

# The Blueprint Imperative 11! Feb. 2, 2023

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## Transcript

Good morning everyone. Happy Thursday. We are almost at the end of another week. This week has flown by. I don't know if you feel that way, but I definitely do. And it makes me even more grateful for the time that we have together. So I want to start off with a little bit of before we jump right into our conversation this morning which I am very much looking forward to. So let me start off by just acknowledging those who are in the room most and excuse me most importantly let me started off just saying good morning and doing an introduction for anybody who might be new.

I know folks are often lurking and working and that's totally okay right virtual head nod to those who are working and lurking just make sure that um you give us a shout out before we raid out for sure um so for anybody who is new my name is kim blue this is the blueprint welcome to this space i host this podcast our conversation three days a week monday tuesday thursday mornings at a 8 a .m eastern standard time and this This is a space where we come and we really just chop it up about all kinds of really great topics, in particular those that are pertaining to the workplace career, how to make sure that you are progressing and making any type of strides that you want. I have been in the HR space and doing career development and career strategy and leadership development for more than 15 years and this space is for me to share all the things that I have learned with you in my time inside of Corporate America and working alongside some smart leaders so that i can help you do three things every day. I believe that you should be the boss of your own blueprint and that entails having access to the knowledge, skills, capabilities, and resources to help you operate at your highest potential, add value to the work that you own or are responsible for, and to ensure that you can show up as your most authentic self.

That is the reason why we are here. That's why I hold this space for you. So much love and gratitude for everybody who has supported this stream from the beginning, right? I'm still what I would consider to be a fledgling streamer, but this very much is a happy place and I look forward to my time with you all the days that we are here. So thank you. Let me start off with some support. Shout out to My Mod Boss extraordinaire, Misty Christie, who is always my co -pilot right alongside me and make sure that I am not going too far off the rails. So always, always happy to have you alongside with me. Big Ed Smith, good morning, King. Happy Thursday. Thank you for

being here who else has jumped into the conversation. Crazy Fairy Town, Good morning, sis.

Happy Thursday. Thank you for being a part of the Blueprint Techy0722. Good morning. Always good to see you. Love, love, saying hello to those who are enjoying the Blueprint Boss community, right? If you are here, you're referred to as a Blueprint boss, right, that means that you aren't owning your day, your owning space, and you own everything that need in order to operate at your highest potential, right. And that's really what we are here to talk about. So and if this is your first time in the stream, big, big shout out to you. You are coming in at a great time. In the middle of a series that I am doing called the imperative 11, we are rounding out week two and we will be kicking off week three next week.

And so if you are new, no worries, I'm going to do a recap so that you can be caught up on everything that we have talked about and that. We can prepare you to jump right in. So if you are Sitting still and watching this right make sure that you've got your notebook in your pins You're gonna not want to miss these Kim Jim's that are coming towards you if you are Working lurking or commuting all good We can ensure that when you're still you'll be able to catch the replay if You want a grab some notes or add some things this is safe space. So bring your questions be vulnerable If I can't answer it right in this conversation I'll either figure out how I can or I will get back to you. If you want to keep some of your comments or questions anonymous, feel free to whisper to me and I would raise them to the community anonymously and respond that way.

I want respect your space and time here and so open to all forms of communication to be able to connect with you, but most importantly, we are here to hold our own mirror and to stay accountable to ourselves and what that means is sometimes we see ourselves really Excelling at some things and other times we may come to terms with I've not been doing as great at that as I thought I was and that's okay. This is not for anybody to finger -point. This is for us to learn and support, right? That's what bosses do. We don't build down .We don' break anyone down we build a we'd build each other up So that' what we're gonna do here. So, with that Let's get started with today's conversation. So, the imperative 11. What is it? And it is the key 11 competencies that I have seen across all of my years, like leadership and coaching and strategy work.

Because ultimately as people, right, we come back to the same things every day. We always come to back the the types of things. As humans we gravitate towards what's familiar. We gravitates to everything that makes sense to us. And its in these moments where when people are describing who we are or when someone else is assessing us and telling us how they think we show up right there are these competencies or these key things that we always go back to that show up every day and I was doing some work in a previous role that I had with zoom and part of it was helping managers and helping people understand what are the things, that make your humans great what's adding

value to your work your title might be one thing but what you do is another thing right and how you do what is different.

If you were here a couple weeks ago, we had a conversation about the difference between who you are and what you do, right? Because who are is going to be consistent even if what do changes, your title might be nurse, but then if it's nurse manager or nurse case manager or a nurse administrator, who your are through all of those things is the same. Your values may adjust to whatever you're doing, but fundamentally, Who you Are is the Same. And these competencies describe that. and you're gonna hear me talk about them in real formal technical terms, and then I'm gonna give you sort of the hats off version and keep it real with you so that you can make it really applicable to how you live, work, and play every day.

