

The Blueprint March Madness Physical Disorganization

March 28, 2024

March 28, 2024 · 78mins

Transcript

We'll see you next time. Happy Thursday, everyone. Thank you so much for being here. Welcome to The Blueprint. If it has been a while since you've been to the stream, if you are new, let me introduce myself. My name is Kim Blue. I am an HR strategist and a career coach. The Blueprint is where we come twice a week, Tuesdays and Thursday mornings to chop it up about all things, personal and professional development. Today, I am excited. I am live from Lock& Key Media Studios here in Atlanta. And we are going to put a nice bow on our March Madness conversation because by the time that I see you all again, it will be April. And we are going to put a nice bow on our March Madness all know what April is about. I'll save that for a little later for those who are coming into the stream. Or if you happen to be lurking in new, I'll make sure that I reveal that to you.

In the meantime, let me tell you a little bit about who I am and why we're here. I'm an HR strategist and a career coach. And I spend a lot of time helping people think through all of the things that are going to help them operate at their highest potential, add value to whatever work they own or are responsible for most importantly show up as your authentic self. Because when you are authentically you, you can be great in your gifts. You do not have to dim your light. You're in the best position to give what you believe is the best to the world. And you are in the position to receive the best the world has to offer. So when you're doing that, that is being the boss of your own blueprint. So thank you all for being here, for investing in yourself and for choosing to do the work, right? We We take accountability here.

We show a lot of love and support, and we grow through all of the things that we need to together, right? And the reason that I find these conversations so valuable is because after the podcast is over, many of you reach out in whatever capacity, whether it's through email or through Whisper and just share your experiences with me. So to that, I say thank you. Thank you for being here and for investing in yourself. I appreciate all of you. This space allows me to be my most authentic self. And because of that, I am able to do all the things that make me happy.

So with that, let's do a little housekeeping. Let's see who's in the room. And then we'll jump right into today's March Madness conversation. That's our final one. So just as

a reminder, always the blueprint coaching is open. Our group coaching for April will be taking place in two weeks. So if you're interested in jumping in, let me know, exclamation point coaching in the chat. If you want to know what you receive, here you go. All these things, we just sent out invites to the Facebook group and they will be having access to the website, which is where you can get access to all of the blueprint recordings and downloads and the transcripts are there. So if you're trying to get access to the Kim Jims, that is where they are. And that is where you can connect in. You also get opportunities for a one-on-one with me four times a year. You might be thinking, what are we going to accomplish in 60 minutes?

Four times a year, don't sleep on your girl. There is homework and there is opportunities to both action plan and strategize and make sure that the work that you're going to do is going to be valuable. And then in addition to other resources, the investment that you're going to make is \$50 a month. So it's about \$600 a year and it's worth it, right? If you're willing to buy a plane ticket, if you're willing to buy a concert ticket, if you're willing to invest in anything, choose to invest in yourself as much as you're going to invest in anything else because you are more than worth it. All right, so exclamation point coaching in the chat, that is where you can get information to sign up. If you've got questions, please whisper me, or exclamation point socials is where you can follow me and find out all of the things that you may want to know about the blueprint coaching and how to get in touch.

So with that, let's say good morning to everybody who's in, and then we'll jump right in to today's conversation. Because when we left off Tuesday, Hobbs asked me a very important question. She said, Kim, can we talk about how to resolve this disorganization, the madness, especially as we're talking about the physical disorganization? Because what we know is that the mental components and the emotional components spill over into the physical, right? It's the representation of how we're feeling on the inside. on the outside, so our space. And we talked a lot about our physical bodies, the ailments that we feel. So the headaches, the physical pain, the muscle aches, the energy levels, we spoke about all of that on Tuesday. Today, we're gonna get more into the external things that happen, right?

We talk a lot about, I've been using this example of the piles. We're gonna talk about that and how those piles translate into our feelings and how that shows up and manifests, whether it is the piles that we have on our desk in our office, whether that's a home office or an in-person office, and then what that means for our other spaces, right? We talked a little bit about our automobiles on Tuesday, but we're ultimately gonna talk about the way that we resolve all of these things and put a nice bow on this. So with that, good morning, Music Level 21. Good to see you. Thank you for being here. Hobbs and LaWanda Baskerville, good morning to you. Good morning, Keith. Happy Tuesday. Thank you for the compliment. I appreciate you. Good morning, Kayla, who is right back there, ladies and gentlemen.

