

## The Blueprint Imperative 11 Week 3 Feb 7, 2023

Feb. 7, 2023 · 93mins

### Transcript

Thanks for watching! Good morning everyone. Good morning everyone. Happy Tuesday. We are off and running this morning. Nothing like coming to your stream and greeting everyone in the middle of a raid. Thank you so much. Welcome Raiders. Come on in. Starting our day with family and I love it. I love it. I love it. Everyone is here. Thank you so much. You know what before I do any greetings and pleasantries. Let's just start out by a little gratitude and a little love. So first and foremost shout out to the Sugar Baby Lounge community and DJ classics. Thank you so much for the raid folks. Welcome Raiders.

Come on in. Happy Tuesday. DJ finesse. Good morning King. Nice to see you. Welcome to the blueprint. My lock journey. My yen. Thank you so much for being here. Happy Tuesday. Psalmist. A McKee. Tab Gilbert. E Smiley. Miss J UK. All of the folks coming in from DJ classics is Sugar Baby Lounge in the Unselfish Loves Dream. Welcome. Hey Daisy B. Nice to see you as always. Miss P Smitty. Thank you so much for being here. Who else do we have with? us this morning. Dr. Donna Dundas, always good to see you. Thank you for being here. I appreciate you. Good morning. Good morning. Who else is with us here? Misty Christie, my Mod Boss extraordinaire, who is the conductor of this locomotive.

I can't do any of this without her. She actually makes this thing flawless. So thank you so much for being here. Good morning to you. Who else is with us this morning? Copping cutie. Good morning. How are you, Coie? Nice to see you. Tab, I think I just in case I didn't. Good morning to you, Misty Blue. Good morning, Misty AUK. Good morning. So happy to see you. Thank you for being here. All of this love. Sea Love 702. Good morning, Queen. Nice to see you. Everyone, great with all of the love. Pisces 20th century. Good morning. Nice to have you in the blueprint community. Love seeing all of these spaces here. So much good energy.

And for those who were in the DJ classics room this morning as we navigate the unselfish love challenge. It is real I said to I sent a whisper to DJ classics and I said this one punched me in the gut So we are already coming off of good energy and we are gonna keep that thing rolling this morning as we jump into our conversation Alright, so all of this is just we're gonna keep it We're gonna keep the energy going shout out to all of the lurkers the workers the commuters this morning, right? If you are doing your thing

behind the scenes all good Keep it where you need it to be. Just make sure you shout out before we raid out later this morning Okay, which keep rich gifted hands. Good morning King.

Nice to see you in here Sandra p71. Good morning to you DJ droopy his lordship. Good morning King. Nice to see you in here. Thank you so much for saying hello, right? Who else is in here that I've not gotten to yet so much love? I see you all greeting each other in the chat. Love it. Love it. Love it continue to do that I am going to introduce myself for anybody who might be behind the scenes lurking and working that I have not met My name is Kim Blue. I am a career strategist. I am an HR Leader and I have spent so much time learning a ton in my 15 plus years in corporate America And I intend to share all of that with you here and that is what the blueprint is all about This is the space where we come Three days a week Monday Tuesday Thursdays at 8 a .m. Eastern Standard Time and we just have open conversation Right and we chop it up because I believe everybody should be the block the boss of their own blueprint And what do I mean by that? I mean that you should have access to the knowledge skills capabilities and resources to help you do three things every day Operate at your highest potential add value to the work that you own or are responsible for And to ensure that most importantly you are showing up as your most authentic self Because above all that is the space that we want to be in every day, right?

And if you are a professional you can't be your most authentic self, then it's going to be challenging for you to contribute value and to do so in a way that makes sure that you feel whole, right? And you feel that you are showing up and doing things at your highest potential DJ Miley party. Good morning, friend. How are you? Nice to see you in here. Just catching up as folks are coming into the chat and saying good morning. So that is why we're here. We are here three days a week and we do this conversation and we spend time together learning, right? This is safe space where we hold up our mirror. We hold each other accountable. We celebrate wins and we lift up and encourage in those moments where we are growing through the flow, right? Because that's everything that we are doing here.

So, shout out to all the amazing folks who were in the chat, right? To all the DJs, streamers and mods, please drop your links so that we can support, follow, uplift and encourage, right? There's so much going on with us right now, a lot of good things, especially as we highlight Black History Month and as we make sure that folks are supporting each other, we wanna make sure that there's opportunity to do that. So DJs drop links in the chat, streamers drop links in the chat, mods drop links in the chat for you, things that you are doing, make sure that we can support you so we know where we need to be as we move forward through everything that we have in front of us.

So, let's kick off with the recap and if I missed you for whatever reason, greetings and salutations on this Tuesday, happy to have you here. Thank you for being a part of the Blueprint community and once again, virtual head nod to all the workers, lurkers and

commuters, right? Continue to do your thing, just make sure you give us a shout out before we write out, all right? So with that, let's jump right into today's conversation, okay? So we are in the middle of our Imperative 11 series. These are the Imperative 11 competencies that we as people find ourselves most often coming back to or spending our time really kind of doing, even if we don't know that we are doing it, right? And the reason that I called out these 11 is because in my work as an HR leader, when I would help leaders think about how they wanted to help people with career advancement and how they wanted to help people with ensuring that they were maximizing themselves at their highest potential, I'm so sorry, everybody, my head of security is in the background making noise, so bear with me if you can hear him.

All of that was a part of my role to help leaders figure out how to assess people so that they could operate at their highest potential. And in doing so, I kept coming back to these same 11 competencies every single time I would have conversations with leaders about how are your folks doing? How are you doing? What do you need to ensure that you are showing up at your best and delivering work at your highest potential? And so I kept coming back to these very consistent 11 competencies and that is where we are now in our conversation in the middle of the imperative 11. So, I'm going to do a brief recap because we've got a great group of folks in here today and I wanna make sure that everybody's caught up on where we are and then we're gonna add our newest competency to the list.

Before we jump in, just a little bit of housekeeping, okay? A reminder that on Thursday, we are going to ensure, we are not gonna do a competency. Thursday is gonna be an AMA, it's an Ask Me Anything. So, bring your questions, bring your notes, bring anything that we've talked about, whether it's in the imperative 11 stream. or whether it's in a previous stream because we're gonna have open conversation where I am providing coaching, I am giving feedback, I am sharing my thoughts and experiences on something that might help you or others in the room.

If you're not comfortable putting it in the chat publicly, feel free to whisper it to me between now and Thursday and I will ensure that I raise it confidentially right and respect your anonymity. And we will just have that conversation and we're gonna end the stream on Thursday a little early because I've gotta take the young prince to an appointment on Thursday morning and I wanna make sure we get there on time. So, we're going to kick off right at eight with the AMA. We'll certainly do a recap of the imperative 11 and then I will prep us for our final week of the imperative 11 next week. We'll go through the last four competencies and then I will prepare us for what is going to come in March because I've already started our March planning as well.

So there's lots and lots of good things that are taking place. Okay, hey Daisy B, I see you, happy Tuesday. Nice to have you in the blueprint. So let's jump in and get started with today's conversation. So, here's our imperative 11 deck. I am working on

editing it and getting it so it will be available in the Discord. Instead of uploading it all every single week, what I'm gonna do is wait for all the slides to be there.