Nikki Walker, good morning, nice to see you. My lock journey, my yin, good Morning, Nice to See You. Thank you both for being here and being a part of The Blueprint Boss family. So let's jump right into this recap, okay? Oh, in shout out to all the lurkers workers and commuters, like I said, keep doing your thing. I get that everybody's sort of moving around in the morning, right? Just make sure that you give us a shout out before we raid out, that's all I ask, okay? So let's jump right into this and do a quick recap of our imperative 11 and where we have gotten to so far, okay, so here is our Imperative 11. These are the competencies that we've been talking about.

Now we opened up with situational adaptability and what you're going to see on this slide is the formal definition of what it is and then some really key examples of like what it means to do this or how it might show up in your space every day. Lushana1908, good morning Queen, happy Thursday, thank you so much for being here. So situational adaptive ability easily said it's how flexible are you when things that you thought were gonna go one way go a completely different way right and I won't recap the entire example but for those who were here last Tuesday when I did it hopefully by now you've had your chicken wings right I have not had mine so maybe this weekend I will get them but ultimately that should take you back to if you show up to something and all of the expectations that you had or all of The understanding that was shared with you about how something was going to go absolutely goes in a different direction and how do you respond to that and what is the thing that you need to do right so there's a level of awareness how adaptable are you and flexible are you going be to sort of making those changes and then what's your conduct and behavior going as a result of that right.

So working through all of those things and ensuring that. You can adapt to any situation from there we moved into decision quality. Now we had a excellent conversation about how you make decisions right because decisions that you may are gonna have an impact not just to you but to the people around you to, the environment around you in fact they could have long -term impact just based on this one decision and we talked about what that looks like from a personal standpoint or from, a professional standpoint right whether it comes to career moves and really we talk a lot about the first

three bullets that you see up there using good judgment and what judgment is right and then how you how judgment it is informed judgment isn't formed through insight and then once you take that insight what are you doing inside of that right you were looking at making considerations well what are all of the things that are going to take place that are gonna inform this insight that's gonna amplify my judgment so that I can and make a good decision.

And at the end of the day, ladies and gentlemen, it really comes down to being solution motivated. So what's the outcome that we want to get to? What are we trying to aspire towards, right? And are really understanding that sometimes that decision that make might even be partial, it might not even a full decision, it could be, we're trying get a place, and so up to this point, this decision will cover us, and then we are going to have to circle back and add some things to it, make some really good moves that can help us get to a full complete coverage decision so that whatever we do going forward is gonna have the right impact.

And so decision quality really was where we got into this notion of talking about things like character and who you are, not being different from what it is that you do. And there's all of these things that we wanna make sure go into good decisions. Great Godfather. Happy Thursday. You have not missed much at all. We're just doing the recap, my friend. Always good to see you. Thank you for being here. From decision quality, we went to effective communication and we talked about can you communicate across different types of settings, right?

Are you a really strong verbal communicator, meaning I can speak what I want to say or verbally have conversation or delivering messages, but maybe I'm not as strong of a writer, right? I don't do well in email because I, you know, it can mistone and things like that, or maybe you're great at writing, but verbal communication makes you nervous, even if it's just an audience of one, right, sometimes audience size can be, when we talk about audience, we think about this grand stage perhaps, or we envision a large room full of people, it doesn't, your audience can just be one person, And that one person can be anywhere anyone from a child all the way up to a very seasoned communication professional all the Way up, too All the, way, up too a whole crowd of folks, oh great the godfather all good you know What that means it just means that that was not your role but what's most important is that you stepped out there and you put Yourself in a position to remember your values and to present that back to the world in the midst of a really significant transition coming from something that you had known, coming from this space that, you would know, right?

So Nikki Walker's right, something better is on the way and this community is here to encourage you and listen we appreciate you even just being willing to put yourself out there and saying I'm going for it and sharing that publicly here, right. So thank you for sharing, that and we are cheering for you so whatever is next, it's gonna be your better and it is gonna be you're greater, so all types of boss love coming your way

for sure. So when we talk about effective communication, right, being able to be versatile. Can you do it in a variety of settings? Can you communicate virtually? Some people don't like to turn their cameras on when they do meetings like this or experiences like this. Other folks want to beat cameras out but they're not mindful of some of the other ambient noise or the environment.

We talked about being present and really this is about listening. Are you listening to respond or are you listening for understanding because when you are listening to understand that is where you take in insight. That is, where you, are able to gain knowledge to build up your confidence so that you're always speaking or communicating from an informed place, which quite frankly ladies and gentlemen is half the battle when we're doing this work. Harmony, harmony is can you adjust your tone, your tenor, right? Your energy to fit the audience and or the message. You may have come in thinking that this whole conversation, this whole presentation, and this one -on -one conversation whatever it was was going to go a certain way and there might be certain elements or aspects of the environment that have changed since whatever the original plan was and you may have to adjust in real time to whatever that is.