He is doing all things behind the scenes. I think he is solo -modding. There he is, ladies and gents. And so he will be responsible for keeping me alive this morning. He has already told me that he will turn the lights off on me today beyond what this, do you see this? He might keep me in the dark for just a few minutes, but he's already made it very clear that he will turn the lights off on me today, if need be. So, but he is back there handling all things LKMG and the blueprint this morning. So appreciate you, Kayla, for being here. Good morning, Bearded Baritone. Good to see you. Good morning, Ebony ATL. Welcome in. Hope you both are having a great day so far. Shout out to anybody who is lurking, working, or commuting if you were at any point in your day and you have me up to listen, or if you've got me tabbed up while you were supporting some of the other amazing streamers, DJs, mods that are here on Twitch. Thank you. You all know how I feel about, not only the lurker population, but also the ability to, um, support you and wherever you are in your day. Okay. So with that, let's get started double spirit.

I almost missed you. Good morning. Good to see you. Thank you for being here. So on Tuesday, we were, we introduced the whole notion of physical disorganization and this whole component around how what we are feeling mentally and emotionally displays itself in our actual physical space. And by that, I mean, the spaces that we live, work, and play. Now, as of the pandemic, ladies and gentlemen, what we know is that the spaces that we live and work and play have become the same space. It has probably become more difficult to quote unquote hide or more difficult to compartmentalize. When we go to work, we may try to keep our desk space or the spaces that we move around in much neater and cleaner. However, when we are home, right, we can then let the piles to sort of flow and be more of ourselves. But as we've come into this pandemic, those spaces have been blurred. Those lines have been blurred.

And so we've come into into ways of working and living and playing where everything happens in one room or just in the next room. You might actually be living and by living, I mean doing laundry, cooking, whatever may be taking place in the room while you are sitting right here in front of your laptop. This may be your workspace and the play may be taking place right right around the corner. And that could be if you are working from a remote space, whatever that looks like. But it's now all been the same space or adjacent spaces to our homes or to wherever we perform our duties. Right. And so when we think about this notion of live, work and play, it now means that there is minimal compartmentalization to Hobbes. I hope you're taking notes because this is going to start the answer to your question, and I'm going to introduce the acronym that we're going to use today to help us understand how it is that we're going to solve for these things.

Right. So there has been all of the spaces have become adjacent. So what does that mean? It means that when you're at work and when we were physically in the office every day, when you something happened, right, let's say you got a phone call or a text message of something that happened in your personal life. You were able to

compartmentalize that the emotions, the mental mantras, whatever was happening as it relates to that thing that was not specifically work related. You were able to compartmentalize that and say, I'll deal with that later.

When I get home, when I'm in safe space, when I have the opportunity to just, you know, take a brief. either. But for right now, I've got to operate in this environment and I need to be really clear about how I'm showing up, right? Okay. So the thing happens in the personal life, you get through work and you continue to push through, right? You show up with a smile. You continue to give your best self. You make sure that you are available. In fact, you may even work or prioritize tasks or other things that you need, because once you leave that work environment, it's now onto the personal. There is no carrying one into the other. And so we have this phrase, right? You can leave work at work. Now this is very interesting because, um, I have come from spaces where sometimes you can't leave work at work, right? For those who know me, you know, I used to work for ESPN. ESPN is a 24 hour a day, seven day a week operation. And my guy Keith is in the chat. He can attest to this. There are some of us, Who very much could leave work at work those who worked in a control room those who may have been responsible for some things But there were some people like Keith and I who couldn't leave our work at work We would leave the physical location But then we would be on emails or on content around the clock and so we didn't have that ability to separate Work from life insert this whole notion of works right Keith says it never off Right.

I knew Keith was gonna relate to this and so for those who don't think I told you Keith is a writer And so he wrote for ESP in the magazine But sports is on all the time. Athletes are doing something even when they're not playing and so Keith was always on right and I supported ESPN radio So somebody was always on the radio whether it was Mike and Mike or whether it was you know Pick pick your favorite ESPN radio personality when I supported that part of the organization right absolutely, Freddy Coleman 100% right pick pick your person all of those folks any of those hits if someone said something terrible on ESPN radio and It didn't get dumped fast enough Then I was responsible for immediately making sure that I could listen and investigate so I was never off even though I was not physically on campus and So folks like Keith and I were always on because it was a constant Monitoring of this so no matter even if there was something happening in our personal life That's where I would probably say the lines begin to blur So for those of you who make who may work in spaces where?

