

## The Blueprint Imperative 11 Jan. 31, 2023

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Good morning, everyone. Happy Tuesday. Happy Tuesday. Happy Tuesday. It is the end of January, ladies and gentlemen. The end of January. I just want to start with that, right? How quickly time is moving already and how much we've already done together in this community. It has been such a fast start to the new year. And tomorrow is February the 1st. 2023 is off and rolling. I am excited tomorrow is the first day of Black History Month, and so I am ready to kick that off. I've been planning some cool things behind the scenes in addition to our imperative 11 series that we have been going through, which has been amazing.

So I just wanted to start out acknowledging you and saying thank you and acknowledging the work that we've done so far in January and this beautiful boss community that we are building, and I'm happy to be alongside of you. So let's start out with some pleasantries and we will do some introductions. And then we would jump right into today's conversation. We got a lot to cover. And we need to make sure that we get the recap in from yesterday. And I had someone whisper me a question and ask if I could anonymously address their topic as it relates to effective communication, which is what we spoke about yesterday. So let's get going. Let's see who's in the chat.

So first of all, good morning to everybody who is here with us. Misty Christie, my my boss extraordinaire who I cannot do this without. Thank you so much for being here. Always good to see you, Tawana, big stove. Good morning, fam. How are you? My life journey, Grand Rising, my yin. Always good to see you. Happy Tuesday. Who else is in the chat with us this morning? Anybody else that I could catch everybody? I think I might've got everybody. Rich gifted hands, good morning. How are you? Good to see you. Thank you so much for being here. I'm always happy to have all of the Blueprint bosses present. DJ Classics, good morning, going nice to see you, nice to speak with you a few minutes ago as well.

Always love having energy and saying good morning. For those who are working, lurking, commuting, shout out to you, virtual head nod. You can come into the chat and say good morning. It is always nice to ensure that we can't acknowledge you. So if you have a moment, hop in the chat and say hello, or I noticed that the boss community, you all like to listen and lurk and then you come in at the end. So make sure you give your shout out on the way out. That's gonna be the thing that I start to say. If you were

lurking, right? Give your shout out on the way out before we raid to go wherever we're doing. House fan for life, good morning, happy to see you.

All good on the work and lurk and the recap will be up. So don't worry, it will all be there. Crystal Method, happy Tuesday, Queen, nice to see you. Thank you so much for being here. Again, for those who are working and lurking, I appreciate you saying something, right? Just make sure if you're doing it and I don't catch you in the morning so I could acknowledge you, just give your shout out on the way out and we will go for there. Missy Christie, I think we should make that a message.

What do you think? I was thinking about that last night, right? Marcia Nobredi, good morning, Queen, nice to see you. All good on the work and lurk. Happy to have you here, right? So if you are new in the boss community, let me do a quick introduction. My name is Kim Blue. I am an HR executive. I am a career strategist and coach. Welcome to the blueprint. This is our podcast stream where we come three times a week, Monday, Tuesday, Thursdays at 8 a .m. Eastern time. And we chop it up about all the things. I have spent a good bit of time inside of businesses, leading teams, coaching people, and I am bringing everything that I have learned over my 15 plus years in human resources and business development and change management and all the things.

And I'm making it accessible to you. to use so that it is easy to understand and that I'm holding space for us. And there's three reasons why the blueprint is so important, right? I believe everybody should be the boss of their own blueprint. And the reason for that is you should have access to the knowledge, skills, capabilities, and resources so that you can do three things. You can operate at your highest potential. You can add value to the work that you are responsible for or the people that you are leading or need to make sure that you're pointing into.

And most importantly, you can show up as your most authentic self, right? Because when you've got a really solid roadmap, when you're confident in what you know, when you can lean into the information that you have to help others, that is when you can show up authentically and you don't have to shrink back in any of your gifts, right? They will make room for you. And so because of that, that is what this community is about. Everybody who comes here wants to own their journey, right? And so you're gonna hear me refer to you as blueprint bosses.

So that is who you are. and I am here to share my knowledge and make sure that you have access to all of those things. Safe space, we say what we need to say here, right? We're vulnerable, we're open, but we leave this conversation knowing more so that we can do better, right? Because when you know better, you do better, and that is what this is all about. So shout out to you for taking the time to invest in yourself and to pour into this community because we absolutely make each other better, okay? So for anybody who has come into the stream while I was doing the introduction, good morning. Shout out to you, virtual head nod to the workers, workers, and commuters. Be

safe out there, bundle up if you are in any place that is cold, and to anybody else who's coming to the stream, I think I got to everybody in there already.

So what are we talking about in the blueprint right now? We are doing a series called the Imperative 11, and so far, it's been amazing. You guys are just showing up and leaning in. You are doing the work. Remember when I kicked the series off, I talked about being able to hold up your mirror and what I mean by that is sometimes you have to look at yourself and be able to say these are the things that I'm either really good at, that I need to work on, or man, I didn't know that I was doing this wrong and it's okay to be able to own your shit in this space. That's what it is about, right? But owning it and knowing that you're supported, knowing that you are being seen, and knowing that you're gonna leave here with the information you need to help you stay in that growth mindset and move away from that fixed mindset.

And it's about two key things, right? Self-awareness and taking ownership. And when you take ownership, you are able to operate from a place of knowledge. So that's what this whole journey is all about today, right? Jackie0722 Wigs, good morning, ladies. Thank you for being here. Happy Tuesday, welcome to the blueprint. Always good to have your energy and space. I'm just kicking off with an introduction about the Imperative 11. We have covered some really significant topics and capabilities over the last few weeks and it just further excites me that all of the things we have talked about are starting to really gel together.

Hey McKee, good morning fan, welcome to the blueprint, nice to see you. So let's go ahead and kick this off with a little bit of a recap and make sure that if you are just coming in or you've missed the last few conversations we can play a little catch-up right around the period of 11. So this is where we're starting. We are going to jump right in and kick off with a quick recap. So our first few competencies are really focused on kind of that how we show up in this space. And the first one we talked about last week was situational adaptability and I won't go through all of it because I want to make sure we've got time to pick up where we left off with communication yesterday and jump into today's part of the conversation for sure.

So good morning Ovi, nice to see you. Thank you for being here. So we talked about situational adaptability, which is really how you respond to things in real time, right? And your attitude, your mindset, all of those different things that influence your response to things. And we're going to talk about that a little bit more later. And all of these, if you want to go back and capture any of the deep dives, the videos are posted on my channel so you can go in and take a peek if you want to learn more.

The next one we talked about was decision quality. We talked about how the decisions that you make really impact and influence the domino effect or the outcome of whatever that is. Because once you make a decision, there's a set of actions that follow that, that's going to have impact to you, to your environment, to whatever the space is

that you have going on. So you're able to do that thoughtfully. And these components of decision quality really are the things that we want to elevate, right? Are we using good judgment? What's the insight that we're taking in to make sure that we can inform that judgment?