But how is your tone? Or what if you come in and in the midst of the presentation someone raises their hand and asks a question or someone comes at you because they don't understand something or somebody has an emotional reaction to something that has said or shared, right? How do you then adjust whatever the information is, even down to the visuals? It could be if your playing a video, what are you changing to adjust the audience and the messaging, so that the intent of what you're trying to communicate actually does land the impact of what it is that you want people to know or feel or experience, right? Think of it as storytelling. There's a lot of harmony in storytelling, if you watch anything that is, you know, documentaries for those who are into sports, if watch things like, You know, any type of like storytelling that talks about like, you know what I call the hero's journey or the plight of someone who was going through any kind of adversity, all of that is meant to align to you as the audience or you is the person who is receiving it, right?

There's intent behind that story and it's going to land a certain type impact, right. And are you able to give information that shows up in a very timely and helpful manner, So if you're punctual, if do you have a conversation with someone and something doesn't sit right with you, are you holding onto that, right? Because it makes you feel better or because you are trying to work through it or you don't want to, you know, maybe your conflict avoidant, we're going to talk about conflict management, I think it comes into play next week in some of our competencies there. Disco Darren, good morning King, happy Thursday, thank you so much for being here, it's good to see you. If you're not following Disco Darren, please do so. I had the chance to pull up on his stream the other day and it was entertaining to say the least.

He creates some really good space. So shout out to him. Shout out all the streamers and DJs who might be lurking and working in the chat are behind the scenes. So please give them a follow. And shoutout to Misty Christi who always keeps me honest and keeps the messages in a chat. So there's links there for you to go in and check out folks and see where they are and give the blueprint bosses in here a follow and support, right? So sometimes communication has to be functional, right, because you might be holding on to information that could be helpful to somebody else. Or if you're holding onto information for too long, right it could something that's delaying an outcome. It's like receiving a letter in the mail too late or getting an email after the fact, right. All of that has come into play.

So, communication has to be timely. It has be punctual. You wanna make sure you're showing up and giving that to folks, right? Because you want the same thing in return, right, so it's all about putting out there what it is that you wanna receive, okay? Sulfo Diva, Crystal Method, good morning, queens. Thank you so much for being here. Happy Thursday. So there's our recap of effective communication and all of the previous competencies before we spin off into today's competency. Now I want to start with effective communication. Oh, I'm sorry. We have one more. I almost forgot about a business acumen, which is what we talked about on Tuesday, right? We talked about this notion of understanding what's happening in the world out there and how that impacts how you want to show up.

Now inside of the workplace, this is really understanding like what my work is environment. How do each of these departments connect with one another, right? I might work in one department, but I work a lot with these people, and do I really know what everybody's job is, or what everyone's role is and how that touches mine, and then the importance of understanding how things work, how we generate revenue, how do we keep up with different policies or trends that are going on out there that that are gonna inform how we move, right?

And then how do we take all of that and build our own blueprint? Like, okay, so now what's the strategy that I need to put in place? What's my action plan? Am I gonna go here or there? And we talked about this example that is local to Atlanta about how some of these businesses have been impacted by arson recently. And because of the arson impacts, that now creating overflow in other businesses, but it's also directly impacting other organizations or companies that now must figure out how to keep up with that. So when we talk about like economics, right? Business acumen sounds fancy, but staying ready so you don't have to get ready. Always being up on game and knowing like where I need to go and how I need to move.

Whether that's out loud or whether you need to make moves in silence so that you can ensure that you're getting what you need to get. You're not behind the eight ball, you are moving in real time to get towards where you need to. So good morning, Tawana. Nice to see you. Happy Thursday. Thank you for being here. Um, so just know

that when you think about all of these things that are coming into play, right? Let's take this whole blueprint and work backwards because you're going to find the more time that you spend with me bosses, Right?

I'm always going to make sure that it makes sense and that it's iterative in any direction that you look at it. Okay. So let's start with acumen. The acumen is how I'm taking in the things that I need to know about the world around me. Mr. Christie, I appreciate the boss bits queen. Thank you so much. All right. How do I spend time going into these spaces and getting the information that I need around me so that I am informed and that I understand the impact from one side to the other. Big stove. Nice to see you king. Thank you so much for being here. I appreciate you. You are, so that if we go from there, right, let's go backwards. So once you take that in, now you're in a space where you can absolutely communicate effectively, no matter what that setting is.

So whether you are talking to somebody, whether you're asking questions, whether taking in information from an outside source, right? Whatever that source of truth is, you have now gotten your acumen, right, or gotten up on the knowledge that you can effectively communicate your needs, any changes, understand what that impact is gonna be. When you communicate effectively, that allows you to make really sound decisions. And so your decision quality stays high and we don't feel the impact of that because we've used good judgment. We've gleaned some insight from that business acumen that is out there, right that knowledge that we're taking in from our sources of truth and now we've got all of these different points to consider in terms of what is the decision that I need to make and if I do this what are the pros and cons or what are their highs and lows or is there going to be short-term immediate impact long-term residual impact but what isn't right and remember folks I'm breaking this down slowly but we do it pretty quickly and sometimes in our own world we slow down and we ensure that we have this conversation sometimes with our partners sometimes it's with a financial planner sometimes it's with ourselves sometimes it's with the therapist right but there's tons of ways to assess your decision quality right all of that is available to us and there and when our decision quality is intact and we can use good judgment it always allows us to be adaptable to whatever situation is around us, right?