You're always on or you can't physically leave. I want you to reflect back to when you were in the office That was our lives right and we spent so much time on campus. Even when we weren't on campus We were together at people's homes, right our friends homes, right? I keep will tell you I spent a lot of time at Keith's house Right and and not just me right like Groups of us right and Keith would host us so we could watch we would literally get together at each other's homes to watch sporting that many of us had just finished either. So we would leave the studio or we would leave campus, gather at

someone's house to watch yet another sporting event. And then it was very common for people to have work phones or laptops or whatever, because we needed to be working while we were social, right?

Keith says, people wonder why I never watched SportsCenter for fun. Absolutely. It was work. We would leave work to go do more work. And sometimes it was a more relaxed social setting, but we were on all the time. Absolutely. We would gather in all of these places. Okay. And so we would leave work, right? Keith, how many Super Bowl parties have I been to at your home? Now, everybody's like, oh, it's the Super Bowl. It's a good time. But how much of that was work, Keith, right? We would be together at Keith's home. I'm not even kidding you guys, right? I'm telling you this professionally because I want you to understand that some of us never get to turn it off. And so we would be at Keith's house and Keith would just be like, just start coming over because it depended on the time of day when people were off or whatever is going on. And we would go to Keith's and he would host us and people would bring food and drink and things like that.

But we would stay together for hours because for some of us, that was work. For some of us, we would get off work and come to Keith's to relax and then leave to go back to work. That was our lunch break, right? How many times Keith says, I'm grilling with the laptop open. These are true statements. And for me, because I was HR, I was always on. And they knew I was always on, right? Whether I was working on the weekends or not, I was working on the weekends. And so if Avery was sick, if something was going on, right? If Keith will tell you after Avery was born, I brought Avery as a baby. He has a picture of this to Keith's house for a Super Bowl party. And Keith was like, just bring them, just bring pack up all your stuff and bring the boy. Okay, because that was, how else was I supposed to do it? Right? Because for some of us, it blends. And so I want you all to have a very clear picture of, sometimes we can't turn it off. That compartmentalization does not have a place to happen.

I also share this story because there were times where we were together and we would get news, right? That somebody's family member passed away or that somebody had to make a very quick pivot home. Keith knows the story very well, right? Keith is like, that was money I thought the right, how many times were we together, Keith, when we got news about someone losing a family member, someone being sick, something happened to someone at work. And then now we've got this baked in support system because we can't compartmentalize. It's okay, how do I now make sure work is covered so that I can go be present in my personal life outside of what is required of me at work, right?

Bearded, right? Right, on the day that Stu Scott passed away, massive, right? We among, right, not just other coworkers, but like our personal lives, right? You know, my dad passed away while I was working at ESPN. We have had other friends who have lost multiple family members. And I mean, we've been together. Good morning, C -Love

702. Welcome in, good to see you. C -Love, I'm just setting the stage for this lack of compartmentalization about live, work, and play and how the lines have been blurred. And I'm giving some context about my career at ESPN and using Keith as an example because Keith and I were there at the same time and about how sometimes we just don't have the space to compartmentalize. And this is where the mental and emotional disorganization begins. And so I'm using the example of, you know, how I lost a parent during my time at ESPN, right? But so many of us have had other things that have taken place, right? There you go. Keith's mom went into ICU while he was closing on an issue of ESPN, the magazine. Now, this is a very true story because if you know anything about... magazine closes, they are frenetic.

You are leading, you are months ahead of it, right? It may be a February issue, but that February issue was probably being worked on in September or October, from being very honest, the beginning of that, right? And so there's no time to compartmentalize. Now, let's park these examples. I'm gonna come back to the work we did at ESPN, but let's park these examples because everybody is thinking now, well, I've been at work when I've gotten a phone call and I've had to exit, or I've learned news about someone else, or I've watched someone get a set of information that they didn't intend to. And now insert the emotional response. I now need to do these things, but I'm now worried about work. And mentally, you're having a whole separate conversation with yourself. And in this environment, ladies and gentlemen, there's not been space for you to say, I'll deal with it when I leave work because work is right there.