It will have all the notes. I'm also updating some of the language and then this will be available in the Discord to whomever wants access to it if it will be a good resource for you to compare alongside your notes or for you to just go back and reference in real time. So, let's make sure that we do a quick recap before everyone is here. So the imperative 11, each competency has its own definition and then some kind of key pointers that you wanna remember when you're thinking about each one of these. Now what I've done is I've gone in and taken the real formal language around how to define this and made it easy for us to absorb and right digest so that you can clearly understand, oh, this is what she means when she talks about situational adaptability, okay? So short answer to what this is, it's how easily you adjust to situations in real time, whether you are prepared for them or not. And what that means is you gotta have awareness of how you're feeling to whatever it is that you're walking into or being exposed to.

You want to make sure that you're adaptable, right? Can you adjust your communication, your behavior, right? Your style, what's that flex that you're going to now lean into? And that flex ensures that you can be flexible, right? Because you may walk into something thinking that you knew everything about how it was gonna go and suddenly everything you thought you knew goes out the window, right? And so how flexible are you gonna be? And that all impacts your conduct, right? Or your behavior meaning, well, what am I gonna do or say or how am I gonna act? And you may need to act differently depending on what the circumstances are, okay? Next up is decision quality. Very important, right? Our decisions have impact, not only to us, but to the people around us and to our environment. And the things that we make decisions about are going to ensure that not only can we do so in a timely manner, but it's gonna allow us to make sure that we can process certain things moving forward, okay?

And what do we need to make sure we're exercising good decisions? We gotta have good judgment, right? We need to operate with some insight. We need to make sure that we are looking at all of the sources of truth. That's what I mean when I talk about relying on a mixture of analysis and wisdom, right? Where are our truth sources or where are we getting information from that tells us what we need to consider, right? As we go into considerations about how to make decisions. But ultimately what we need to do is be motivated to get to an end game. That's the solution motivated bullet, right? What is the thing that will get us where we need to be in totality or can we solve for the thing that's in front of us right now?

And then once we solve for that, whatever we learn through that process, can we get to the next set of things we need to do from that jumping off point, right? So it doesn't have to be all in. Sometimes you need to take the decision process in phases. And this is really kind of how we think about doing that. Effective communication above all things.

This is the thing that I think we spend a lot of time trying to get right. Sometimes we miss the mark. Sometimes we're spot on, but it's short order. Can we communicate across a bunch of different platforms, right? Verbal, written, virtual, all of that, right? Some of us are really great at speaking and writing is not our thing.

We lose tone and tenure, right? And that's where the harmony comes in. As you look at the other side of that deck, some of us are really great written folks and talking in front of crowds gives us all the nerves, right? And that may impact our ability to be versatile in our communication, right? certainly talked about being present, listening for understanding, not listening to respond. Yesterday I shared a line with you that DJ Classics shared in her stream and she said, listen in silent, have the same seven letters, right? But you must do one before you can do the other and ultimately you have to be silent. In order to listen, you have to be silent, right? And so I think that that's a really powerful message that supports effective communication because often we are right, we're gearing up to respond and we're not taking in the information and then we miss something very critical.

And then are we sharing information in a timely manner or are we receiving it in a way that's going to help us? Because sometimes if you're not communicating things effectively, it impacts your ability to make a decision, right? Or it shows up in a way where you yourself in the absence of information might not. Demonstrate the best judgment and some of those considerations are lost and then we can't Necessarily make the best decision which could impact how adaptable we are in situations, right? So, it all goes both ways folks all these competencies are end -to -end Just because I'm starting with situational adaptability doesn't mean that at any point in time. You can't group any of these together They are designed for you to align as you see fit, right?

You grab the tools from your toolbox in whatever way you need to okay So interpersonal savvy Interpersonal savvy is how comfortable are you ensuring that you can connect with folks no matter what right whether they are a different Whether they're in a different country whether they speak a different language if it's inside the workplace, right? Whether they can whether they're at a higher level or a lower level than you, right? There's a difference in socioeconomic status. All these things go into how well you can build rapport or Relationship with folks right because what we know is that we're in relationship are not the same thing a Rapport with someone is what you may need in that moment how you introduce yourself how you get on how you Ensure that you are showing up in that moment.

Just go down 1966 good morning, King happy to see you here. Happy blueprint morning to you as well Versus relationship right relationship is what is the long -standing ongoing? Consistent engagement I'm gonna have with some whether it is a partner whether it's a someone that you work with whether it is a family member whatever it is, right relationship and Rapport are not the same thing now you will have a rapport with someone That you are in a relationship with or you have a relationship with but you can

also just have a rapport With someone for a short term and it's not something that you necessarily have to engage in all the time with them Don't want to make sure that we understand the difference between that and then really being constructive which is just how you show up to that and remember that interpersonal savvy is rooted in emotional intelligence and so as you start to engage with people there is this notion of am I going to enter into this emotionally intelligent or am I going to enter into this emotionally ignorant and shout out to crystal method for the emotional ignorance to balance out the emotional intelligence we have adopted that as a part of the blueprint lexicon and so I don't know a crystal method if you're in here but if you are if you're working working shout out to you thank you for adding to that because that is one of the things that is really really it hits home when you think about emotional intelligence right Nick Walker good morning Queen nice to see you thank you so much for being here so for interpersonal savvy we roll right into acumen right this is just a fancy way of saying what's the knowledge that we're taking in from the world around us so we can make the decisions If we go back to that decision quality, if we think about all of the things that we're taking in, that in fact is what is going to drive our understanding of how the world around us works, how we make money, what are the policies and trends that are impacting when I say ecosystem, but it's just the world that we move in.

And think about things that are in a five, that are in a one, five, 10-mile journey around us. We spend the most time sort of in our network. We have our grocery store. We have our bank. We have our gas station. We have all of these different things, right? All of that is going to be how we spend our time in these ecosystems, right? So then we use that knowledge to understand how we are going to guide ourselves and make our decisions. Okay. All of that. Excuse me for one second, everyone. I'm going to go check on the dog because he is just making a bunch of noise. Let me make sure he's okay. Thanks for watching! Thank you. Thank you.

Thank you. Thank you. Okay. Sorry about that, everyone. Thank you for being patient. He had his little paw stuck in something, so I needed to go relieve him. All right, so business acumen. where I left off was when we think about our community around us that we spend the most time in right understanding how the things around us are being impacted helps us know that these are the decisions that I need to make and the example that I used is it was really one around kind of economic impact right when we think about if a store closes or if something changes right or if a restaurant shuts down what then is going to be the residual impact of how you decide where I now want to go to get these things or access these resources that I'm used to kind of staying connected to or always having at my fingertips and so when you understand right and acumen is just that fancy word of knowledge right what is it that I need to know about when this bank is going to open when that restaurant is going to be doing this all of those things impact what's going on for you meaning do I now need to drive further away to go access these things or is it going to be right in my backyard right acumen is information right and one of the things that I always say to people outside of your voice being your greatest

currency is knowledge is your greatest asset so taking what you know how do you take it in and then how do you use what you know to them make smart decisions because if knowledge is your greatest asset you will always show up to the environment you need to be in confidently and you will ensure that you can not only be informed yourself but you are going to then be helping others because you're adding to the environment you're adding to the zone of genius that you're in you're adding to the information that others need to have in order to continue to make good decisions right so this is what business acumen is okay next up and this is what we talked about yesterday this one is mindset this one had right I was feeling it what do the folks say right I was feeling it in my shando right this one is the one that always gets me in my soul because now we start to get personal and do the inner work and so we talked about mindset yesterday and you know me I always start with making meaning there's always a definition so that we're all talking about the same source of truth and so really mindset is this belief or these ways of thinking right and this is really focused on what is your mental attitude and we talked a lot about mental attitude yesterday right how you show up but mental attitude is the thoughts and the posture that you take internally before you ever say anything out of your mouth your mental attitude will impact how effectively you can communicate it will also it will also impact how well you're going to be adaptable in any of these situations right because mental attitude is I've taken in all this information and now I feel a certain way about it or I've got an attitude about something but I'm battling these Belief systems that I've always come to know or that have been instilled in me What happens if I move away from the belief system?