So if we take the example that I gave about the arson that's been taking place in Atlanta, this now allows me to ensure that I can show up thoughtfully if I now need to pivot from this one place and understand that there's going to be some overflow with the Kroger, overflow of these other stores. I may have to now be delayed in my Amazon delivery if I'm choosing to do that and so now what am I communicating out right my communication might in fact just be research that I need to do which helps me then make a good decision on? Who's got the best prices or if there's gonna be impact to anything else like when I? Need to go to these places if it's going to have you know impact on my day my environment the choices that I make when it comes to using, my time wisely right and then all of that comes from what's the knowledge that, I'm taking in

so it goes end -to -end folks and at any point in this journey, right, you may find yourselves grouping some of these things together.

That's a question that I get often. Do I have to do each one of the competencies in order? Absolutely not. You bring in what you need, right? You go get whatever it is that you need for you and that is the most imperative thing that I want to make sure you take away from this imperative. 11L Frank good morning nice to see you thank you for being here right if you don't take anything else away before we talk about interpersonal savvy because that's where we're going today and we are going to talk emotional intelligence and the difference between being emotionally intelligent and emotionally ignorant shout out to Crystal Method who I believe put that in the chat on Tuesday right and so that is going ground us today and what it is that we doing. So ultimately you come into these competencies as individual tools in your toolbox, right? Think about painting. When you want to get to a certain shade of blue or you want get a to certain shades of green, you mix the colors that you need together in order to make that so it's a more brighter green or a darker green or somewhere in between.

It's the same with these competence these folks. You go get what you needed to service whatever it is that you have in front of you in real time. Or you start to plan ahead for whatever it is that is taking place and you're like man I already know this is going to be crazy so I need to make sure that I'm flexible or I need make that sure I am showing up in this space the way that I needed to or you know what I think I like to communicate some things I think you need ask for help sometimes that's a form of communication folks asking for what you mean communicating your needs so that someone else can then be a support to you or a resource to that can help you make really really good decisions because you're taking in information from the outside to understand what's going on, what changing, or what do I need to anticipate so that you don't get into a space where you can't own your blueprint, right?

Never give away your power. You stand in your power when you do all of these things and these competencies are really important to make sure we're doing that. So that's the recap, ladies and gentlemen. Wigs, waddup? Nice to see you. Thank you for being here this morning, my friend. Okay, so let's talk about interpersonal savvy now I was having some issues with the stream last night when I Was prepping for this and so my slot my new slide wasn't coming up So I may have to just talk through interpersonal Savvy and then add it in to the recap Yeah, it's not letting me do it I'm sorry everybody So let us keep rolling so that we can be mindful of the time and make sure we get where we need to be So, I am going to talk all the points And I'm going to pull this out of the stream for the time being so that you can just see my lovely face for a few minutes and we're going talk about interpersonal savvy and then I owe you all the slide on this because for whatever reason it's not pulling the next slide in, excuse me, the two slides.

There's one on interpersonal and there's on on emotional intelligence versus emotional ignorance and so I want to make sure you've got the visuals to that because



that one is, this one is really really good, and I am excited that to talk about this. So, what is interpersonal savvy? this one probably relates the most to effective communication and it relates, the, most two Situational adaptability right so if we had to look at some of the ones that were pairing together Interpersonal savvy is probably going to connect the most to situational adaptability and effective communication. All of that is going to be where we tie this into, okay? So if you're writing things down, capture that. He's smiling. Good morning, nice to see you, Queen. Thank you for being here. If you wanna say good morning.

Thank so much for saying hello. Always good to you in the stream. Shout out to all those who are lurking and working. If you're commuting. For those that are just hanging out while you are getting your things done, and make sure that you give a shout out before we raid out at the end. All the bosses showing up in the blueprint today. Nice to see all of you. Thank you for being here, okay? Interpersonal savvy, the formal definition of it. What is it when we talk about that? It is comfortably relating to diverse groups of people. Let me say that again. Comfortably relating to diversity groups people, now, for those of us in a Twitch community, community. We do this all the time because many of us have never met. And so you're trying to create space where everyone can be present as themselves, right?

There's room for your input. There is room respectfully. Let me just qualify that, there's a room for input, for perspective, room engagement here, and we do so in a space because we're coming from positive vibes, we're wanting to up, right? We're wanting the buildup not to break down. And we want to make sure that everyone can put themselves out there, respectfully, and engage in things such that you can do so with people that you don't know, people who may come from different lived experiences or backgrounds as you and all of that is perfectly fine. Right? All of that makes us who we are as a community, right? It's that comfort. That's the emphasis on the word that I want to make sure I call out. It doing so comfortably because sometimes, right, our differences are the things that we allow to be roadblocks and not open us up to opportunity, to learning something new, to being able to better ourselves, right? Those differences, that discomfort that we experience and the difference is what keeps us really, really still in some of these instances. And the more we stay put in our differences the, more that we don't have interpersonal savvy.