What are those considerations that surround that insight, right? And so it's all building on top of everything. And then, of course, are you solution motivated? Which is really important because if you're trying to get to an outcome, the three components above this are really going to help you get there successfully and not feel like you're missing anything to the best of your ability and empowering you to make the best decision possible. Yesterday, we talked about effective communication and we just really scratched the surface, right? We kind of got into it a little bit. We were able to begin talking about effective communication to the point of understanding everything that relates to how versatile we need to be, right?

Can we communicate across a different variety of settings? Meaning, can you verbally communicate? Can you have written communication, right? Can you be in a space like this where virtually you are verbally communicating but then I need to make sure that I'm also translating from what is on my slide to you and it's landing and am I making core examples that connect the dots around what it is that we're doing. Tab, Nikki Walker good morning ladies welcome to the blueprint nice to see you thank you for being here right are you listening for understanding right are you listening to respond this is a big one we're just doing a recap ladies before we jump into today's slide and today's competency which I'm really excited about we're taking a little bit of pivot from the original list and we're going to we're going to switch the order right we talked about harmonization and tone which is where we're going to spend a little more time today because in my whisper yesterday the person that reached out just said that they needed some guidance with a certain type of communication so we're going to start there and then pivot into today's competency.

And are we giving timely communication, right? Is it a punctual meaning? We're not sitting on it. The worst thing that you can do is have an experience, not say something to someone about it or not give someone information that's gonna help them improve or show up better. And then you give them that feedback or you get the feedback later and you miss an opportunity to show up or improve in a certain way, right? And so that timely and helpful communication is really important. And it allows you to be thoughtful in how you want to communicate. Meaning, do I need to verbally communicate? Am I writing something down? Is it a combination? Am I asking the person their preference, right?

And that's a little bit where we left off yesterday with this punctuality and the harmonization piece of this. And so we're gonna pick up with that today and then roll into business acumen because part of being able to effectively communicate is knowing the source of information from which you are doing it, right? So all of that is important. So

we're gonna go from there. We're gonna make sure that we roll into that Molot journey. Thank you for the resub. I appreciate you, right? McKee, thank you so much for the resub.

You guys are awesome. Appreciate you being a part of the boss community and for choosing you, right? This is an investment into yourself. So thank you for being here and thank you for supporting this space. So let's jump right in because I am certain that some of these things that we're gonna talk about from this particular whisper that I received yesterday are going to be experiences that we have. And it's always good to know that you're not alone, right? All of that is important. So yesterday, someone specifically said to me that they wanted some help with assertive communication, right? Especially when boundaries are being crossed. Whether that is one particular person or it is a group of people right and sometimes it's not directed to someone sometimes it can be an environment that you're in right so let's go here for just a moment and talk about boundaries okay because this one is important and I wanted to make sure that we opened up with this right I see everybody in the chat already saying right this is a good one and it's important that we spend the time talking about this because it is a choice ladies and gentlemen to speak up on your own behalf right but it is also a choice to speak up on the behalf of someone else right it's almost like that so does anybody watch that show what would you do that comes on ABC right it's the show where you see people in these situations and you think to yourself Man, if I were in that situation, would I have the courage to speak up or would I be in a position to kind of say something publicly to someone else, right?

There's some risk associated with that. And I know sometimes people may or may not, right? So some of you are saying, yes, you see that this is a very similar situation. So let's say you're in a meeting, you're in a conversation, you're in an environment where something is said and you're either watching someone's reaction or you're watching someone deliver a message and you're having a response to it. Maybe they're raising their voice, right? Maybe they are doing something that are speaking in a way that is belittling, that makes another person feel inferior, that makes another person seem as though they're not connected or plugged in. But either way, it crosses your boundaries. And let me be clear. When we talk about boundaries, I'm also saying to you, it's in violation of your values system. Meaning that's not how I move or that's not something that, you know, I appreciate or now I'm feeling some kind of way.

Either way, you've now gotten involved emotionally, mentally, psychologically. It could come from another place, another experiences, right? Stove, yes, you and many of us, right? But it could come from another place, meaning you've experienced that and you know what that person might be feeling or you know how you would feel if that were actually being directed to you. Or maybe you haven't had that experience, but like environmentally, you've been adjacent to that. Whatever that conversation is, is going to somehow have an impact on you or this is a person that you've got to work with or a

person that you've got a relationship with, right? All of those things. Important to know that number one, it is okay to feel that that means you are human. and it means that you are aware, right? That is a different type of being present because you are attentively listening, but you're also having a response to, should I now say something?

Should I now do something, right? And this is where the assertive communication is. And let me be clear about this. When we say assertive, I don't mean like aggressive stepping up onto someone. What I mean is how do you boldly step in and inform someone that the way that they are showing up is inappropriate, disrespectful. It might go against the organizational values. You might need to tell them you're out of line. In addition to that, what if this person is a leader, right? What if this person is someone who is, right, a senior leader in the organization or someone who is levels above you? Yes, y'all, Wiggs stays, right? I joke with Wiggs all the time and tell her she's a soldier for justice. Because Wiggs is a person who will absolutely speak up, even if she does not know you and tell you that you are out of line and that there are things in this space that you need to consider, right?

But that's what it is all about. And you have to be very savvy with understanding your environment. One of the things that we have not broken out here that I'm gonna weave in through all of our competencies is emotional intelligence. I need everybody to write that down, remember it, clearly acknowledge that this is a thing that's gonna be coming up through the remainder of these competencies, but emotional intelligence. Yes, Stove, right? That's a great point, and we're actually gonna use that as a real example, right? Emotional intelligence, ladies and gentlemen, is the thing that is going to help you be confident in your assertive communication or in your direct communication or in whatever that is, right?

That you need to deliver, right? Good morning, Ms. O 'Power, nice to see you. Thank you for being here. Welcome to the blueprint, right? Emotional intelligence. That means do I have enough awareness of this situation to know how to say what I need to say or to know when to say what I need to say? Because sometimes you are able to then determine, I can deliver a conversation. I can speak a hard message. I can give feedback that is constructive. I can check somebody and tell them that they were way out of line in a way that does not make them have the same experience that they just gave to someone else, right? Ms. KB, good morning, Queen. Nice to see you, thank you for being here. So all of this is part of the way you can have assertive conversation. It's the emotional intelligence. What do I mean by emotional intelligence?

It means looking around at your environment. Where am I? It means checking your posture and your positioning. How do I feel, right? Am I reacting and am I gonna be speaking from a place of emotion? Am I going to be speaking from an informed, rational place? The other thing is, what is it? What is the thing that I now need to convey to them? Am I clear in my own messaging or the way that I want to show up that I want to deliver? What is it? What is it that I want to say to them? What is it that I want to make

sure that they know about how they came across? How they made someone feel, what they may have been missing as they were going on this rant, as they were delivering this message, as they were just lashing out into whatever that space may be, right? If you have, and if you demonstrate emotional intelligence, that is the thing that's going to help you. Okay, now that I'm talking about this, we may have a bonus competency. It's still going to be the imperative 11, but I think we're going to do a bonus around emotional intelligence.