What happens if I show up differently or in a different way? Than what has been taught will I disappoint someone will I let somebody down right will I not meet the expectations of someone else? Because I'm shifting my mental attitude right yesterday. I gave my Kim Gem to the group and it said I am allowed to explore and do things differently Right. I am allowed to explore and do things differently and if you keep That mental attitude it will allow you to be highly self-aware Right to be in check with your emotional and social state, right?

That's what that anticipation means, right? It's an active engagement Excuse me and check in with who you are and how you feel and what you're thinking Because Lord knows your thoughts are gonna be the things that drive that energy, right? You know when something feels right You can't even shake it off. Right you you right you for me. I feel it in my shoulders, right? I feel it right It's all on my face when I get excited about it people tell me that I smile with my eyes or when I'm really Excited about something my voice gets really high right people who really know me know that like I I Will talk about something a lot if I'm really excited about it, especially if I'm excited about it for somebody else, right?

I will just chatter away about it on their behalf just because I'm feeling it. My mental attitude is In a really good place and not articulate that that's what this articulation

is Right how I'm sharing how I feel what my needs are if I'm challenged and that articulation is directly tied to Effective communication, right? But it's all about accepting this notion that you are allowed to explore and do things differently. And the minute we detach ourselves from those belief systems and we align ourselves with the mental attitude that's going to be in service to us, those actions that we take, right, that driver towards what we want to see happen, those actions are never going to be in vain.

And I guarantee you, as long as your mental attitude is in check, and I'm going to use big Stoves words from yesterday, right, those border bullies, the folks that try to come in and say, well, you can't do this because, and then they list all the reasons that they have for either not doing it, or for being fearful or for operating in a very limited space, those things don't even matter because that is moving from a fixed mindset. And remember, we're trying to go from resistance to reassurance, from cloudiness to clarity. And the way that you go from a fixed mindset to a growth mindset is having self-awareness and taking ownership.

Ownership is your mental attitude, and your mental attitude is what allows you to explore and do things differently. And the minute you accept that for yourself, all of these competencies are going to have more meaning, more power, more presence in your life. And it's going to be difficult for you to allow the belief systems, the lived experiences of others to influence and shake your mental attitude. Especially if you've rooted your mental attitude in what your source of truth is, or what your source of energy is, or what your source is, period, right?

And I tell people often, right, I'm a God girl, you know, so for me, that's energy, that's universe, that's light. It is, it is the source from which everything comes from. And you see that map that's over there, right? My attitude, if that's not in check, it's going to influence all my behaviors. And then my actions are going to be all to the left, I'm not going to get the results that I want. And then people who are watching me, who are assessing my performance or my behavior are going to be like, Oh, Kim didn't come with it today. She didn't bring her a game. She wasn't the boss of her own blueprint. She is not with it at all. Okay. So mindset matters. That's why we did mindset Monday yesterday, right? Mindset Mondays, check your mental attitude.

Be mindful of how your emotional state is. How are you feeling before you open your mouth, right? Sometimes you need to just say, let me get back to you on that, or thank you for sharing, especially inside the workplace. And the reason that your mindset is so important among everything that we've talked about is because today we are talking about managing conflict, right? And this is one that is also very personal, right? So now we're getting into the hold your mirror. I don't know if KB Browns is in here, if you're working or lurking, but when I first started this series, he was talking about how difficult it is to hold your mirror, right?



To make sure that you are seeing yourself in each one of these. Because part of this journey, family, is to understand I'm really doing this well, or you know what, I avoid conflict at all costs, right? Or I avoid this at all costs, or whatever it is, right? Or I need to do that better, or I thought that I was doing that, but now I'm getting some perspective, right? Maybe I'm not doing that as well. This is a space for you to own that, to say that, so that we can openly talk about it, because you are not alone. I guarantee you, you're not the only person that is thinking these things, experiencing these things, right?

So for folks who are just coming in, right, let me just give a quick virtual head nod to all of the lurkers, the workers, and the commuters, shout out to you. Keep doing your thing, just make sure that you say, you give us a shout out before you write out. Hopefully, this is landing for everybody. I always like to do a recap, and make sure that we are in the same. on the same page and in the same space before we start adding to the things that we've already learned in our Imperative 11 series. So hopefully this is landing for you all in the words of Serge Rupi, right? But it's really making sense and you're finding yourself in each one of these competencies. So starting to understand, hey, these are the things that I really wanna do better, right?

Those do better moments in the words of LV, right? Sometimes the do better is really in our actions. It's really in going inward and saying, hey, man, I'm not great at conflict or I really need to, I need to step my game up on my communication, right? Or I need to level up and not take things so seriously, right, so that I can make better decisions or that when things are disrupted, I don't get so bent out of shape about them and then that's how people experience me, right? So let's talk about managing conflict. Luciana, 1908, good morning, Queen, nice to see you. Welcome to the blueprint. So managing conflict, right? Put your favorite emote in the chat if conflict is like the thing that you're here for it.

You show up for it every day. You're like, I'm ready, right? Or put the sad face or something in the chat that's like conflict is not my jam. I don't wanna deal with it because I don't like it because it makes me feel whatever, right? It puts you sort of in this space where I don't have control or I lose my self-awareness or I don't have the right perspective, right? But how are we feeling about conflict? Because everybody is sort of, meh, I can deal with it, or H.R. Noto III, good morning, nice to see you. Thank you so much for being here. That's a perfect face for that. It's very much like, hmm, is this what I wanna do today? My life journey says conflict is not my jam.

This Godera steps to the ring. He's like, come on, bring it, right? I'm about this life and I hope you are too because I'm ready. Anybody else who is putting something in the chat, we can keep going with it because I wanna make sure that we have enough time to get through this and I can engage in any questions about this but I also want to tie conflict management back to some of our other competencies right okay so I see it coming in yes disco dirt is about that like right psalmist right it's just really like really do we have to do this East Miley I see you because sometimes conflict is one of those

things that people are like oh I feel it coming and I already know I'm gonna have to step in here and like chop heads or come for somebody's neck right or give somebody the throat chop whatever it is right but there's a lot of ways to do that right come on Sandra and say you're ready for it some people are ready for it most days I will say this I have time at my in my in my roles that I've had people used to call me the velvet hammer right it's the ability to approach conflict or deliver a really difficult message in a soft way.