And life is right there. And play is right there, right? Wherever it is, but it's all mashed together. So you cannot get away. So right here in front of this laptop is where you're living, working, and playing, and everybody is seeing it. There's nowhere for you to hide. And there's nowhere for you to run to. You can't escape to the restroom. You can't sneak out of, you know, your office or your cubicle to go take a walk, right? For some people that's, I just gotta go upstairs. I gotta be able to move in a different way, okay? Because now this disorganization is on display, right? This whole notion of I am who I am, my most authentic self has never more been on display than it has as we've come through the last four years of this pandemic. And even as we're in the endemic stages, people are still figuring out how to recover. Now, let's go to our deck. All right. So when we think about this whole notion, and let's go to slide three because I'm wanting, right.

So here is where it is. Good morning. A McKee. Good to see you. Thank you so much for being here. Um, because now what we know is that there's no place for the emotion to go. There's no opportunity for you to sneak out or, you know, cover yourself because you have to, you become so emotionally unavailable and the emotional stress becomes so present and then it manifests itself in fear or frustration or maybe even sadness, whatever that looks like, but it is all there. Okay. And it's so right in front of you, there's no way for you to separate this stress and your capacity, right? And so then when

you can't separate the stress, what happens, your capacity gets reached more quickly. So now you're trying to hold in the emotion at work, but guess what? That emotion from work or the emotion from that situation stays with you and it crosses all of these different lines And so now whatever it is, you're thinking and feeling you can't hide it.

You're on camera, right? We go to these meetings virtually and we're supposed to be on camera. But how do you? Manage and compartmentalize on camera Anybody ever struggle with that right? You're feeling all the things or somebody says something and you're expected to then hold it together Meanwhile your emotional stress is through the roof and you're feeling all the mental anguish of not being able to talk to somebody in that moment Or to release whatever it is that you're feeling or thinking all of that shows up in that space, right? All of these things are Present for us and all of these things become really real because our stages are now one stage instead of saying I need to leave Work because I have an emergency now. It's I need to exit this call because the emergency is two feet away from me Okay, so Hobbs asked the question Kim blue.

How do we deal with this? All right. How do we ensure that? We understand and recognize the disorganization Hobbs Do you want to put your question back in the chat and while Hobbs is doing that? Good morning to anybody who is working lurking or commuting virtual salute to you Thank you for being here and for those who have entered into the stream Thank you for being here as well. I see folks making their way in good morning champ lifestyle. Good to see you y 'all Can we just take a minute and acknowledge? The greatness that is champ lifestyle she was killing it yesterday and no I bless inglance not that she's not on a regular basis But man yesterday it was like she you know, so Elvie and I have this phrase We joke about it like when people are like on fire. I was like yo, did you take a nap? I think champ slept all night right until it was time for her stream to start Okay, and then she was like she you know how you know how you wake up and you shake it off and then you open Your eyes and like you're like, I'm ready That was champ lifestyle yesterday. If you missed her, no, I've lost in GlaceStream. Not that everybody else was not on fire. They were, but champ. Listen, the champ was there. You did that yesterday, sis. So listen, salute to you. Okay.

Thank you for being here because ma 'am, you did that. Listen, I want to sequester you, champ, so that when I, when I make it and I become a superstar at doing all these things, you can DJ all of my events and I can just have you as a part of the blueprint party. There's my public declaration to that right now. So if you, if you say yes, we can negotiate all the terms and conditions off the blueprint, but good to see you. And thank you so much for being here. All of these, all of the other, so many folks were, many ATL was cutting up like there's so many folks, go follow everybody in the chat because you will not regret it. But I wanted to make sure I gave champ her flowers because she was, she said, she took us on a literal journey around the world, starting in the middle East and then she would tell us where we were going.

And then we would go there and love it. And just as we got comfortable, she would whisk us away to some other place. So. All right, so with that, let's go back to Hobbs's question. Hobbs said to me on Tuesday, Kim, how do you deal with the emotions through the transitions? Now let's talk about what she means by transitions, okay? And by transitions, we mean life transitions. We mean transitions through personal changes. We mean any type of professional transitions. So I am leaving one job, one role, one organization, and I am going to another the next. My manager is changing. The leader of our organization is changing, right? For those who work for companies and you've ever gotten a new CEO, typically new CEOs come in the door and they change up some of the leadership. They may reassess the values. They may make some organizational changes, right? For those who are in the faith community, it's like getting a new pastoral appointment and understanding that all of these things are present.