If that's okay, you all let me know that. So we'll get through these 11, and then I'm going to build something around EI because I think it is... Very important that that is the thing that underpins that right? So I'm gonna make a little note of that. So mr. Christy Can we make a note that I'm gonna I'm gonna need an extra day in this right? So because sometimes that ei is the thing that keeps us Grounded enough to be Able to know how we show up, right? Yes, Crystal met this we were talking about you being emotionally intelligent and not emotionally ignorant. Come on bosses and write that down We want to understand what type of ei we're operating in. Are you emotionally intelligent or are you emotionally ignorant? That is real. Right? Thank you so much for that crystal method. I'm just gonna go ahead and adopt that into The blueprint lexicon going forward, right?

We want to be emotionally intelligent good people not emotionally ignorant Let's go ahead and do that. That is a gym right there. We're gonna adopt that as a boss gym for sure Okay, good morning. Great the Godfather. Nice to see you. Thank you for being here Yes, right because sometimes it's about that reaction that we have so stove let's go back to your comment Right one of the things that big stove said if you saw it in the chat was he had to pull one of his Former managers or supervisors aside and let them know How they were speaking to you, right and this goes back to that harmonization tone How are you adjusting to fit the audience and the message, right? That is all a part of the emotional intelligence and the way that you deliver that is all of those things I've just said you got to kind of assess the situation and understand if I say this in real time now And am I going to be adding fuel to an already few, you know fertile fire?

Or do I want to pull that person to the side and have a separate conversation with them? And I'm going to give you an example of how I've had to do that in the past right when it comes to people Whether they are my peers whether they are my subordinates or whether they are level leaders who are above me, right? All of that becomes really really critical to how you can have assertive conversation or really intentional conversation, even if that's what you wanna call it. Good morning, nice to see you, thank you for being here. So when we talk about having assertive conversation or having direct conversation or even just saying to someone, I want to give you some feedback, right? If you're gonna pull a person to the side, I think the way that you can do that, especially because once you know your boundaries have been violated, there is this notion of I

now may act and or respond different to them going forward as long as I have to interact with them because they have shown me who they are, right?

Yes, Crystal Method, you do get stuck and you know it's gonna come out sideways from the left, whatever it is, and then now you are being impacted by this thing that's happened over here and what then happens, you've given away your power and your voice loses that value, right? And what do I say about your voice? Your voice is your greatest currency. So you're not giving away the value of your currency right and if your voice is your greatest currency You need to keep the value of that up and so part of that is knowing the emotional intelligence to be able to say I've got to check myself.

I've got to check my posture, right? I've got to be able to make sure that I understand my positioning and what I'm feeling and so in those instances It may actually be best to understand and check in with yourself What is it about what they said did how they behaved that I don't care for that does not line with my value system? Right, were they yelling? were they pounding their fists on the table Right, were they standing up while the rest of us were sitting down? What did their facial expression look like? Right. I once had a leader. I remember I was in a meeting once it was myself and my two teammates and and Apparently, we did not show up for this very well -known leader in a meeting the way that we needed to and After the meeting she lit us up now.

She was already a tall woman. She was 6 -1 and she had on heels this particular day so she was 6 -3 and we were sitting down at a table and she stood over us and Basically said you all did not show up in this way I was expecting this none of the things that were on the slide presentations aligned with the agenda that I had right Provided what happened right you all did not live up to this And so she was literally standing over us as if we were children and she were right Burrating us in this way for what we did wrong because she was embarrassed or whatever. It was that she was feeling right She then lit into us about that. Good morning. Hey Daisy B. I see you coming into the stream Thank you so much for being here. Nice to see you Right, but she immediately Got into that and so her body language was very tall and towering right her tone of voice was not in harmony.

I mean, she was speaking to us as if we did not perform well. I mean, and it was very embarrassing. We were all professionals in this space. And I actually had to leave this building, this meeting with her and walk back to another building with her because we had parked there. And so for me, I just immediately needed to, yes, right? That positioning, a hundred percent missile power, right? That positioning. And so now I've got to walk back to this building with this person who has just laid into me about how I've shown up. And I don't think it became evident to her until after we were outside of the building as we were walking, because neither one of us said anything at all. And then she asked me a question. And I don't even remember what the question was because I had already decided that it was best if I just don't say anything, right?



And I just processed and I knew. that I was going to have to walk back to this building. I actually tried to get out in a different way. And she just said, can I walk with you? And of course, I said, yes. I just let that be. That was a time where I did not use my voice as my greatest currency. I was still learning. And I think she could feel my energy, because at that point, I was deciding for myself, could I continue to work for a leader like this? This is not someone that I'm taking an example from, that I'm emulating this style. So her style was not versatile. She could not adapt to a variety of settings. She was not aware of her presence. She wasn't aware of any of those types of things.

She just launched into us and lost it. Exactly, My Like Journey, that emotional dump. I call it the emotional drive -by sometimes, where people just dump all their stuff on you. And so the next day, I did what you saw Big Stove put in the chat. I asked, I invited her to coffee, because she was a very senior leader in the organization. I invited her to coffee. And I said to her, thank you for the feedback yesterday. What I took away from the conversation is that you had in mind a way that this meeting or this conversation should have gone. And it clearly did not go that way, which was evident by your tone and the direct feedback you gave to us around our lack of engagement and preparation for this meeting. If you don't mind, I want to just spend a moment helping you understand how I experienced you, because you may not have had the awareness in that moment to see how you were coming across.

There are three things that I want to tell you. And then I talked to her about her body language. I talked to her about her tone. And then I talked to her about the word economy she used in speaking to us. Now, this one was like a senior vice president of something something, and I was a little itty bitty business partner. right way down on the totem pole, easily six levels between the two of us. And here I am stepping into her office, her coffee, letting her know that she did not show up well. At all. And I had it ahead of my colleague meeting. We had, the three of us had already decided we were going to collectively talk to her and tell her these things, right? But she needed to hear that from me.

And I told her, when you stood over us, it dislevelled the playing field. And now you went from being our leader and our colleague to immediately being someone who was giving us direction. It felt more like a parent child relationship than a leader employee relationship. And what I know is that you value employees' experiences. In fact, you lead our talent and development team. And so I'm actually seeing you show up in ways opposite of what you're coaching us to be, of how you're coaching leaders to be, right? Yes, Marcy, and I'm ready. I love that, right? And I have to remind people of that too, right? We all put our pants on one leg at a time, right? But I told her, I said, you stood over us and we were seated.

It wasn't like we were having an even conversation. So you just leveled the playing field. I said, then you spoke in a tone that was very direct, but you also made it seem as though we were not capable of understanding very simple directions. And then

I went on to talk to her, you know, about how she just didn't have self-awareness in that moment, right? We didn't even get out of that building. We stayed in this room. You didn't give us a chance.

