriers, limiting beliefs, or hurdles that get in the way of you moving towards any of the steps that are going to help you reach your goals. And finally, you have got to be okay enduring or right, activate your endurance. Endurance meaning I am gonna run this race, I am gonna look at this mountain that may be appearing in front of me and say, you know what?

It's okay, mountain. If you're not going to move, I'm going to move around you. I'm going to move over you and I'm going to move through you. Let me just adjust, readjust my tools. Let me redefine my roadmap. Let me get really clear about the path. I may have been starting up a straight path, but now I need to go up and down, but whatever it is, I'm going to make the necessary adjustment. And I'm going to endure because I have what it takes. I know who I am and I know what I bring to the table. And that is what I mean when I say you're adding value to whatever work you own or are responsible for. So if the to-do list is your mountain, then you're going to conquer it. Okay. If your closet is your mountain, then you're going to conquer it. If your email inbox is your mountain, then you will conquer it. But whatever your mountain is, you've got to take accountability for it.

And then you have got to take the steps in order to move around it. Okay. And to move through it so that you can see success and that, ladies and gentlemen, is how we take accountability. So if you're wondering what's the opposite of avoidance, it is accountability and action. Now, on Thursday, we are going to talk about action and we are going to revisit accountability for anyone who may not have been here today. So you can join us again at 11 a.m. Eastern Standard Time right here on Twitch, okay? And be intentional with how you take accountability today, all right? Before we get out of this boardroom conversation, I want to spend a few minutes talking about one Kenneth Scurlock. Yes, that is his entire name, okay? If you wonder what K-lock stands for, that is his. Right, that is what it is. Indomitable spirit, MG, thank you so much for the boss bits. Appreciate you, okay? I want to talk about Kenneth Scurlock, also known as Lock and Key Media, who mods for some amazing people.

And he is, yes, yes, K-lock, okay? That is full government, that might be the only time this year that I say it, all right, getting in early. But I want to talk about K-lock because what many of you may or may not know is that K is the type of person who would rather be behind the camera than in front of it. He would rather set you up for success and then go cheer you on from behind a closed door. He would rather make sure that you have everything that you need and that your face looks amazing on the camera and then be in front of the camera by himself if you've ever been in his streams, right? And he streams on Sunday nights at 9 p.m. or Sultry Sunday Noir, okay? That is his standard Sunday night stream. So you can go catch him there at nine o'clock on his channel. You can go give him a follow, lock in key media, okay?

He is an amazing DJ though. He would tell you he is not a DJ. He just does DJ things, which is what one reason says, okay? Reason also says that about himself. I'm not a DJ, but I do DJ things. But I'm going to tell you, ladies and gentlemen, And not only is he a DJ, he is a DJ with vision and he has big vision for how his gifts are going to be experienced and felt in this world. And this past weekend, he hosted his lock and key media family reunion. It was the third one. Okay. It was right here in Atlanta. And so many folks came right into a DJ, right? He had 30 DJs that were all here. No streamers this time around was all DJs because it was a celebration of music, but it was mostly an opportunity to get together, to connect, right? And to just check in with one another, right? Yes, it was about the music, but he would tell you it was about the fellowship.

What you don't know is that for the last eight months, Kayla has been building up to elevate this experience. over the past two years and he did that this weekend with the help of many folks who were there and he Right to know Kayla kiss to know right you all see me stream from his house from time to time he has one main studio, but what you don't know is that he has a second studio there and He was able to get that up and running this weekend So now he's gone from having one studio to two studios. Okay, and he did it in real time right and so he was able to have DJ's prep and and Make seamless transitions between his studios. He had space available for people to come There was everything taking place there from food and fellowship to DJ lessons that were taking place But mostly it was an opportunity to learn to support and to be in great company among those who were there and so that really is what it was about and So I just want to take a moment to give Kay his flowers because if you've been in the streams, you know He doesn't talk.

He probably talked more over this past weekend than he has on twitch Maybe this whole year, right? He's on three ray trains this week I know that because I heard him say it last night in a stream, right? He was on full blast stream last night with reboot Talking about the weekend and the success of it and just the experience and what that looks like I know he's on a ray train today for takes birthday. I know he's on two ray trains on Saturday, but you probably won't hear him talk but Know that in between those

ray trains and in between his day job He is out here supporting and helping and giving people Everything they need to be successful.