So, it's like the polite check. Like I'm gonna check you and you don't even know that you're being checked, right? Oh, psalmist. All right, right. And sometimes the thing about conflict management that people really don't like is the fact that you got to spend the time doing it. As opposed to just being in here and being like, yo, you did this wrong, this is incorrect, or whatever the case may be, right? Correct that and let's not have this conversation again. People don't like to hear that feedback because sometimes conflict management is about communicating to someone something that is incorrect, wrong, a behavior choice, or a decision that they made that led to an outcome that now has bigger impact.

And so that maybe means that someone didn't use poor judgment. I mean, didn't use good judgment, they exercise poor judgment, or they weren't adaptable to a situation and because of their response, because of something they did or didn't do, now we've got to go in and clean some things up or we've created extra work for people. And then people respond to the fact that they've now got more on their plate, or their time is now more going to be impacted. And so that creates that conflict, right? Yes, hey, Daisy B, right with the polite check. I let me can I just can I just be vulnerable with everybody, right? Like I live for the polite check. Like that is my end, especially because I'm often checking leaders who are above me or who are at my peer level.

And so because I work in HR, they only see me one dimensionally. So they don't think or expect that I'm going to know anything outside of what I'm here to do. Oh, she works in HR. So, she's only going to know HR. Wrong. Incorrect. I actually know about your business and your people and all of the things that are going on, right? And I understand how all these things fit together probably better than you but because you You are short -sighted and here's where we get into perspective of just a little bit because you are short -sighted and you are sleeping on me and you came to the table thinking that you put me in your own box, right?

This is that mindset, right? You've got the mental attitude that she only knows these things or I can only do these things or HR is only capable of these things or whatever your function is, right, can only do these things. You set yourself up for me to check you politely, to say, let me help you understand this. In particular, if it's not something that I want to do again or that I want to bring somebody along and quickly, I am very much known for saying, let me help you understand so that we don't ever have to have this conversation again. Insert polite check, move forward. That's it. Then, right,

that's how I bring equity to the situation and we're going to go through all of these in just a moment, but I'm just giving you the live example in real time, right?

This is how we create equity. right? When someone's perspective is misaligned with your capability, there is no equity in the situation and that creates conflict. Let me say that again for the people in the front, not the people in the back. The people in the back are taking good notes. It's the people in the front who were on their phones looking down, who are saying I heard you, who didn't get it, okay? When your perspective is misaligned, there is no equity in the situation and that creates conflict, okay? When your perspective limits you and you don't step to the table equitably in your mental attitude, you then display that in your words, in your children. So now you're communicating in a way that's not effective.

Now you're not respecting somebody else's expertise. Now you are limiting the situation in a way that does not allow you to be inclusive, right? We're rolling right through this list, okay? Now we can't get to a solution because you've got one idea about how this should go or one experience that is driving or dominating all of the things and that one experience creates a limiting belief and it sets you up to only say, oh well this is the way we need to do that or these are the things that need to happen. How many of you have ever gotten into a situation where someone has gone through all this, their perspective is misaligned, that way they don't come to this from an equitable place, right? So there's nothing fair balanced about it and it's not inclusive, meaning they limit you and your expertise or the fact that you may have knowledge or that you've done this before to a situation and then what happens when they hear that you actually know what it is that you're doing.

What happens when they find out that you are more than capable of delivering this or even resolve the thing that is in front of them, right? Cause they're keeping the disruption high. Now we're having 47 meetings. We got everybody at the table. Nobody can get any work done because we're all here trying to figure out how to resolve this issue. When in fact, if perspective were shift and there was a more equitable playing field that was open to receiving different experiences, different parts of everyone's experiences that now can create what we need, it would change the level of disruption. Yes, Psalm is right. They hear you and then they're like, oh. Right, insert the, like the thinking emoji, right? Or the face is like, I didn't know you. And then, right, and then what happens when they understand that their entire perspective changes.

What is that perspective changing moment, right? What does that feel like? You kind of see it on their face. It's like the light bulb goes off and Most of the time ladies and gentlemen all of this conflict could have been avoided It absolutely could have been avoided, right? And now you've got to go back and check yourself because if we look at the definition of what I've put there managing conflict Right. It's how you handle that variance, right? That differentiation with yourself with other people with the environment

because conflict comes from a variety of places Someone said something you didn't like you didn't like their tone, right?

Check your tone I read an email and now I feel a kind of way and I'm not getting the clarity and I'm not communicating to try to Get that so now my mental attitude about you is all in the toilet and when I see you I want to tell you to kick rocks Right Yes, so much I drew P I need that shirt right I feel the very same way sleep on me if you want to right It's The polite way of saying F around and find out right and we all know that that's what it is And here's the thing folks.

We don't have time. We do not have time to F around and find out but when we do have time That's when people right That's where people then experience that perceived conflict with us because in the moments where we have time We're now using our acumen to inform them and they don't want to know that we are smarter than them or people feel some kind Of way because they're reacting to the fact that oh, I should have known that or now somebody is telling me Something that I think I should have known. Yes, kick rocks I'm Terry 71. Nice to see you. Good morning. Thank you for being here. Yes. It is the very nice form Right when I was when I lived in New England people used to say pound sand Right whatever version of that for you.

I'm from the south. So we say kick rocks, right? All of that right you can put your favorite version of that in the chat But I tend to lean towards towards kick rocks right because that one is the one that makes me happy But in those So, my life journey, that's a great question, right? And so, there is this space of how do you not go from zero to 60 instantly, like immediately, rest in peace, perfect, right? But immediately, I want to go from zero to like in your ass immediately. And you can't do that because that is not the way, right? Because then you've not created any equity. And what that does is it creates more disruption than it does allowing for other things, right? So part of the answer to the question, my life journey is you and this is where the work comes in.

Let me, let me say this out loud, folks. This is where the work comes in. It is taking that time to pause in that moment to go, what's right, because the first part of this is how you handle variance with yourself. So, it is always that checking in with yourself. What's my posture? And am I comfortable communicating that right now? Now I'm slowing this down for you all, but understand we do this in real time. So sometimes it's being able to just come right out and say, wait, I heard you say this. Did you mean this? It is being very direct with people about what you heard and what they said, because intent versus impact is real. I intended to say this, the impact that it had when it landed was this.

And so sometimes the polite check is really getting clarity because people will immediately come back to a space where they're now saying, oh, I need to make sure that I'm really clear in what it is that I'm doing and let me re -communicate that. So sometimes it's about saying to you, wait, you said this, but did you mean X or did you

mean Y? Because I thought you meant Y. The call is 06, good morning, King, nice to see you. Thank you so much for being here. I'm glad that it is having impact, right? Yes, Emteri, intent versus impact. Major, major, major, right? So sometimes it's in that moment asking for the clarity that you need, right? If we go back just a moment to effective communication, this is where that punctuality comes in.

Don't wait until next week and the next time that you see them, because now you have time to like to sit with all of this and go, well, did they mean that? And now you're in your mind giving away your mental real estate to someone or something that does not deserve it. And when you give away that mental real estate, your mental attitude shifts, right? This is where giving information in a timely manner comes into play. You also might be dealing with someone who verbally that's just not their jam. They do better at writing things down. Not everybody is all good at speaking right away and oftentimes folks we say things the way we think them and so when we say things the way we think them or if we're chopping it up with people, we're comfortable with it comes out in a different manner, right?