We're not able to relate to different types of people. we're, not, able, to connect or show up or get to a place where we can and listen and open ourselves up to, I didn't do it that way, but I actually didn't know that that's something that could be done, or that something that I could experience to say more. So when we talk about interpersonal savvy, what are those key bullets that really help us show up? And then I'm gonna chop it up with you, like outside of some of the formal spaces, okay? So, when talk relating comfortably with people, This has to be done across different cultures. If you're inside the workplace, right? Culture, because culture goes inside the work place and outside

the workforce. So different culture, people in different geographies. So if you are a traveler and you go to a different country, if go to different continent, know that what you do in the comfort of your own home is going to look very different than what others might do in their own space.

So all of that creates this notion of how do I then adapt, right? We go back to situational adaptability, but how do I then adapt to these things, right. And it's also being able to do it across different levels, across, different functions. It's how to I chop it up and make relationships work with anybody, whether it is a simple conversation or whether I'm going to be figuring out how this person or these persons or this thing is going to be a part of my life for the rest of life, for a particular reason, for a season whatever that looks like but can I get comfortable even in my discomfort knowing that I'm gonna have to be in this space with you right no matter what my title might be chief human resources officer but I need to be able to chop it up with the janitor right or with CEO or with someone who is not in the c-suite right or someone who works at a bigger company than me whatever that is folks you've got to be able to move through all of those spaces because that's the crux of interpersonal savvy and if you don't understand how interpersonal savvy connects to situational adaptability right then I am NOT doing my job because I guarantee you your ability to feel like you can step in a room and speak from a confident place to know that you got enough in you to go oh I can chop it up with this person right it doesn't matter that this person looks different than me.

It does not matter if this people speak a different language than me, I have enough savvy to be able to understand what I need to do. Think about people who are in, yes Steve I agree with you, they want to have to be present. It has got to have to I want to be able to do this. Let's go on to the next bullet. The ability to build rapport in an accepting way. Acceptance folks is the second word that I want to call out so in our first statement it was comfortable relates comfortably with people across levels cultures and geography builds rapport in an open and accepting way acceptance meeting people right where they are and knowing that it may in fact look nothing like anything you've ever seen known experienced and exposed to all of that but comfort is the first word acceptance, right?

Can I build rapport in an accepting way? Acceptance is the absence of judgment, folks. Let me say that again for the people in the back. Acceptance is the absence of judgment. Can I build a relationship with you absent of judgement, right, can I know that your gifts, your whatever it is, right is what it is and it comes into this space and And it is serving whatever purpose it needs to serve, regardless of anything else that you may think or believe to be true based on what you can see, right? Acceptance is the absence of judgment. So if you're judging, that means you've not accepted because you are too busy trying to make meaning or make sense of things that might not be for you. Remember a couple weeks ago when we were talking in one of our conversations, and I was talking about fixed mindset and growth mindset.

And I talked about resistance. And I talked this notion of moving towards reassurance. And we talked being able to let go and operate in patience. And sometimes that letting go is you saving yourself from getting in spaces that you don't even need to be in, right? If you are spending so much time judging now, you're sitting in a space that doesn't even support how you may want to show up and people are experiencing you in a very judgmental way. And that judgment that you do or that judgement that are doing is then going to impact the good judgment you need to have to make a decision. All that goes into place. When we talk about building rapport with people in an accepting way, how do you do that? that you ask questions, you listen to understand, and you own that that's not something that You've ever experienced or done before.

You can say, you know what, thank you for sharing that with me. I've actually never done that. This is the first time that I have ever heard anybody talk about that, I'd love to be able to learn more because you what growing up, I didn't have that experience. That's building rapport in an accepting way. That is relating comfortably to people. And there's some vulnerability that goes into that post, let me own that, right? There is a measure of vulnerability that goes into all of that and that is okay, right, that's completely okay. The next bullet that I want to share with you is, it is talking about building constructive relationships with people that are similar and different to you, okay? Constructive is our third word. So there's comfort, there is acceptance, and then there's constructive right absolutely stoked you got to give some to get some yes disco Darren right so I'm saying it's okay that we disagree and keep it all business you can right you can just we talk about agreeing to disagree how many people have heard the phrase right we're gonna agree to disagreement which means that the position the perspective the understanding that I have about something may not in fact align with your lived experience and because your lived experience informs your perspective, I don't have to agree with that because it's not a part of my belief system.

It's not part my value system, and if in those spaces, you're saying because I'm so convicted in my beliefs system and my values system that I am not willing to exercise or operate at any level of flexibility, we can agree to disagree and I'm going to respect your perspective. Now, Disco Darren, here is the thing you have to do. In agreeing to disagree, you still have to meet that person where they are. So you can't go in, right, guns blazing, trying to change what it is. Part of that respect or part of that comfort in building that rapport and that acceptance is accepting that they're where they are, you're not going to try to change them, and you're going to meet them to say, I've approached this in this manner for these reasons, and this is the space where I feel like you and I can connect.