And so there's going to be some shifts and there's going to be some things that you have to be very honest about. And here's how we start to navigate the transitions, okay? You have to get real with yourself. That's our acronym, so R -E -A -L, okay? You have to get real about what is going on and you have to get real about the work that you're going to do, absolutely. So we're going to start with this. And I wanted to make sure we had enough time to lean into this. So if you're taking notes, here's the opportunity to do that. I did not build a slide around this. I will, okay? But I mostly wanted to just talk to you today and share this with you. All right, so what does the R stand for? And the getting real is the getting real with ourselves because we own the work. The mental disorganization, the physical disorganization, the manifestation of what we're feeling emotionally and how it shows up in our physical space starts with us. Okay, so you have to get real. Natty Nat, good to see you. Welcome in. So the R stands for, you have to restart. Okay. And you have to relax. Because what happens when we recognize that our lives are going out, going out of control, right?

We get all worked up, and we start to tell ourselves stories in our head that are not true. And we start to connect to mantras that have nothing to do with what it is that we're doing, because we've already stopped doing the very things that brought us success, that kept us consistent, that helped us stay honest with our narrative and what was actually going on. Okay, so the R stands for, you have to relax, relax your mind, relax your emotions, relax your energy. Okay, right, Hobbs, this is why we're starting with relax because it is not the human condition to naturally relax, right? Keith, how many times in our coaching conversations do I say, take a beat and relax? And Keith is like, I can't relax, Kim Blue, like that's not who I am, right? I can't do that, but we have to help ourselves relax. KB Brown, it's good to see you, welcome in. So you have to relax because until you relax, you cannot restart what it is. See, Keith is like, it's impossible, right? It is impossible to relax. But here's the thing, between relax and restart is the space of rationale, right?

You have to get back to some rational thinking. You have to be in a place where you're saying, I can make rational decisions, my thinking is rational. I can actually calm down enough to recognize what's not right or recognize what things that I have surrendered that I need to now restart, right? Rational relaxation, listen, Kay, it sounds crazy, but we don't give ourselves the space to relax. We would much rather operate in the chaos, the mental chaos and the emotional chaos, then relax and move through things at a rational pace. Everybody use the phrase, right? I can't even hear myself think. You can't hear yourself think because you don't give yourself time to relax. You're not being intentional about saying, this is what I need to do, what is my next step? How do I handle what's going on next and right away? So you have to relax and you have to restart. Now Hobbs, I want to ask you a question back. Hobbs gave me the I at relaxing. Tell me why it's so difficult to relax in these moments, right?

No, Kayla, it's not. No, it's not. Although that might be better suited toward trap, right? Because that's a trap question, right? KB Brown says, the irony in you getting here, as I'm talking about relax, you just got an email starting off by saying, so Kevin, this may be a dumb question, right? And so there's the, right? So let's use the words, the triggers, right? Because things trigger us and we get out of that space where we can relax. Because here's the thing when we've done the things that we know we're supposed to do and then disarray happens or disconnect happens. Now we can't relax in the piece of knowing that because we get so caught up in trying to figure out where things got broken, where things went wrong, what happened so that we cannot stay connected to this relaxed space that we're in, right? We then get ourselves all absolutely where did we go wrong, right? Where did all of these things go awry? And now we are in a space where our mind is not allowing us to relax. And because of that, we can't make rational decisions. So you have to relax and you have to get to a place where the rationale starts to take over so that you can then restart The, the very things that are needed to help you move through the transition. Hob says, I think because you've been pushing so hard that when you're in a more relaxed space, you can't relax because you feel like the other shoe is about to drop anybody relate to that.

Waiting for the other shoe to drop, waiting for some BS to happen, waiting for someone to call you and be like, this is what's going on only for you to be like, well, right. Where's the Brax Whelp emoji, right? Brax has this great emoji and it says, well, it's almost like, right. Ebony details. Like, yes, exactly. That's what it is. It's almost like you're expecting the crap to hit the window, right? Katie Brown says I'm waiting right now. You are expecting the crap to hit the window. I will say this when Keith and I were at ESPN, right. And it's very different there now, but I'm telling you at any given moment, we were on standby waiting for something to go left, waiting for news to break, waiting to respond to something, right? Waiting to have all the footage that we needed so that if something happened, right, we were ready to respond to it. So just when we thought we could relax, we couldn't relax. This is that shoe on the other foot, right?