Yes, disco Darren toned right that harmony gets lost in text and email. So now when we come back here and we think about all of that. When we're trying to interpret everything we think is going on now, we're trying to say well, what's the perspective that they have and how do I now check myself and this gets to what you're saying? My luck journey about sometimes in process before you put your foot in your mouth. What's the opportunity in the conflict? To make change or evolve right sometimes that opportunity is with you. What and what would I normally do because right now what I really want to do?

Right is windmill you that's that's my phrase right for saying things right y'all have to bear with me. You're gonna probably learn how unserious and silly I really am. People meet me and they are like oh, HR leader and she's so serious and in a box. I'm really really really silly and enjoy having fun and sometimes I want to windmill people right. I just want to swing my arms towards them right and inflict something but that's not that's disruptive and that's not productive and so I don't do that, but I'm still human, right?

I'm still human don't think for one minute just because I alright I'm giving you all this language that I'm not human. I work at this every single day. It's why I'm passionate about teaching it to others because nothing that I teach you is not something that I don't work at or remind myself of especially because when we engage in conflict sometimes we are the ones that have the issue. It's our perspective that doesn't allow for the opportunity and now we are giving away our time and energy and good space to something and other people are moving right forward. They are sipping their coffee. They're having lunch they are living their best life and meanwhile here you are not figuring out how you can shift your perspective shifting that perspective is what gives you that control back. It's what allows you to check yourself first so that then you can step

into managing the conflict with others and that management of conflict with others is how do we get?

To a level playing field. That's where the equity comes in. It's about communicating. It's about gaining clarity, right? This is where that acumen comes in. What is the information? I now need to take in About the environment. Sometimes this is sometimes it's as simple as saying how's your day. Right in our last conversation you made a comment and that's not something that I've heard you say before or your tone was a little Bit this or I just want to be honest with you, right? Your tone was a little bit this, and I was personally taken aback because that's not a way I've ever interacted with you. Sometimes it is as easy as telling people the truth. But that checking of self, and allowing that tone and that harmony to be there, and sometimes you may need to say, I need a minute, I need a day. And it's okay, in this case, timely communication might mean let me get myself together, and then go back and feel out the situation and bring them back. That's inclusive. That's how we get to solution so that that common ground is there.

Sometimes, though, you must step to that common ground first, and feel it out and understand, well, this is where I want to get to. And in order to get to that, I need to do these things. These are the actions that I need to take. These are the spaces that I need to do. Sometimes the perspective is, man, I need to forgive myself, or I need to give myself grace because I got so wired up. So fired up. So spun out of shape about this one thing. It could be a word, it could be any one thing, right? Yes, my life journey, meanwhile back at the ranch, there's all types of stuff that's happening. And now you're creating more disruption where it does not have to be. And let me tell you something, folks, when you think about this notion of inclusion, right, when we go back to interpersonal savvy, this is where that comfort in relating with different groups and different groups dynamics comes in.

Because if you are in a space where you can say, you know what, what do I know about this group, they tend to be a little more this or this person tends to be a little more of that. Can you then let that go and come into this with a very constructive approach, so that as you are thinking about being inclusive, or as you're thinking about getting to an equitable resolution, right, the disruption is minimal. Now, let me tell you some truths, people on this Tuesday, some Tuesday truths for you, okay. Equity does not mean agreeance. Sometimes equity is understanding you feel like this. And I feel like that all good.

Hey, Daisy B, thank you so much for being here, right? Sometimes equity is understanding that we are not going to get to the same page, but I need to meet you where you are. And you're going to meet me where I am, and then we're going to respectively move in our positions and in our perspectives towards the same outcome. You just got to do it your way, you're going to tap dance, and I'm going to step. Right?

Understand that equity does not have to equal agreeance. We don't have to sing Kumbaya in whole hands in order to get to the same place.

What did I tell you all on Monday? Right? I don't have to like with you. I don't have to like you to work with you. We just have to understand the direction that we're going in. And if you want to climb up your Everest, and I want to go through these values, in order to get there, Clamio ever should. I don't have to do that with you. I'm perfectly fine staying on solid ground and I'm okay to do that. Wigs, good morning, love, how are you? Nice to see you. And so that's the thing, Darren, right? We create that ceiling for ourselves and then we immediately jump into something and then we get ourselves spun up when really, right, understand that definition, right?

How you handle that variance. Notice that with self is the first thing, right? Because you've got to get yourself together and be okay. Because oftentimes we want people to agree with us. That agreeance is a form of validation. Let me say that again. It's a false form of validation in some cases. Agreeance or agreement or that something, right, can be a false form of validation because we think if people agree with us, then we're going to get to that equity. It's okay for them not to. In fact, you may have more peace in knowing that someone is on their own true path to wherever it is that they need to go to get there, let them be on that path, right? I say to people all the time, the direction that you're going in, the choices that you're making, right?

Especially when I'm coaching people, right? Understand that you're gonna hit these brick walls along the way. Know that I see the brick walls already, and I'm telling you that they're going to be there. And if you choose to move forward from this informed space, right? Here's the perspective, that's okay. Go ahead and do that. This is me being equitable, right? I'm gonna meet you, here's the resolution. It's okay, I know you're gonna hit these brick walls, but that's all right, hit them. And when you hit them and you are ready to get up off the ground, I'm gonna be there with the information. I'm gonna be there with the resolution.

I'm going to be there with the different perspectives and options to help us solve for this or course correct so that we can then move forward with minimal disruption. Sometimes folks, that equity is about understanding that how you get there is not how everybody else gets there. It's also about letting people scrape their knees, right? It's also about understanding that perspective powers performance. Perspective will power your performance and it will impact all of the things that are underneath it. If you go into it wanting your perspective to be the same as everybody else's, there will be a level of disappointment there that might create the conflict when really, you're just trying to effectively communicate your position, your posture, your understanding of the situation.

But in doing so, it does not mean that you must be accepted by everyone. else. Everybody else may have their way of doing something. And the closer we get to understanding that that is okay, that's where the inclusion comes in. That is how we

understand that disruption can be minimized. Because when things are disrupted, when things are all over the place, now we've got to solve and put out more fires than the original fire that we started with. And who has time to firefight when we can be working towards all types of solutions, right? Now, what happens when the conflict is really, really massive and you can't let it go, right? You're holding on to something, whatever that something is, but you're holding on to it and you're staying with it.

And you've decided that this thing is the thing that's defining this person, right? Your mental attitude about this person is just really grounded in all these other things, right? What happens when you just hold on to the conflict? And why? Why do you hold on to it for someone? I'm interested in hearing from some of you on this before I offer some perspective of things that I have seen, but why? Why do we hold on to this emotion, to this, right, to whatever this is? Why do we always stay with the conflict? Do we need it? Is it the thing that we know how to navigate in? Some conflict, right? Chaos is their jam. Order is the thing that they can't deal with. Order can sometimes equal silence, and the silence can be very loud, and people don't know how to deal with the silence, right?

And so they know, though, how to operate inside of conflict. So what happens, though, when the conflict is like a lot? How do you survive that? What shows up for you? Is it emotion? Is it fear, right? Tell me a little bit about what that looks like before I go into my next point, and then we're gonna start a little bit of a summary recap. Or if you want me to ask the question differently, say Kim asked that differently, and I can reframe it in a way that makes sense. Or if you're like, I'm just taking notes, just tell me that you're taking notes, right? And I'm working on all the emojis so that everyone can communicate with me more thoughtfully in the chat, because I recognize people might be getting ready for work, or people might be commuting, or they might be taking notes.