You didn't say to us, how did you all feel about the presentation? You didn't ask us at all how we thought we showed up. You just immediately launched into your own perspective and projected. Now she didn't like any of that, but she was very appreciative that I came forward. And I said, you know, the team and I plan to talk to you later, but I wanted you to know how I personally experienced you. I can't speak for anyone else. And what I want to know is in those moments, is that the way you're going to continue to lead? Because if so, I don't know that I want to be a part of this team anymore. I now need to make a decision for myself. Girl, I was like 20, 29 when I said this, I don't even know where it came from, right?

But I needed her to know that. And she was a very important leader. She had a lot of influence and I, right. And so when we talk about assertive communication, she violated my boundaries, right? Don't come at me from the left, unless you want me to come back at you from the left, cause I'm very capable, right? Right, I tell people all the time, jumping like I'm a Scorpio, the tail stays down until it's up. And then once the tail is up, strike is imminent. And if you don't want to get struck, don't come for me, right? I say all of that all the time. Tail is down until it's up. Once it's up, it's a wrap, no promises, right? Yes, Crystal Method, belief systems, right? All of that contributes to how we respond. And listen, folks, those traumas, all of those things show up big time big time right all of those things if you were yelled at as a kid if someone got in your face as a kid and then you get anywhere close to that in your professional environment or tone or something right that then takes you back to that place and it all of the stuff you couldn't do because you valued your life as a kid and you didn't want to do that with your mom or your parent now shows up for you in the workplace it's the first thing that helps you feel like you want to pop off right but you have to have that emotional intelligence to be like this is not the time or the place and so I pulled this leader aside number one so that she didn't feel like the three of us were ganging up on her even though we were very thoughtful in the way that we delivered it it was now three of us in one of her versus the one of her coming down on the three of us is very different when the roles are reversed and so she came into that conversation with the three of us owning every single thing about the way she showed up about how she used poor judgment, about how she did not think about the delivery.

She was just in that moment. And I get it, we all have emotional human moments, right? We all have human moments. But you have to check in, right? We need to be emotionally intelligent and not emotionally ignorant. Not at all, right? All of that. Yes, Ms. Soul Power. And now you're putting that trauma out there. And not only that, that's then how people label you based on that trauma-based response that comes out in your lack of ability to communicate effectively. And that's what comes out in

performance reviews. That's why people say, I don't think this person is ready for this job or ready for this next level. Or I don't feel like that they are worthy of this. Because you put these trauma responses out there and you don't do the work to show up so that you can communicate effectively. That's what makes you inflexible in situations, right? That's what makes you have poor decision quality.

All of these things tie together. This is why this type of stuff is so important, ladies and gentlemen. Absolutely stove, right? Absolutely. And that's why we're gonna talk about influence later on in this. Because people underestimate the value of influence. It is so powerful. So assertive responses, ladies and gentlemen. Direct responses come with a level of emotional intelligence required. Check in with the boundary that has been crossed for you. Decide for yourself how you would want to have received that information. Understand whether or not it's gonna add value or add fuel to the fire if you then respond in that moment. Check your positioning, your posture, and then determine what it is that you want to say to whomever that is to inform them. Hey, the way that you showed up, that was not cool, right? And my luck journey said in the chat, there's a measure of grace that we have to come with, right? Most of that grace is about us. Because what I'm gonna do is leave that conversation knowing that I was clear and my power is intact.

I take ownership of that. Now, what you do from here, that's on you, right? But I've done my piece. And now I... can move forward, not holding on to all this, and not letting this thing control me because I've not spoken my peace to you. And if I've not spoken my peace, then I can't be authentic. If I'm holding on to this thing, I don't have space to receive anything else because I've not released whatever it is that I'm now going through. And those are those traumas that show up that impact our ability to make good decisions, to communicate effectively, that make us inflexible in adapting to those situations that may come up. Right? Does that make sense to everybody? Hopefully yes. I hope it does. All right, so to the person who asked that, hopefully if you were in the stream or if you're gonna catch the recording, I hope that gets you what you need. If not, whisper me again and we will bring it back. Thank you all for letting me start out with that for today's conversation. Let's jump to the next one, which is business acumen or business insight, right? And this is where we're gonna... Focus on today and sometimes effective communication can directly be tied to business acumen.

So what is it? Business acumen is taking what you know about a business or about a space or about the market and using that to help you get Where you need to be? Right short order if you stay ready, you don't have to get ready right staying ready means being up on game What do I what what am I reading? What am I paying attention to every day, right? sometimes Our sources of truth are limited and we pick up those sources of truth based on Where everybody else sources of truth may be? Or what we see other people going to right? I watch the news. I listen to CNN I go to these other sources, right? Those are those standard news cycles that are repeating stories or that a

time dots in or that are keeping you updated, right? But what is the knowledge that you're taking in from those quick news hits? The news cycle is 24 hours, right? It's so quick a story that we're all talking about today Could be dead on the water by the end of the day or the next day, right? It's all died down and we're all taking in the next thing It's why social media is so powerful in such a short amount of time.

Social media is not that old folks It's not even 20 years old. It's not even been around 20 years Right if we think about true social media in the purest sense of the word, right? Maybe my space for those of us who remember that probably the first space and this was before all of the crazy Algorithms and things that are happening now, right my space, right Facebook early early early, right Zuckerberg is a little older than I am Right.

So he was coming into this Facebook launched officially in 2003. It started taking off in 2005, right? It's 2023 Facebook is not even I Think it's just 20 years old right really if we're talking about that and if you've seen the movie right all of that is there 2005 2006 is when it really started to take off right my first Facebook account was in 2005 that's how I started to use it right and so it's not even been right it'll be 20 years in two years that I've had a Facebook account which is crazy right crazy to even think about that but that's social media ladies and gentlemen it is not old but think about this the internet is not old and still very young right we use it and it's been a part of our lives but there's a many of us who grew up without any of this at all right exactly Marcia know Brady same I was in college when it was only for college students in fact I was an intern and that was the very first page that I had it was the it was the Facebook page for how my intern class at ESPN my summer intern class was going to stay connected, because some of us were going back to school and some of us were going on to grad school and some of us were going to do whatever, right?

And so we decided that face, but we were going to have an intern page and everybody had access to it. It still exists to this day, right? Sometimes we go in and we check in on each other years and years and years later, and we were interns in 2005, right, long time ago. Then it opened to the world, right? But part of that is understanding how you were going to these sources of truth, these spaces of knowledge, right? So that you can get to where you need to be. That's what I mean when I say advance your goals, right? What are the things that you are looking to do to aspire into, to grow? And how do you increase your business acumen, right? Thank you, Misty Christie. I appreciate your comment about being emotionally intelligent and professional, right? Sometimes knowing what you need to know or increasing your knowledge. And that's what acumen is, right? It's this level of knowledge. I call it your zone of genius, right? What do you know about all these spaces that you're going to be in?

So that you can show up in rooms, conversation next to people, whether you know them or you don't, but you can add to the conversation. Sometimes you can drive the conversation, right? What do you say, DJ Classics? If you're still in here, don't be the

thermostat, be the thermometer, right? Safe travel stove, okay? All of that goes into all of this, right? Being able to sort of set that temperature so that other people can make their adjustments to you. Part of that is increasing your knowledge and knowing that I know enough to be more than dangerous, right? So what do you do with what you know? How do you, what is it that you need to know? And then what do you do with what you know?