So it's also identifying where you can keep it all business, okay? Where you keep cool, because oftentimes I'd agree to disagree. How many of you are like, oh I can't even rock with them. Right, I like red and they like blue. And I don't get to have a blue, red is my color, right? But you over here always talking about blue so I'm going to let you talk about blue but I can't even get with you. Kim, you're going to someone tells me, nah,

nuh, they like glue. I don't like blue, right? I know I'm like, it's not my shade. It doesn't have anything right. None of that is how I move, all of the same thing. Just go down with packers and cowboy spins, I love it.

So think about that. Think about this notion of how you agree to disagree, but it goes back to that acceptance. right you can't agree to disagree and then hold that over their head or hold that against them because that's not acceptance that is judgment and that is this stuck space and now you're back into I don't even want to rock with them there's that resistance that shows up because now your hanging your hat on this one point right that the sword that you want to die on with then and limits you quite frankly right because we are operating and a growth mindset. And so there is this notion of being able to do all of the things that are showing up. So good morning, sight giver. Nice to see you. Thank you so much for being here. Appreciate the resub queen. Always, always, always good to have your support in the community.

I hope you are finding value in that. Thank You for being in here does not answer your question, Darren, before I go into the next bullet, because I want to make sure I addressed it. Okay. It's like you're snuck in. I didn't even see you. I was probably rolling in my little rant that I what's going on. So I apologize if I missed you, all right. So let's keep going. The word we were focused on is constructive, right? Constructive, so the bullet is, builds constructive relationships with people who are similar and different. Let's talk about the difference between rapport, I mean, rapport and relationship, okay? A report is how I am able to get on to chase this day, right? I love it. Right. So rapport and relationship are not the same thing. Right rapport. For those who don't know, you had to be an LV stream yesterday and he was talking about And shout out to Elvie if you were lurking, right?

But he was talking about the notion of sometimes as a streamer, as the DJ, as we are connecting with others in the chat, sometimes we get in our zone, sometimes you miss things, and the streaming is not intentional. And so, we sort of catch up in real time, we reset in a real -time and we go back and recap and so all of that is it. And Elvie said yesterday, sometimes were just busy, we're doing other things. And so shout out to psych people who recognize that I was in the zone, right? I'm just doing my thing. So I appreciate you sis. So rapport versus relationship, right, yes, because you're busy. Shout out the D J L B. If you are not following him, please give him a follow. Absolutely, Misty Christy, we got things to do right. And it's no it is no no disrespect. Right. All love. But clearly y'all see me. I am in this zone and rolling. And so when we talk about rapport, okay, rapport is this notion of how I actually get on with somebody, whether they're somebody I consistently see or have engagement with or not come on and tell them Crystal Method, it is not personal.

Hey, McKee, good morning. Nice to see you. Okay. Always, always, always good to be with you in this space. I love y'all, man. I just, I do. Y'all, y'all. Y'all crack me up. I loved y'all. Right? So rapport is, how am I able to get on with someone? Whether I know them well, whether I don't know him at all, whether only need to build a temporary relationship with them, whatever that looks like, okay? All of that versus a relationship, which is what is my ongoing engagement with someone? Regardless of how I feel about them. I tell all people all the time, right? This is your Kim Jim for the day. I don't have to like you to work with you. I absolutely do not. I do. Not have. To like. You to. Work with. You I. Do need to respect you and there does need to be a measure of civility there because I might need to keep this relationship with you because you are someone the work that you do or the work your team does is probably going to have direct impact.

But I have the like, you know, work with you. We do not have to sing kumbaya, hold hands, pick flowers, or go to lunch. I can absolutely say what I need to say to you, and then at the end of my day, I'm going to go about my business and you can go out about yours. Period. End of sentence. We can be absolutely cordial to one. And that doesn't mean that you have come at me in any way that is any less accepting. I accept that I am not someone that has shared values with. I could accept you come from a different belief system than I do. I can accept that all of these things are not in my wheelhouse. All of that does not have to be the same in order for me to still show up in my gifts and be grounded in my convictions and to do what I know well.

Self-awareness Stove, exactly. Recognition is key. That's self-awareness people. Let's be out here trying to foster relationships with people, right right what right people in the streets where you we ain't got you ain't got a lot of kick it none of that has to be the case i do not have to like you to work with you right we can have a working relationship it can be very simple it could be very respectful listen on a on an off day i might invite you to lunch just because that may be the best environment for us to get done what we need to get but but can i have relationship and a rapport with you that doesn't mean that I have to go in violation of my values because what we don't do in the blueprint and as blueprint bosses we do not work in opposition of our values.

We are always in alignment with our value here ladies and gentlemen. You do not have like somebody to work with them. Right? You can navigate what the rapport needs to be whether it's one conversation, 21 conversations, 101 one conversations, right? You ain't got a lot of kick it, Misty Christy. I'm just saying you don't, you do not. And I can have a relationship with you that does not require me to do anything other than bring in the things that are important.