So yes. Oh, man, smoke is real, right? Smoke is real. Some people want it. Yes, Misty, Christy, there's a ton of physiological responses to conflict, right? All good HR nerd. Thank you so much. Right? There are so many physiological responses to conflict. Right? What happens when someone, what happens when you read an email and the tone is off? What happens when you are in a meeting with someone and someone interrupts you? What happens when someone calls you out in front of a colleague, a family member, a friend? What if you are with your partner or significant other or whatever that person is in your life and you understood something to be one way and it now is another? What are you doing in those moments? My pleasure, Missy Blue. I hope you have a fantastic day. Thank you for being here. For me, what happens is I anticipate the potential disruption, right? We talk about anticipation when we talk about mindset.

I anticipate the potential disruption. then I immediately go into saying okay so I see this and I think that this is gonna be the thing that happens or you know what I already feel like I feel my soul being stirred I feel myself you know responding to that or getting you know getting something right I don't know it's a great statement right what's



the intent of your comment asking for that clarity oftentimes we don't do that right we are way more reactive it is very much in our nature to react react being reactive is a form of protection it's a form of defense because now it feels personal when in fact it might not be personal some people just don't communicate in a certain way and this is why we got to effective communication before we got to managing conflict and mental attitude right because your mental attitude can impact that taking a breather before reacting e smiley yes and so when we when we when we choose that pause when we invite that pause into our life it really allows us to potentially minimize the disruption who in here needs to let call their person right it's like the phone a friend what's your lifeline process look like do you pick up the phone do you send out your own text right I write all the things down I want to say to somebody sometimes and then I don't right I have a bunch of crumpled up notes that I write out when I just need to say all the things yes my luck dirty me right sometimes I write all the things down on sticky notes or in a notebook and big letters and I used to be really good at this I'm not great at it anymore and I just ball it all up and then I put it into my fire pit outside and I used to burn it because that was that was a symbol of me like releasing things so that I didn't hold on to that.

Because for me it's all about equity. Yes, because I'm going to be on your neck, in your face, in your space, taking up all the oxygen in the room because you need to know. Right? That's that smoke. You won't even have to worry about smoke because you won't even have any oxygen dealing with me. And I know that about myself. Right? I joke about this and I think I've said this to you. Right? Yes, everybody. Konya guys, good morning. Nice to see you. Thank you so much for being here. Um, right. I'm a Scorpio. Right? And so my tail, I tell people all the time, my tail is down until it's not. But once that tail is up, right? And this is it because scorpions strike from up top because they can see all of the things around them. Right? And so that allows me to know where to strike. And when, if a scorpion strikes you, it has been severely provoked because scorpions only strike when they feel they cannot adequately remove themselves to a safer space or They sense inherent danger in a way that they cannot navigate and so then they prepare for protection Right Scorpio strike.

I will tell you this story about me I had a leader once when I was in HR tell a boss that I had that my candor was too spicy Meanwhile his candor was super spicy. So apparently what he really didn't like. Here's the perspective is that I met him where he was and my candor was as spicy and I was just directed him and I was young I was like in my Twenties and he was an older Gentleman maybe in his late 40s early 50s. And so he was like, I know I know for a fact this this young woman right is not Trying to come in and tell me what to do how to do it He wanted zero equity and so he would go to my boss who also so my leader at the time's a white male This gentleman was a white male Right. And so he was used to kind of dealing with other people who he knew he could you know Who had the same similar life experiences as you and then here I come in and not only that like I was his HR partner So he needed me.

It wasn't like this was a relationship. Yes, just go Darren. Mm -hmm Certainly was and he needed this relationship with me And so he went around me for a full year and would go to my boss and my boss would repeatedly send him to me He'd be like Kim is the person that you need to work with Kim is the person that you're gonna need to talk to and so finally I pulled him to the side one day to have this equity conversation and I said listen, I Am always going to be your HR partner until that changes. I'm not going anywhere and so what I'm asking you to do is understand how We need to work together how we get to this space of Inclusion because right now we're not working on an equitable playing field.

We have a raid ladies and gentlemen. I See one more reason with the gospel takeover family come on in Raiders happy Tuesday happy Tuesday to all of you welcome welcome welcome one reason so much thank you so much King for the raid this morning I appreciate you come on in Raiders thank you for saying hello for everybody heaven said that's me good morning nice to see you wins happy Tuesday thank you so much for being here Shelley thunder faith 286 thank you so much for being here good morning if you are not following one reason please do so right he is the bishop of twitch and good times always in his streams right in particular in the mornings for the gospel takeover so make sure that you give him a follow miss feel seven nice to see you thank you so much for being here the one and only Keisha 36 good morning Diana BD Diana the BX good morning nice to see you thank you so much for being here come on in regs make yourself Comfortable, we will do a recap momentarily, right off the Javonda Five.

Good morning, Queen, nice to see you, Miss KB. Good morning, always good to have your energy in the space. Heaven sent that to me, good morning. Thank you so much for being here, right? So with the raid comes the recap, all right? So we will do the recap before we get ourselves out of here. So I'm gonna finish my story, then we'll do the recap for the raiders who are coming in. And we will ensure that everybody gets out of here. Thoughtfully, good morning, it'll be nice to see you. Thank you so much for being here. And make sure that I got everybody coming in the door. Shout out to my Mod Boss extraordinaire, Misty Christie, also known as Madam President, who is on top of it with the greetings. If I missed you, let me offer my hellos and my good mornings, right? To everyone who was coming in, thank you so much for being here and being a part of the blueprint. If you are new and you haven't been to this space before, welcome to the Blueprint Boss community.

My name is Kim Blue. I am a career strategist and an HR coach. And we are in the middle of our Imperative 11 series as an extension of the blueprint. This is the space that we hold a couple of times a week, Monday, Tuesday, Thursday mornings at eight. And all of the things that we talk about here are designed to do three things because I believe in one fundamental thing, Misty Christie. Thank you so much for the boss bits. I appreciate you. Big stove, nice to see you, Kim. Welcome to the blueprint this morning,

right? So we are here for a reason. I believe everybody should be the boss of their own blueprint, okay? All of that, come on, My Life Journey and make room for everybody. I appreciate you. My Like Journey might be like the best head usher ever. I love that. One reason, thank you for the boss bits. I appreciate you. Thank you so much, right? But I believe that we are here because every day, right? We need to do three things, ladies, and gentlemen. engines. We need to operate at our highest potential. We need to ensure that we are adding value to the work that we own or are responsible for. Okay.

And we need to make sure that we are showing up as our most authentic self, no matter what. Absolutely. Every single day in this journey that we're on is very important to that, right? That's why I spend the time doing what I'm doing. LV, thank you so much for the boss bits, King. I appreciate you. Stirs, good morning. Happy Tuesday. Thank you so much for being here. Always happy to have you again, one reason thank you so much for the raid. Happy to have you and everyone for from the gospel takeover here and shout out to DJ classics coming in this morning with the unselfish love community right as she brought in everyone from the sugar baby line. So if you are not following one reason DJ LV, DJ classics, give these folks a Follow East Smiley. Thank you for the Boss Bits, Queen. I appreciate you, okay? All right, folks, let's do this recap. And then I'm gonna finish my story.