So that first bullet right there, says know how things work, how organizations make money. Now let me break this down into simple terms, right? Knowing how things work really means how does one thing connect to another? How then does one business, one entity, influence, or impact another? I'm gonna give you all a really local example here that I think will make sense when we talk about business acumen, but also helps you be able to contribute thoughtfully. The next one says, keep up. I need to correct that typo. Sorry, folks, keep up with, good morning, Darren, how are you? Nice to see you, thank you for being here. Keep up with the current and future policies, trends and practices in the market, right? So what's happening daily? What are people saying? What am I reading? What do I read across multiple things? When I first got my CHRO job, when I first got it, the very thing that I did in every conversation with all of my peers, I was like, what do you read every day? like to keep up with what's going on in the market, not just social media, what headlines? And I asked the CFO, who's the chief financial officer, and I asked the chief operating officer, and then I asked people down in the organization, what are the sources of truth?

People said everything. People told me, I read the Wall Street Journal every day. I read The Onion every day. The Onion is a great sort of headline recap. People have sort of what they call like their morning brew, these sources of truth, but these headlines that help you stay up on game, like what's going on in places not only that I'm interested in, but that I've invested in. Stock market, sports, retail, travel. If you've got a passion, ladies and gentlemen, you need to be reading about it so that you understand what's going on in that space so you know how to move. If you're a travel head and you want to go to Europe or you want to go to far remote places or you want to just go to the beach, you need to know what's happening, what's changing, what's good or not about that so that when you get there, you're not informed or ahead of all of that, right?

You can plan and you can understand, well, what are the trends that are taking place or what are the changes that are happening? And then you use that information to understand how they play out in other spaces, right? So now that I know this, now what do I need to do? If I've invested this much money in technology stock, do I now need to move that ahead of the 50 ,000 people that got laid off a week ago, right? If you had stock in Microsoft, Amazon, Salesforce, Google, all of big tech laid people off. There are 50 ,000 people right now without jobs across all three organizations. Knowing that, what does... that then tell you about how you need to be making investments, where you need to be paying attention to opportunities, right? How that impacts you and what you're going to be looking for from all of these companies going forward. For me, what that

means is there's going to be a lot of people looking for jobs. There's going to be a lot of people who need coaching.

There's going to be a lot of people who might want to go back to their passions. And so how am I tapping into my network to say, are you interested in coaching? Are you open to doing this? Or do you need an intern? Are you over here doing something that needs to happen? How can you put your gift out there? Because there's a whole group of people who may now be ready to step into an opportunity that they didn't have before. And now because I understand that I can use all the things that I'm good at to go have better impact, right? To increase my own revenue, right? But to go help somebody else, whatever your reasonings may be. Good morning, Beach United Radio. Thank you for being here. Nice to see you. You welcome to the blueprint and the blueprint boss community Right, but all of that is impactful. All right. All of that is impactful Let me give you an example that took place here in Atlanta So in Atlanta recently there's been a very and so this is business acumen for me, right?

Let me show you how this works and how you can think about it, right? So in Atlanta recently There has been a series of arson fires and like three Walmarts have been set on fire and The one closest to where I'm located in Atlanta was set on fire in early December And it was of such a severity that the decision has been made to now Close this Walmart permanently. Okay, so What do we know about Walmart ladies and gentlemen like Walmart is a big player in the retail space because it's not just Walmart It's Walmart. It's Sam's Club Right. It's whatever the other third business in there, but I forget what it is, but like it's not just Walmart It's like those two but Think about everything that goes into a Walmart, right?

So now everybody that works at this Walmart is now displaced so that is their job There's some impact to potentially their benefits because the right Walmart didn't anticipate this not only that This is the third one in Atlanta. This is three Walmarts now that have been impacted So we've got all these pays these places that people now don't have that don't have a place to work So now all the goods and services that get delivered To a Walmart. Yes to one of us exactly where I'm going, right? So think about all the people who drive trucks to deliver their goods to Walmart Right think about all the logistics and supply chain impact that has now happened Okay, all of that is now Right, because where are trucks delivering to?

So now we've got to reroute all of these products. Now these truck drivers don't have any work. They've now got to piss up, and this is guaranteed stuff that needs to happen because these people have families, right? So now we've not only impacted the workers at Walmart and not just the workers at Walmart. Think about what goes on inside of Walmart. You go inside of Walmart, there's an eyeglasses place, there's a nail place, there's a subway, right? There's all these little sub businesses that are inside the Walmart, gone. Now the truck drivers don't have a place to deliver these things, and it's

all got to be rerouted, which means these warehouses now are going to be potentially overstocked.

So, the supply chain is impacted. So if the supply chain is impacted, what about the farmers? What about the product makers, right? Where are they now producing and providing services to, right, we've got people who, right, if you're a local person and you've got a lot of people, You grow corn and potatoes or whatever it is or what, you know, whatever agriculture, you know, whatever that is that you put on these trucks. Now your income is being impacted. Correct Tawana. And that is why we are now paying the price of gas for eggs. Does everybody see how this business acumen story is coming together? Because now there's an impact to understand that. And now because the Walmart is closed. The Kroger that is adjacent to the Walmart is right. Ms. So power. A lot of people talk about that, but there's so much residual impact there. Oh, I see. We're going to run past nine o'clock.

I hope everybody is all right with that for a few minutes because this is this is such good talk and I want to make sure everybody gets this. And so we understand that this is why business acumen is so important. Why you've got to pay attention to what's going on. So in the same shopping center as the Walmart, there was a Kroger. Okay. Now the Kroger got its own pretty decent business, right? But now the Walmart, yes, classics the egg prices like right it right. And so here you are as a business owner now being affected because you've got to account for when I how do I account for the cost of eggs going up when I need to buy 40 eggs right to make this order the supply chain is all impacted whether you are a small business or whether you are a big logistical organization, right?

So the Kroger that is adjacent to this Walmart pretty much steady. Let's just say it had its own customer base, but it definitely got the overflow of the Walmart. Okay. So now the Walmart is closed down. Where's everybody going because the Walmart is closed? To the Kroger. So now I've got to keep up with this current trend that's going on. These Walmarts are now impact that have been burned down are now having impact to everything else correct to want it and so now the prices have to go up right what does that mean for the Kroger folks Kroger folks are gonna have to work a little more right because they've now got a reroute they've got to amp up their own supply chain because they got to make sure that they are doing it but what happens because everybody's going to the Walmart now people are I mean up can't go to the wall right now people are going to Kroger and Kroger is this is the part about understanding strategy in the tactics and how they play out in the marketplace so now I have to make a decision am I going to drive to another Kroger right and there's another Kroger that I have that I can go to the really nice Kroger though that probably has everything that I want is about 20 minutes away so now I as a consumer have to decide am I'm going to go to the local Kroger am I going to go to the big Kroger as I call the one has a

Starbucks on the inside and all those Smaller businesses that we were just talking about, but now that's my gas.