That is the relationship piece. How do I now in an ongoing situation or an on-going or long-term, you know, fashion deal with you, engage with you versus rapport, which is in this moment, in this instance, what are the things that I need to do in order to make sure that we get done what we need to get. Right. It may be short-term. It maybe temporary versus a relationship which is always going to be ongoing in some capacity.

Right? So our first three words, comfort, acceptance, constructive, and the next constructive you're going to run a write-down relationship versus rapport okay all of that absolutely Darren right absolutely let me let, me not right let me right just cuz you over here on boil let me I don't have to be on boiled just because you're always bumble I can be on this on the simmer right over you I could be on simmer I'm just nice and warm I've even keeled I don't have rise to your level I say that to people all the time just Just because you're up here does not mean that I absolutely have to meet your energy level.

If I need to rise to that occasion, I can absolutely can. But if you want to be 100, you can be on 100. I could be just as effective when I'm on 10 as you appear to by while you are on a 100 Okay. Good morning, Tab. Nice to see you, Queen. Thank you for being here. Okay? Welcome in. All of that, ladies and gentlemen. All. That. All right. Let's get to this last bullet. So we can make sure we talk about that and then we're going to tease emotional intelligence versus emotional ignorance before we get out of here. So again, shout out to all of the workers, lurkers and commuters if you were in the back virtual head nod and boss salute to you. Okay. Thank you all for being here, hopefully everyone is taking all this in and finding good value in it.

This last one is this is directly related to self-awareness and this one is the bridge to emotional intelligence, okay? Picks up on interpersonal and group dynamics, right? Yes, Crystal Method, sometimes folks are always on 100. You do not have to be on 100 because now you are spending the currency of energy to Be where other people are when you can do and be just as effective, if not more effective while you're on 22. Why do you have to be on 100 when 22 works for you? OK? It just works. Remember that metaphor I gave about the hurricane folks? And I was like, so here's your hurricane, right? And here is your eye of the storm going to truck. I had it. OK. I'm messing it up.

But anyway, If this is a hurricane. This is the center. And this all the whipping winds out here. The center is where there's peace. This is where there's calm in the storm. You don't have to go out here to where all these whipping winds are, right? You do not have go to out where the winds are whipping in folks, this is 100. If you want, the closer you get to the center of that circle is the close that you get the calm less than 10, one. You have don have be where folks are. You can meet people where they are but you don' have have where go where they're and demonstrate it doesn't make you any less effective. a stand by that, ten toes down, right? Find the eye of your storm, and be that. Picking up on interpersonal and group dynamics. This is the emotional intelligence. Anybody ever walked into a room, and you see people, you kind of see people who sort of draw together in different groups, right, like oh, that's the this team, or oh hey, those are the folks that always commute, or hey that the bike riders, and whatever the case may be, all of that?

But you see people who are drawn to certain circles because of similarities. And then if for whatever reason you don't relate on some levels to those, there is enough emotional intelligence for you to be mindful of how you approach that group. Or if you

say, you know what, they're into things that I'm not really into. So maybe that's not my community and that is okay. Or, if you do need to approach those groups, if do you need conversation, if need chop it up, if to engage with them in any way, shape, or form, you have enough emotional intelligence to say, what about me and what them is similar? Or what do I know about them so that if I need to now have a rapport moment, I can step into this respectfully and thoughtfully and it doesn't seem like I'm coming out of nowhere right to try to break into whatever it is that they have going on mr.

Christie thank you for the gifted sub queen I appreciate you so much right absolutely to want to write there's this notion of kind of surveying the scene taking in the information writing getting clear on what's happening so that you can go into what ever circle space conversation informed and knowing enough and assessing okay what do I know about these people or what I know that they are into, or how do I need to make sure that I'm finding my right entry point, or if that is my entry point what is that level of connection? This is where the emotional intelligence comes into play. Emotional intelligence is the level of awareness internally that calls attention to the knowledge that you have about something else. So, you can then use good judgment to make a decision on how to move forward without just operating from whatever your own perspective or experience is.

If you go bust into this group, right, and this is a group of readers and you going talking about music, are you demonstrating emotional intelligence? Hey, guys, did you guys go to the big ride? Did you all know the Beyonce world tour tickets are on sale as opposed to saying, hey, folks, I recently got into Audible and I know this group is heavy on reading, right? Do you have any suggestions of books? Right? I tend to go more towards this type of book or whatever the case may be. All right. Yes, Darren. Right. So this is a great example, right a lot of folks who come from really different backgrounds, right, who may have these belief systems in a different space.

And some of the times that belief system is very surface level, They see you and they make their judgment based on that right that thesis knowledge on That right such a such good example such A good Example of how all of this plays out kim g818 good morning to you nice to see thank you for being here Okay emotional ignorance folks is Throwing everything that we've talked about away absolute caution to the wind not being in a space where you are leveraging what you know, and you're just busting in there and saying, you what, I am going to just go in with what I know with, what I feel in all of this space, no matter what.