And so I want to take an opportunity to tell you that Okay, we saw you this weekend We appreciate you. Thank you for allowing the space for us to be able to come together Right Kay barely sat down. He barely ate right. He barely did any of these things, right? He just made sure that everybody had What they needed to be successful, right? And if you wanted to find him you scooted downstairs to his little mission control room where he could see everything that was happening And he made sure you had one what you needed. So okay, thank you. Thank you for the shirts. Shout out to power and black tees. Thank you for the thought. Thank you to everybody who was behind the scenes. It was a labor of love leading up to it through it. And then after everybody was gone, right? Okay, thank you for just curating a dope opportunity for people to come together and to do what they love. Shout out to lock and key media group. This has been a labor of love that he's been working on.

I've been coaching him behind the scenes for the last eight months. So lkmg .com is soon to be launched. Not only is K a DJ, right, but he does photography. He does all of the things that will help make sure that your stream and your equipment is up to par for whatever it is that you want to do. So if you are interested in production, if you're interested in that, that's the type of stuff that he's consulting on. I'm putting your whole business out there. Okay, okay, because I want to make sure No, we're not rating we are right here. Okay, we're right here because I want people to know that you've been really doing a lot of work behind the scenes. Okay, and that you are getting the flowers that you deserve and that you get you need to get them while you can smell them if this pandemic has taught us nothing. It is that tomorrow is not promised and that everything that we were doing one yesterday may not be what we're doing today. So I want to make sure people know that K is a photographer that's his first love. But he is also really, really masterful at making sure that the experience that you want will be curated, right? So if you're interested in having him talk you through equipment or setting up your space, right?

And it doesn't have to be done from Atlanta. He will travel. Okay, at Scrib neatly. It's lock and key media. Okay, say something in the chat. There it is. Okay, there he is Scrib neatly right below you. Okay, that's who he is. So you can go follow him. You can follow him. He's locking key media. On Instagram, right? And you can go and find him there. He will definitely pull up. I know that he has been to my house. He has traveled to other people's spaces to be able to go and set them up for success. Okay, whether it's consulting on equipment or giving you feedback and sometimes it's not the most glamorous feedback, but it's feedback you're going to need to make you better.

So okay, thank you for everything that you do. Thank you for hosting us this weekend. Thank you for seeing the vision. And thank you for sticking with your blueprint and trusting yourself, right? Thank you for taking accountability. I will not put all of his

business out there because I've seen a lot of the behind the scenes things that he has done that other people do not know about. Right. That's coach client privilege. Just know that that man is putting in the work. And he's not doing it for any other reason than other than he loves this. He loves DJs. He loves music and he wants to see people win. Okay, so shout out to you. Okay, thank you for everything that you did this past weekend.

It was magnificent, right? Post forthcoming. I know a lot of DJs and other folks have put things out there. their post up. I'm gonna put mine today, but I wanted to make sure that I publicly gave you your flowers, okay? So shout out to you. Here it is, ladies and gentlemen. He also unveiled his new logo. So there's the new lock and key media logo, right? 2024 reunion is in the books. It was fantastic, all right? So, okay, thank you. Thank you for all that you do, right? I believe in giving people flowers while they can smell them and while they are still living, ladies and gentlemen. So go give lock and key media a follow, lkmg .com soon to launch, okay? And when that does come out, right? Support is a verb, ladies and gentlemen. So let's make sure that we support, okay? And we go give love to the people that have shown love to us. So thank you, Kay.

Appreciate you, all right? Keep doing what you're doing because we are here for it and we appreciate you for it, all right? With that ladies and gentlemen, that is your blueprint for the day. The boardroom doors are now being uncoated so that you can Get yourself out of here somebody go check. Okay, cuz he's probably crying in the car He said he was trying to run out the door. So that's probably where he is now. All right. Thank you all for being here Okay. Thank you all for supporting this space.