It's 20 minutes there It's 20 minutes back then it's at least a half an hour in the store right of shopping and I got to catch it at a time when maybe I Can get some deals because now I got a bats all of my stuff. That's going on DJ. I said and good morning Thank you for being here. Happy Tuesday. Welcome to the blueprint, right? Exactly to wanna their merchandise replenishes should do that But the late is the landscape keeping are they in a position to be able to do that? And that might tell you is their business acumen up are they watching the trends are they understanding all the things? That are taking place, right? and so now I'm saying to myself am I gonna go to this Kroger do I now need to order from Amazon? Do I need to spend more time in Target? Where am I getting what I need from? Right that changes all this stuff, but this is all business acumen folks It is understanding what's happening out there in the world and how I know I need to move in order to make sure that that happens Yes disco Darren right exactly that think about how one entity impacts the entire Economic system right we talk about things like trickle -down economics and we joke about some of the other things that are there and we talk About how that's far away from us.

It is not ladies and gentlemen. It is right here This very example that I gave you right this particular Walmart is about 10 minutes from my house Maybe 15 in Atlanta traffic Let's just call it that but it has impact to everything else because in the other direction is a Kroger and a Publix and Publix Is pretty expensive. I like Publix, but it's expensive, right? But where is the overflow now going and how does that have impact to other local businesses, right? All the businesses around the company are suffering or having to pay that price Because of that all of that is there. So when we talk about Acumen, folks, that's just knowledge, right? How do I get up on game so I can make good decisions about where I'm going, about where I want to get my stuff, about how that's going to impact me, how it's going to impact my kids, right?

How it's going to impact my ability to do this. All of that is there. So when I talk about business Acumen, sometimes it is just as simple as that. Now, if you want to take this internally to my own organization, what do I need to know about what the leaders are saying? What do I need to know about how the organization is changing like the work that I do? How's that going to be impacted? How is it going to ensure that I am showing up thoughtfully, right? Do I know how companies make money? And is this a company that I want to be a part of, right? And other companies that are like this, right? What's happening with Ford, but what's also happening with GM or Tesla or wherever it is that you're working? How are all of those businesses now being impacted? Because I guarantee you folks, what you're not thinking about is this. Microsoft laid off 50 ,000 people. I mean, excuse me, 10 ,000 people. Google laid off 10 ,000 people.

But do you all know that there's Google technology in some of these future cars that we're talking about? If you wanna own an electric vehicle, if you wanna own a Tesla,



if you wanna own something that's got Wi-Fi in it, where do you think the technology comes from inside of these cars? Those are relationships that are there, folks. This is what I mean when I talk about Acumen. You gotta understand that it is not necessarily six degrees of separation. You may be like, man, the technology in these EVs are amazing, they are amazing, but who is creating all of that? That's Google. That's Microsoft. That's Oracle, Sony. Pick your poison, right? Sirius XM, all of those things come into play when you talk about this. So it's always closer to us than we think. Everybody, right?

This is what I mean when I talk about business Acumen. You gotta understand how the dots connect. Stay ready so you don't have to get ready. Understand how the dots connect, then you can move accordingly. Whether it is in silence or out loud. Period. That's it. That is what Acumen is. Understanding all of the moving parts, right? Same with Apple. Same with Android, right? There is Apple and Android technology behind everything that we do. If you know anything about cloud computing, cloud computing drives a lot of things that we do. You might get on a desktop, right? Or your laptop and think that you are talking to somebody on the other end when you are really absolutely talking to something, a feature in the cloud. That is responding back to you. That is AI in real life. It is all happening. But there's a level of intelligence there. Understand what your sources of truth are. And connect with those sources of truth as regularly as possible so that you can stay high on knowledge, so that your decision quality stays quality, right? So that you can then communicate your needs or what it is that you are seeking in such a way that makes total sense to you.

Mr. Chrissy, thank you so much for the gifted sub. I'm jumping in and paying attention, right? DJI, thank you so much for the bits and soul power. Thank you so much for the bits. I appreciate that. You guys are amazing. Thank you so much for this. Yes, so I'm going back into the chat to make sure that I'm catching up. Sorry, sometimes that happens and I am in my in my stream of consciousness and I'm missing things in the chest. Let me go back and make sure that I'm catching up on this. So, yes, Darren, right? So and so there's a residual effect to all of this. Some businesses have shut down. Some are still struggling. Some need the actual resurgence of whatever that core business was to make sure that's what I meant when I say. The Walmart was there, but Kroger got that Walmart overflow. If it's out, oh, I'll just run to Kroger because it's just right around the corner. You could actually stay parked at the Walmart and walk to the Kroger.

Yes, DJI's, so all of that, all of these things affect supply chain, folks. But if you don't know that, so let's just go with that point, DJI's. So that right there impacts the ability to get eggs. Eggs are what our friend DJ Classics need, who if you are not following DJ Classics, or Disco Darren, or DJI's, or DJ, I know DJ will be who I know is lurking in the chat somewhere, please do so. These are all amazing, amazing folks who are putting music and content out there, right? So go ahead and give them a follow.

Thank you all for being here, right? But if you are someone like DJ Classics, who we know has an amazing bakery business, right? So now she has to go and account for the price of eggs because of the impact in this one space right here. And it's now gonna cause somebody else to have to go and do more, or pay a worker to stay more, right?

To maintain all of this. Everybody see how these dots are connecting. Thank you guys so much for the hype train. We are at a level two, sorry. I promise you, I'm so in my stream of consciousness connecting the dots, because you guys are saying such great stuff, and I'm missing things that are happening. East Smiley, thank you for the boss bits. I appreciate you so much. Thank you all for the hype train, right? We are on it, but this is the reason why I wanna be able to share this with you because it's all interconnected, folks. Stay up on game, right? Make sure you know what is happening because everything is, everything is connected, right? So let me do a very quick reset for folks who may have come in the room, or folks who have been working and lurking and commuting.

Shout out to everybody who. who's been doing that, right? Very, very high salute and virtual head nod to those who are there, right? We are talking about business acumen. We are actually doing a series called the Imperative 11, and we're talking about all of these competencies that are needed for us to show up as our most authentic self. And we've talked about a few so far, situational adaptability, decision quality, and effective communication. And today we're talking about business acumen, right? And really what I mean by business acumen is, what do you, you know, right?

How do I know or get access to the information I need to make sure I'm making good decisions and so that things are really moving forward, right? And I've got enough information to know how things work, to stay current with the trends that are happening out there, so that I know how to move, right? Greg the Godfather, thank you so much for the bits. Thank you all for the hype train. It is still going at a level two. I think you guys are amazing. Appreciate you so much, thank you for being here. And so what we wanna make sure of folks is that you get clear on how all these things are connected. So let's take this and work backwards, right? I wanna just make sure that I am painting the picture and we're just gonna keep adding to this picture, ladies and gents, okay?