We're going to do the recap and then we're gonna set ourselves up for next week. Big Stove, thank you for the Boss Bits, King. I appreciate you so much, okay? We are in this Level 1 Hype Train. You guys are the best. I am here and I do this for you, and you all allow me to operate in my gifts. And so it is the best mutual relationship that we could ever be in because we all benefit. And that is how I am operating at my highest potential, but most importantly, how I am showing up as my most authentic self. So, we're going to continue to show love in the chat to each other. For anybody who's working, lurking, commuting, shout out to you. Virtual Head Nod, continue to do what you do. Just make sure you give us a shout out before we raid out Misty Christie.

Right, you could go ahead and start to look, right? I think we can, I will take your suggestions, right? But I will let you decide where we go today, okay? So let's make sure that we are finishing this. So this story that I was telling everyone, right? As we talk about, thank you so much, Cop and QT, as we talk about managing conflict. So I had this leader who absolutely wanted nothing to do with me. I was not his jam. He told me I was too spicy. That was his perspective. I brought him to the table so that we could have an equitable conversation. And I said, listen, I'm here until I'm not. And so we need to figure out how to work together.

And he was, well, you can work with my team, but I'm not gonna be inclusive of you, right? In any way, I'm gonna work with this person and here's how we'll communicate. And so I just accepted that that's where he was. I came to the table to get to some inclusive space and then he didn't want that. And so a full year went by and then one day he was really nasty to some of my partners on an email. And he, thank you

so much for the hype train, ladies and gentlemen, I see it and it is still rolling, right? I appreciate you, all the love, all the bit, the boss bits, all of the engagement that you're putting into this, so thank you. We got just under two minutes left. And so finally, he was really nasty on this email.

And so I came outside of the email and I sent him a one -off and I just said, hey, just so you know, here is the previous two emails that actually had this information in it because he called somebody out and told them they were wrong and that they missed this, when in fact, he had missed this whole thing, right? Just go, Darren. Listen, just go, Darren, you need to work on your perspective, my friend, okay? I love it. Mr. Christie, thank you for the boss bits. I appreciate you so much, right? So ultimately, he just showed out on this platform in email and I checked him outside of it and I said, hey, you missed these two emails. I sent them to you three days ahead of this so that you could come to this conversation thoughtfully. Right, here is all the information. And oh, by the way, remember this person, this person, and this person are all here to help you as am I.

So, if there's a better way for us to approach this, let's do that, but I just don't want you to keep kind of saying something in this email, and you're gonna make yourself look bad. Now, I very easily could have been like, bruh, in the public. And there were like 40 people on this email, right? Crystal Method, good morning, Queen, nice to see you. Welcome to the blueprint, right? All of that could have happened, but I found the ability to say to him, let's get through seeking some common ground. So, I found him an email where he was, and then he immediately called me and said, oh my goodness, thank you. I completely missed these emails and did not at all see them. Now he was trending towards a lot of disruption on a very public stage, right? I approached it from a very equitable, this is how we need to get to this solution, and this is how we're all gonna be involved, manner. And it changed his entire perspective of me, my level of maturity and my ability to show up and support him as a leader, right?

Absolutely reasonable for that. We were talking about like how we show up for, right? Disco Darren was saying he's here for the smoke, where everybody else was saying how they felt about conflict, right, and managing conflict. Some people are here for it, some people won't know parts of it. The reason that we're talking about it is because it mostly starts with how you handle it, starting with yourself, then the way you deal with others, or then what happens when it's the environment that creates conflict. And so many people don't like it or are here for it, right? And so it's all about perspective, and I'm gonna go into the recap for us really quick, for anyone who has not been in the Blueprint consistently, all good, right?

There's a lot of great spaces for us to check out and support, and so I understand if folks don't make it here every day. No worries, that's why the recap is available to us. And so today we're talking about managing conflict. That is our primary competency. And really you see the definition there of what it is, but we've got to make meaning of it

in terms of how we handle it for ourselves and everything around us, right? I'm built for smoke to disco, Darren.

I just told you I'm a Scorpio. And so I stay ready to strike. I just don't. And that is because I work at it every day. I myself want the piece of knowing that I don't have to show up that way all the time. But when it comes down to that, understand that I do that and I do so unapologetically, right? Sometimes it does require you to step in. And thank you so much everybody for all of the bits and the subs and for the level one hype train.

I appreciate everyone this morning for contributing to that. Thank you. Right? Sometimes it is this notion of knowing that you may have to operate in that, but you can do so. and not lose your peace or not disturb anything inside of you for that right you can still keep your respect you can still be self-aware even when you have to lean in a little bit and hit somebody with a little bit of that heat it's all there right and so when we talk about Mandan conflict four key points perspective can you see the opportunity in the conflict sometimes the opportunity is seeing it for yourself you know what I realized that when I sent that email I was hungry and so they got all of that tone they got all of this smoke they got all of that hangry whatever it is right or next time instead of sending the email perhaps I'm gonna just call them and say can we talk for five minutes cuz I don't want to lose something in tone or I want to make sure that you know I understand this or I ask my questions openly and thoughtfully right equity equity equity equity whew I can't get my words out today I need my coffee how do you get to an equitable space right come on reason the hungry by email is real okay folks anybody ever send hungry emails not have snacks right or get on the phone with somebody hungry or anything else right and you just keep thinking if I just keep pushing through if I just keep getting this stuff I can get this stuff done and then I can eat and then I got self-care is real folks self-care sometimes is saying to you let me get this snack before I send this email because if I don't you gonna get all this smoke this work and everything that's been holed up in me from three other times that I didn't say something to you that I wanted to say something to you right all of that is real perspective understanding that and then you can't get to anything equitable which is how do we get to a reasonable solution right self-awareness understanding also that equity means that I agree and I approach it like this and you agree and you approach it like this and sometimes stirs absolutely is the right choice right understand folks that equity does not mean agreement.

If they want to climb Everest, let them climb their Everest. And if you want to walk across the ground and look at the mountains, do that. If it means you're going to get to the other side and everybody gets back to base camp the same way, do that. Do that. It is all good. Let them climb whatever mountain they want. That's their mountain. We can absolutely agree to disagree. Just go there, I know you were built for the smoke. I can see you keep putting that stuff out there. I see why you were built for smoke, fam, right? We can always agree to disagree. But don't think that it means that we can't get to the

same outcome. We've just agreed that my straight line is not going to be your straight line.

And that's okay. Once we know that, now we can get to this resolution, right? Woo, Crystal Method, say more about unsuppressing that smoke, because that's a real statement. Now. We can be inclusive along our journey, whether that journey is together or not, okay? Sometimes being inclusive is saying, where are the parts along this journey that we are gonna do this together? And when is that fork in the road gonna come so that it's okay for you to go in that direction and for me to go in this direction knowing that ultimately we're gonna get to the same end goal? Okay, just go, Darren. I hear you. I believe it. I absolutely believe it. Sometimes knowing that you're gonna get to the same place, even put you in a position to say, hey, person X, person Y is over here going in that direction. You may be better suited going in that direction. And I'll see you when we get there. Let me know how that part of the journey is because I need these sets of things. All of that is a way to be inclusive and still give equity in the experience.