Thank you all for Everything that you are doing behind the scenes to ensure that whatever you're doing If you are a mod a DJ or a streamer, it is a labor of love. So know that I don't take that for granted I appreciate everything That you all are doing shout out to everybody with the new follows with the re -ups for the bits All of those things every single thing every single one of you to those who I got to meet this weekend and hug champ lifestyle Just man Listen champ I put my bid out there to you a few months ago Right, and I just I just need us to shake on it so that before you go become a famous DJ. I Can secure you so just tell me yes in a whisper or something, right? But champ lifestyle, right? I got to see so many amazing folks DJ. Shout out to D man who was already streaming right now y 'all If you missed his champ same, right?

I already listen. I put my bid out there I already told you you think I'm joking but okay, you think I'm joking. Okay, I'm so serious. Tell okay. I'm real serious I put it out there publicly. I asked you what's going on, right? But getting to watch D man Stream DJ this weekend. You just don't want to miss things like that, right and so It was as amazing in the chat I was in the chat while I was also present and so just to everybody that I got to meet Hug laugh with break bread with thank you You all made my heart full and I am grateful for those moments Hopefully I will see some of you all in New York. The blueprint lab will be taking place May 31st through June 2nd Okay that Saturday morning the blueprint lab will be kicking off and I will be starting out our day. So hopefully you can

make your way to the New York meetup and I will see all of you there or those of you there who will be there, right?

Shout out to DJ Chanel B. I see you in the chat, okay? So when we, Cop and Cutie, yes, you're going to be there. I will be there, Cop and Cutie. The Blueprint live will be there. Okay, that's going to be an opportunity for me to live out some of my goals, right? And be in front of a crowd and impart some of my wisdom. So I am really, really excited to be there to see and hug more of you as well during that weekend, all right? So with that, we are going to get out of here and we are going to make our way. Hold on one second. Let me go see. Where we are going. Um, you know what? We're going to go see beach. You know, okay. Okay. I love it. Um, that's such a great, listen, if you want to see D man, DJ from the weekend, because it is not something that you want to miss, please go to CKK is doing a recap. What time is the recap tonight? Okay. Let us know. Good talking moats in the chat. Thank you all so, so much for being here and for supporting this space. 7 p .m. Tonight, ladies and gentlemen, Kayla is going to do the recap.

All right. And he said he's going to play the recap of D man. Please just go see it. If nothing else for that, you just got to experience it. Listen, I love you guys and I appreciate you. Thank you for supporting the new flow of the blueprint and for, um, you know, rocking with me as I look to elevate my voice in this space. Appreciate all of you. Um, Kate, we are going to go see beach United. So whenever you're ready, good, sir. Um, it is, it is, it is yours to send us right over there. Thank you. Listen, I love you guys and I appreciate everything that you are doing to support all of the dope folks here. Um, good reason. Okay. That's why you're here. That is why you're here and that is what we are doing. Listen, folks, let's talk through this exit mantra real quick for anybody who's new uncle Diddy. Um, are you still in here?

I think maybe not. Anyway, uncle Diddy, if you're not in here, no, I'm coming to find you so that I can talk, talk to some things I wanted to catch up with you this weekend, but I was all over the place and I didn't. So I'll find you uncle Diddy actually might be streaming. So, um, listen, folks, let's talk through this exit mantra. All right. Um, I say to you every Tuesday and Thursday that, um, I am sending you into the next day, the next thing, whatever that is with all of the good energy and light that you need to guide you, take the energy from this stream, the good comments, right? Whatever information is important to you or is going to help you first you next. So thank you so much for that. Okay. Whatever is going to help you take that good energy and let that be the light that guides you through whatever it is in your day, whether it is your next conversation, your next meeting, whether you're preparing for something, okay, but take all the good energy and light that you will need to guide you because that's what's going to help sustain you until we are together again, or until you have found your person, right.

And if you're not taking accountability, the good energy and the light is going to guide you towards where that accountability is. Okay, I say to you, take exceptional care of yourselves, please, please, please, if nothing else. Okay. And I will see you again on Thursday morning at 11. We are headed to Beach United Radio. I'll see you guys on the other side.