So, we've got to take the knowledge that we have or take the knowledge that we're acquiring from these sources of truth, which means that you're reading. It means that you're having conversation. It means that you're asking questions in spaces alongside people, right? So that you can do that. Sometimes the best thing that I do is tell people, you know what, this is something that I don't know about. And it seems like you know a lot about this. Can you say more? Let people tell you, right? And then go do your own discovery. But when you have your acumen, right? When your knowledge is up, I guarantee you, you're gonna be able to communicate more effectively. And that's what's gonna make you versatile. That is what is going to make you present because

now you are listening for understanding and it's gonna help you have the right tone, right? And be able to communicate across a variety of situations.

Misty Christie, I appreciate you. Thank you so much for the boss bits. And when you can communicate effectively, my absolute pleasure. Hey, Daisy B, that's why we're here. When you can communicate effectively, folks, then your decision quality is high because you're using good judgment, because you're coming from an informed place. That insight, that mixture of analysis, wisdom and experience is coming from that acumen that you have. Now you've got a variety of considerations and it allows you to really be motivated towards a solution that is going to be intentional, but that's gonna help you get the best outcome, okay?

And when you have high decision quality, then you can be flexible, ready, however you need to show up for any situation because your awareness is high. You can pivot in real time, right? You might go to the Walmart and decide for yourself that it's okay that the Walmart is burned out. I can now go around the corner to the Kroger. And all of that, right, is okay. So we have a raid coming in, ladies and gentlemen. One reason, thank you so much, fam, for the raid. Shout out to all of the raiders who are coming in from the Gospel takeover. Come on in, raiders, come on in and join the Blueprint Boss community. We are having an excellent conversation this morning. Happy to have you with us. Thank you so much for being here. Thank you so much for being here.

Shout out to One Reason. If you are not following him, please do so. Thank you all for the hype train as well. I appreciate all of you. One Reason, thank you so much, King. I appreciate you having sent that to me. Good morning, and it's me, the E, good morning. Mr. P .O. 7, good morning. Thank you so much for being here. Welcome to the Blueprint. the one and only Keisha, thank you so much for being here. Happy Tuesday Happy to see all of you. Come on in gospel takeover race. Thank you for being here Welcome. Welcome. Welcome. Welcome to the blueprint. Happy to have you with us, right? Salute SSE family. Thank you for being here reason. I appreciate you King.

Come on in folks I know folks are hopping on those connecting flights, right? I missed mine yesterday going from one to another so I'd completely understand radio after dark. Happy Tuesday Thank you so much for being here. Shelly Thunder. Thank you for being here Queen. Nice to see you Right. Shout out to all of the razors all of the Raiders this morning. Thank you SSC fam for being here Happy to have you welcome to the blueprint Sweet Jamaica. Good morning Queen. Nice to see you. Thank you for being here Um, I think I got everybody if I missed you Let me just let me just do a quick reset and then a recap Before we eventually get out of here, right? We're having great conversation this morning So if you're just coming in let me offer my greetings to you for those if I'm just seeing you for the first time Welcome to the blueprint. This is the space that I hold three times a week Monday Tuesday Thursday mornings at 8 a .m. Eastern time podcast conversation where we come in and we chop it up about all the things right

we are Here to learn from each other. I am here to take all of the information that I have learned in my 15 plus years of HR career strategy business development Leadership all of the things and make it really simple for you, right?

When I coach people they often say to me I wish I had a blueprint or wish the things that I'm learning from you Someone had taught me and that resonated with me And so now I am taking all of the information that I have and helping people be the boss of their own blueprint So that you can do three things every day, right? Number one is that you can't operate at your highest potential The second thing is that you can add value to the work that you're responsible for if you're leading a team or responsible for people that you can add value to them or their lives, but most importantly, so that you can show up as your most authentic self.

Because when you can do that, you are operating from a place of confidence, you've got the knowledge that you need, and you can truly be who you are, and you don't feel like you must hold any of that back. So that is what we do here in the blueprint, right? And everybody who comes into this space, you are a blueprint boss. So welcome to the family, welcome to the community. Thank you for those who have given me some follows. Thank you to everybody for the hype train. Super, super appreciative of you. The reason that I am able to do this and to operate in my gifts and share my passion is because you all are here, right? And shout out to my Mod Boss extraordinaire, Misty Christie. Thank you for all the support and for riding shotgun with me in this thing three days a week. Appreciate you. So for those who are coming in, right, it's recap time because whenever we get a raid, right, we got to do a recap.

So we're talking about situational adaptability. As our first imperative 11 competency, I'm doing a series right now on the competencies that we need to ensure we can operate at our highest potential so that you can be your most authentic self. And I was just doing a quick recap for everyone as we were on our way out and then the Raiders came in. So let's take it from the top, as they say. So situational adaptability was our first one. In short order, how easy is it for us to make sure that when situations come up, we can be flexible and adapt to them, even if they are not planned, right? And so how are we responding, right? How flexible can we be? What's our behavior? And for the Raiders who were not in this right now, I think Reason was in this chat, right? Had a lot of exchange about the example that I gave.

The example I gave was, hey, you've got your mindset on a particular meal. You go to the restaurant to get the meal, it's not available to you. How are you adapting to that situation? It's no different than if you were in the workplace when someone shares something with you, when there's a change that is made and it now has impact to you to the way that you're going to go forward with the rest of your day or whatever the work is that you're responsible for. How do you adjust in real time to what that is, right? Decision quality, right? So how good are our decisions and how well do we make decisions? And

are we doing so in a way that's gonna have the right impact to everything else that we're doing?

So are we using good judgment? Are we drawing insight, right? And giving ourselves consideration and are we solution motivated? Where do we wanna go? And how is that showing up for us? And what is that gonna mean once we make that decision and the impact that it's having all around us, right? From there, we talked about communication yesterday and what effective communication looks like, not just what we say, but how we say it, how it's received, how people heard it, meaning is what I'm saying exactly what it is that I want people to understand. And can I be versatile in my communication? Can I write as well as I'm able to speak? Or is that something that I need to work on, right? Am I listening? Because people think that listening is not a part of communication.

Listening is how we take in information that then determines what we're going to say or what information that we're going to give out, right? Harmony is that tone, right? What's the texture of what I'm saying, right? Am I saying stuff and I'm coming across brash? Or am I coming across in a way that is, you know, engaging or receiving or warm and inviting? Dr. Donna Dundas, good morning. Happy to see you. Thank you for joining the blueprint, right? We're just doing a recap. And is the things that I'm sharing punctual, are they timely? And is it helpful for everybody involved, present company included, right? Because if you're not giving timely information, then how is that going to impact your work or the things that you're responsible for, right? One of the things that I say at the top is, you want to add value to the work that you own or are responsible for. If you're not communicating things in a timely manner, that's gonna impact that. And today, we're chopping it up about business acumen, right? The definition is right there in so many words, but essentially, right, taking that knowledge of the business and what's happening in the market to advance your goals. Stay ready so you don't have to get ready, people.