Knowing that equity doesn't mean agreement. Remember, that perspective is what powers your performance. So if your perspective is knowing that that equality isn't gonna happen in the same way, but we're gonna get there, you can power whatever it is that you need to through that. And that's what keeps the disruption minimal. That's what helps you understand that you can control or manage the conflict. That's why it's called managing conflict or conflict management. How do you get to a space where everything is in this sort of controlled or managed state and that it doesn't get bigger?

If you can control the fire, don't let it get any bigger for reasons that you know you can touch, that you know you can spend time with, that you know you can make sure are gonna be handled, right? If you knowingly let the conflict get bigger, now you are a contributor to the fire. And what does that do for anyone? It only means more disruption and now we are farther away from inclusion than we ever want to be Listen Daisy, sometimes we do want the smoke Sometimes we wake up ready with time and we are not hungry, right? So, when you are feeling good and you got time today and you're like today is the day that somebody can get it and sometimes They don't want that right, but it is it is that way to be like well Why am I feeling like this?

Is there something else that I need to do or release or let go of right? I listen, I feel you. We're all human folks. We are all human. So understand that sometimes you just got to feel what's real Sometimes you want the smoke sometimes you got time today. Sometimes you want to be petty Sometimes you want to check people and it's not polite. Sometimes you want to show up and just say, you know Feeling the blank on the other side of that, you know, right?

And so, they come at you in advance and go, hey, hey, can I just ask you to do what, like to handle yourself in this way? But you absolutely have to feel what is real and the minute you don't feel what is real, the minute you suppress that realness, now you're not

showing up as your authentic self and then you're not being a boss of your own blueprint. And that's not what we're about here, right? Even that reason, sometimes the best thing that you can do to minimize the disruption is to let the fire burn. Look at it. There's that fire. Look, look at everybody running around, right? You don't have to be a firefighter. It is okay. There are so many ways to manage the conflict. You don't have to actively participate in it. You could probably be a part of the solution instead of the further conflict.

Sometimes it's about saying, well, what is it that we're really trying to achieve? Sometimes it's bringing parties to the table and saying, this is what you think and believe, and this is what you think and believe. Why? And so now knowing that, and now that it's out here, right? What do we now need to do about it? Where do you want to go or where do we need to go from here? Because that's your time. That's your energy. That's your mental capacity and time, energy, emotion. Those are all currency folks. Spend your currency wisely because a lot of that shows up in how you manage conflict. If you spend all your currency managing conflict, how are you going to have any currency to accept anything else?

Let them know. Sometimes that's not even a hard thing for you. Sometimes it's their perspective that they are putting on to you. right that mental attitude and if we go back to this previous slide yesterday for those who weren't in the room right we talked about mindset and this notion of mental attitude it's that belief system that comes in thinking oh I gotta ask this person to show up this way because I want to protect myself when it doesn't have anything to do with you right so think about all of these things as we think about managing conflict get your perspective right folks remember to understand how you feel it's so equity does not mean mean agreement right you don't have to have agreement with someone in order to still get to the same place and even in that alignment of understanding that we're not agreeing on the same thing you can still be inclusive on how you get there you don't have to disrupt anybody you don't have to do anything at all right I'm gonna let you and reason go have that smoke right and then we'll step out and figure out how we can support you on the pack okay I hear you right I see you being there for the smoke anybody else who is here for the smoke right we know that reason and disco Darren lead the pack for all that right and sometimes you're gonna come up against stuff like that stirs right everybody has their human moments and it's okay you just have to meet people where they are and you be better for you not for them you be better because it's about your piece it's about your energy it's about your currency period you can choose to two -step or you can tap dance either way the choice is yours and how you manage conflict and how you effectively communicate and how you adapt to different situations and your decision quality right and how you take in knowledge all of that is about two -stepping or tap dancing and in the blueprint right we try to two -step now sometimes you may need to tap dance that's a personal choice just understand that when you are tap dancing be ready for everything that comes on the other side of that tap dance whatever that is known or unknown okay so if there are

questions by all means feel free to put that into the chat i'm happy to answer any of those before we get ready to get out of here right thank you all for participating today for ensuring that we are working through how we manage conflict and all of the other competencies that we have built up to so um thank you for engaging I'm sure, LB, it is all, I'm sure it is glorious, right?

I'm sure your tap dance is one of effort proportions, right? And all of that comes into our mental attitude, right? All of that comes into our mental attitude, okay? So keep that in mind, folks. And remember, everything that we are learning, talking about, engaging in is for you so that you can spend your currency wisely. Misty Christie, we can go ahead and set up the Ray Queen. I think, ladies and gentlemen, I think we're gonna go over to DJ Lance Reynolds today, right, and see, and go show him some love, okay? Stars, right? But understand, thanks so much, DJ Miley Party. I'm so glad you made it this morning, right? Understand, folks, this is about us. This is the way that we are showing up for ourselves. This is about being the boss of your own blueprint and doing the work right and showing up and making sure that every single one of these tools that we are putting in our toolbox is for you and then you get to pick out your own tools in real time as you need to and as you see fit Right.

So thank you all for being here Thank you for the level one hype train today for all of the boss bits for your engagement in the chat for your comments for all Of the love and the support that you show me and that you show each other a reminder for Thursday So the raid message is getting ready to go up Please be on the lookout for it for those who have been lurking and working make sure you shout out before we raid out so That I can acknowledge you I like to always acknowledge this blueprint boss community because I am here every day because of you and you allow me to operate at my Highest potential and be my most authentic self to wanna nice to see you. Thank you so much All good about being in the lurker's lounge. I do understand that I have a heavy lurk population And so that's why I say do you shout out before you raid out? Or if there is a moment during the conversation where even if you're lurking you don't necessarily want to get all the way into the chat You can just throw out a gym right And just let me know that that you're in here and I can shout you out Of course and then you can go right back to lurking because I respect that.

Thank you, one reason Thank, you DJ classics for the raids today and for bringing your community into the boss community and being an extension of this Family that we are building Bronx girl. Oh 702. Good morning. Thank you so much for being here. Jack. We good morning I know you were working on lurking netta betta. Thank you so much for being here. Nice to see you all Blueprint bosses who were in here right this boss community is really important, right? We are owning it and we are getting ourselves together And we are ensuring that we are doing the work holding our mirrors in safe space among people are wanting to see us Do nothing but go all the way up and with wigs anytime my friend. Okay. Thank you so much for being here Sandra p71 Good



morning. Thank you for being here right shout out to all of the blueprint bosses, there's the raid message, go ahead and copy that, okay? A reminder that on Thursday, we are only doing an ask me anything.

So, I will do a quick recap and then I will allow you to just ask questions. We are gonna end a little early because I gotta take the prints to an appointment on Thursday morning. Thank you all so much for everything and for giving me the space to do what I do best. Music lovers, you know, good morning. Thank you so much for being here. Nice to see you. And wherever can mama too. Thank you so much for being here, queen. Very nice to see you as well. Copy the raid message. Appreciate all of you. Thank you for all of the love and support, right? Thank you for giving me space to do what I love and it is very, very meaningful to me and I don't take that for granted, okay? Make sure to copy the raid message, sending you into your Tuesday and your Wednesday with all of the good energy and light you will need to guide you. Take very good care of yourselves. We will speak again on Thursday morning. Misty Christie, appreciate you, queen. Pendle in business today, as always. Enjoy your day, everyone.