Right. And I want to be mindful of our time because we are going to set up our raid in just a few minutes, right? When you were emotionally intelligent, you draw from that acumen, you take that insight, you weigh those considerations to help you show up in the right space, in right way, okay? When you are emotionally ignorant, and we're gonna dive deeper into this next week, I'm sorry, this slide is not working, I will have the slide, and will do a quick side by side so that you can see them, and then we'll dig more

into emotional intelligence and emotional ignorance, that's where we gonna start on Monday, because after interpersonal savvy the next one that shows up is your ability to manage, excuse me, it's mindset and then it is managing conflict, right?

So we're going to talk about mindset after inter -personal savvy, right, because your personal mindset or your personal feelings or perspective without something may in fact inform your rapport or you're ability to develop a certain relationship, right. And so we are going into how you leverage mindset, and that emotional intelligence that comes into play there. If you don't operate in emotional intelligence and you come from a space of emotional ignorance, right, that shows a limitation or a gap on your behalf. It means that you've not evolved in this way, or you're not begun to do the work of saying, I understand that I need to build rapport. I understanding that, right? These folks are different from me. In fact, it might actually elevate or shine a light on your discomfort. And that emotional ignorance is what brings light to all those shadow behaviors or all those things that are in a fixed mindset, right? Like people can just accept me for who I am, I don't need to change, and I need do anything different.

I've got enough gravitas or I'm feeling bold today, just roll in and disrupt all that. That is far from true. It's actually going to impact your personal brand and it's going shape how people experience you, right? So, when we think about being emotionally ignorant, what are those things that we need to make sure that were putting down and how are we opening ourselves up to those four key words that talked about today? Christy, we're going to go to Rely Rail and kick off Reebom, right, were gonna raid into him today. So if you wanna set that up in another minute or so or whenever we needed to, that's where we are going at the top of the hour. We are going to, unless for whatever reason something changes, but that where were going, right? We're going to rebound folks to kick it off with DJ really well. I think he's making his rebound debut. So we're gonna go show him some love.

Okay, so first word is comfort, right. Can we be comfort with people across all different types of levels, functions, geography. The next word, is acceptance. can we build rapport in a friendly and accepting way? Yes, Crystal Method awareness is everything. The third word is constructive. Can we build constructive relationships with people who are similar and different from us, right? And when we talk about relationships, there is a notion of rapport versus relationship. They are not the same thing. And then here we go back to this awareness. The last one is really about this emotional intelligence. And this is the bridge to the group dynamics? What do we know about these intact groups and how we need to engage with them, right?

And how do need show up in them? Right? Are we emotionally intelligent when we engage them or are we emotionally ignorant and not doing any type of homework at all about what we know them. So check yourselves today folks and as we go into the weekend and I really want you to spend some time thinking about emotional intelligence and emotional ignorance because that is really going to go in to mindset and And we're



going to keep weaving emotional intelligence throughout these remaining competencies that are taking place next week, right? We're going to roll into week two of these, uh, excuse me, week three of this. I can't even believe that. We are going roll in the week. Three of thes. Next week we are gonna kick off on Monday with our, um, check in question. We will do our recap and we will talk a little bit about emotional intelligence and emotional ignorance. And then we'll pick this thing up with mindset. and so it's gonna be our Mindset Monday conversation.

I planned it this way just so you all would know that, right. Hello there, is it Razzo 2345? I wanna make sure that I'm saying that correctly. Good morning, welcome to the Blueprint. Thank you so much for being here. Welcome into The Blueprint Boss family. This is how we roll on Mondays, Tuesdays, and Thursdays from eight to nine a .m. Shout out to everybody who was lurking and working the raid messages up. Ladies and gentlemen, please copy it. Listen, if you are lurking and working', make sure you put a shout out in here before we raid out so I can say hello. Thank you for all of the love, the engagement, right? For everything that we are doing.

You guys are really making this be everything. What it is, stirs coming in hot, right, at the M, right. Oh my goodness, oh my goodnes. KimG818, thank you so much for the boss bits. I appreciate you showing some love. Thank so you much. big so thank you so much as well right for being here and for all of the love everybody who is coming in hot on the back end make sure you were shouting out before we raid out right copy that raid message mujit lover she no Shima good morning good morning nobody make you're excuse me following DJ I'll be copping cutie good -morning yes sir as we instead of coming in high we're coming and not we are on our way out sir so copy the raid message listen folks if I have not said good morning to you good mornin goodmorni all types of boss love let me send you into your Thursday and into your weekend with all of the good energy and light you will need to guide you.

Take exceptional care of yourselves. We will speak again on Monday. I will see you on the other side. We're going over to DJ really rail so he can make his rebound debut. And we're gonna go show him some love and some support. Copy the raid message. Hopefully everybody got it. I believe that we are out. Okay. Thanks, everyone.