And the example that I was giving to the boss community here was about the local Walmarts here in Atlanta. There's a few of them that unfortunately have fallen victim to arson. And because they've been burned down, what is the residual impact to that? But in order to know that, you've gotta be plugged into these spaces of knowledge, right, these spaces of acumen where you are gaining insight. And we were having some great exchange in the chat, right? I use Walmart, but Disco Darren said, same thing happened to Ford here, right? The impact to Ford during COVID had residual impact to the businesses around it. And so our job is to make sure that we understand what is going on around us truly so that we then can make decisions because that's all gonna have an impact to our revenue, to our pocket, to the things that we are going to be able to have access to.

And what I was saying about the Walmart is, so the Walmart got burned down, the overflow went to the Kroger, but think about the impact to supply chain. Think about the impact to farmers. Think about the impact to other places. And so now the Kroger is

being impacted, right? It may cost more to go to Kroger than it may have in the past. Or now people may be going to Target or going more to Amazon, right? Or leveraging, all of these different things, though, are playing into that, which is why the strategy of understanding how things work. Is important. That's what business acumen is folks. It is just as simple as what's the knowledge of what's going on out there in? The world and then how does that impact the other four competencies that we talked or the other three companies excuse?

Excuse me that we talked about before this How does that impact how we communicate our decision quality and how flexible we can be? Right because when that Walmart burned I then had a choice which Kroger am I going to and Then when I get there what happens if I get there and they're out of the things that I mean All right So it's all about how you take in knowledge How you make good use of that knowledge and how you're then able to share it with other people because you never know what? Conversations you're going to be in you never know how that's also Impacting other people and you never know where your gifts are going to be able to show up and add value In a time in a space where you may not have even planned that that was going to be the case you It all happens for a reason, but you have to stay up on the knowledge and you got to stay plugged into the spaces That are going to be most meaningful To you to help you Be informed so that you can communicate confidently so that you can make good decisions and so that you can stay adaptable in any situation Okay That's business acumen folks, right that literally is what it is in a nutshell.

So where do we go from here? Okay, we're gonna pivot a little bit That's awesome great the godfather that is great news So just yesterday you were telling us that you were going to apply and today you just hit submit On your application incredibly incredibly proud of you incredibly incredibly excited for you Shout out to great the godfather. Let's put some love in the chat for him, right? We are in here taking big steps folks, and this is what I'm talking about There's some vulnerability happening among this boss community in real time, right? We are doing the work You all are seeing and hearing People who are in this boss community doing good things stepping out there right based on the things that we are discussing here and so I don't want to I don't want to miss an opportunity to provide some support there. So Greg shout out to you I hope that things continue to progress Please keep us posted on all of the things that are moving right? Remember we are here for you We are cheering you on we want to make sure that we can add value to you, right?

That's what this space is all about. So congratulations in advance No matter what happens right all love all support from the blueprint boss community, right? This is good stuff. Very very good stuff So where are we going from here? Where do we go from taking this information that we have? Right. So tomorrow there is no blueprint. Thursday is when we resume our conversation and we're going to talk about interpersonal savvy Alright, so write that down, interpersonal savvy, and here is where I'm going to start to do

a little bit of our latest blueprint boss gem, which is we need to be emotionally intelligent and not emotionally ignorant.

Shout out to Crystal Method for adding to that, right? The emotional intelligence piece is mine, the emotional ignorance part is her, and so we have now adopted that into the boss community, okay, and we are going to talk about interpersonal savvy on Thursday morning. What is interpersonal savvy? It is this whole notion of, can I have emotional intelligence at enough of a level to know how to move with certain people, groups of people, individuals, a whole audience, an environment, whatever that looks like, but interpersonal savvy, right? And this will help you both in the personal side and on the professional side because it's all about how you show up and how you communicate and how you use your knowledge. to inform the way that you move and the way that you engage with people, right?

All of that is a part of interpersonal savvy. I'm gonna do my best to keep it into an hour, but what I'm learning about you guys is that when we get going and it gets good, you all chime in. And so anticipate going over the hour on Thursday. I'm going to be prepared for us to do that. I'm hopeful that I can stay within the hour, but we might not be able to, okay? So that's what we're talking about on Thursday. Interpersonal savvy, emotional intelligence versus emotional ignorance and how to not be one or the other, how to be more emotionally intelligent and perhaps less emotional ignorant, okay? Thank you all so much for being here. Listen, send me your whispers, right? Happy to answer or address anything anonymously. If you're comfortable putting your name behind it and you want me to share it, do it. I'm happy to do that. Otherwise whisper to me, drop your questions in the chat. Keep the energy coming. Bring your notebooks, bring your pens, invite a friend. Tell them about the blueprint. I am here for you because all of these things are available and I wanna make sure that I can join you, right?

And I can join you on this journey that we are on together, right? So as always, thank you for being here. Thank you for investing in you. Thank you for ensuring that you are taking time to value yourself, to show up, to be the boss of your own blueprint, right? This is you making sure that you are grounded in your most authentic self and you can step out confidently. That's what this space is for. You make it all possible. Thank you again for the hype train. Shout out to all the dope DJs and streamers who are in here. Please give these folks a follow, okay? And I know folks are working and lurking. Listen, if you've been working, lurking and commuting, here's your opportunity to come in, right? You got a shout out before we raid out, okay? Christy, I think we're gonna go to DeScants, my friend. Okay, if you don't mind setting that up, we're gonna go to DeScants. go check out our brother DeScants, catch him before he hops off for the day, okay?

You guys are fantastic. I appreciate you. L Frank 28, good morning. Thank you so much for being here. If you were working in Lurkin, make sure you shout out before we raid out, okay? So let me give you some love. Greater Godfather, keep us posted,

King. Okay, on how that's going. Thank you for being here. Thank you for representing the UK in this stream. Apparently the blueprint is not just in America, right? We are outside of there. DJ Rollum 27, good morning to you. Thank you, absolutely. Marcy and Obrae, always good to see you, Ms. KB. Thank you. Come on, Cop and Cutie. I figured you were in there behind the scenes working the Lurkin. I appreciate you. Coco Angel 82, good morning. Come on over with the raid. Thank you for saying good morning. Always love to see who was here. If I didn't catch you on the raid in, hello raiders. Thank you for coming in.

Classics, appreciate you, always, right? Disco Darren, thank you for being here. I believe I might've gotten to everybody. The Ray message should be up, absolutely reason. Listen, what did you say? Let me tell y'all, one reason in his stream a couple of weeks ago, directly said to me, hang in there because I've been lurking and I'm coming to you one day, right? So he made it abundantly clear, he made it abundantly clear, right? So reason, I appreciate you. Thank you again for the Ray. Thank you for being here, McKee. Thank you so much. Shout out to the Blueprint Boss community, right? You guys are bosses in your own, right? Always, always, always love our time together. Thank you for hanging in there over the hour this morning. Copy the Ray message. That's gonna be in the chat, okay?

Appreciate you. We're coming back on Thursday to talk about interpersonal savvy. I am sending you into your Tuesday with all of the good energy and light you will need to guide you. Take very, very good care of yourselves and we will speak again on Thursday morning at eight.