This is the thing that puts us in a space where there is no rational thinking. And guess what? When you're not rational, you're reactive. So now you're reacting to the stress. Now you're reacting to all of the things and you immediately become emotionally unavailable because you have to shut all that off because there's no space for the emotion, right? So Hobbs says, because you've been pushing so hard, when you get in a relaxed space, you can't relax because the other shoe was about to drop. So Hobbs, what you're saying is, is that you're still operating from a place of emotional stress and you can't get to the other side of where that emotional stress actually is or exists, right? So the R stands for getting real. Excuse me, an acronym is... getting real. And the R stands for you have to relax, relaxing your mind. How do you relax your mind? How do you relax your emotions? This gets into things that, right? Hobbes says a thousand percent. So now you're still in that stressed out space Hobbes. So you can't allow yourself to relax. The other thing is this. We don't give ourselves enough grace. So when we relax, we immediately think, right, okay, like don't raid me out, but we immediately think I should be doing more that I'm not doing enough.

I'm not showing enough. I am not doing any of the things that are in this space. Right. Um, I am not in a place where I can be able to receive, um, anything, right? Um, all of this is, probably so. Okay. Um, all of this is how we show up, right? I should be doing more. I need to be thinking about all of these things. I need to be, um, saying yes more, right? I need to be doing all of this stuff. Do you, does everybody see that? And so instead of giving ourselves grace, we think to ourselves, I need to be doing more instead of doing less instead of pausing. So we can't allow ourselves to relax because the relaxing is like, well, I'm not doing enough, right? Kayla and I were just having this conversation yesterday about some things he's working on. And one of the things he said to me is I feel like I should be doing more. And I said, more what? And he said, it's more in here Kim blue than it is anywhere else, right?

It's the, I forget how you said it to me, Kayla, but he, he used a really great phrase. He said, it's the something in my head or the something that I'm thinking. So while that's coming in, let's acknowledge that we have a raid coming in. Good morning, Jennifer. Welcome in. Welcome into everybody who came in from breakfast and feelings check -in. How was your stream, Jennifer? Good to see you. Good morning. Good morning, everyone. Jennifer, thank you for the raid. I hope you are doing well. Good to see you on this lovely Thursday. Jennifer, we are talking about all of the feelings that go with the emotional and mental disorganization, how that manifests itself in the physical space. And more importantly, we're talking about how come you can't compartmentalize because the live, work and play is all together and what happens when you have to live, work and play in front of the whole world.

Absolutely. Right. We're talking about the feelings and we're talking about the need for all of that to be there. So kitten bear, Shana, two zero eight. Is it Callowind? Did I say that correctly? Crafty Caju. Good morning. Good morning to everybody. Good to

see you Raiders. Refresh your screens. Come on in and make yourselves comfortable blueprint bosses. Make some space on the couch. Share your weighted blanket. Offer somebody a tissue if they need it. Right. I think we need water cage. for the TV, right? Um, right. Captica juice says, I like to tell my spouse, you don't have to be a human doing it's okay to be a human being crafty because you were you in my stream last week when I had my friend, Nikisha Hicks on and she said this very thing because we spend so much time in the human doing space.

We're talking about the inability to relax, right? We are talking about this notion. So let me, let me reset the room really quickly and introduce myself. So my name is Kim blue for those. So crafty says, no, you were not there, but listen, she said it. Um, and we talked about this whole notion of how we spend so much time being a human doing, okay, instead of a human being, right? Because we're always doing something instead of just being present, being still, being honest, being happy, being whatever it is. We think we need to be doing more. Did you hear that? Okay. Okay. a human being instead of a human doing oh don't okay, all right, so Yes, the lights are back Okay, exactly Just existing because here's the thing Jennifer and then I'm gonna go back and acknowledge this Let me tell everybody something and I want to make sure that you hear me as much as we are human doing instead of a human being Existing becomes exhausting and I want to make sure everybody Here's that okay.

Oh, there it is. I'm an ATO already put the lights out Emote in the chat as long as we continue to be humans doing existing will be exhausting and We will never get a chance to relax and so that Relaxation that we need to get us to a place where we can restart the choices the behaviors the mantras that we need Go out the window. So that's the R in R. We have to keep it real. I Think that's the R in the way that we need to keep it real So our R is we need to relax so that we can restart Because if not, we don't have any rational thinking and we can't recharge and we can't do anything, right? There's a whole but listen, I could spend a whole Conversation just on the R of keeping it real but we have to move forward and get to the E the A and the L Okay The E is exit, okay Thank you, okay, the E is exit exit and By exit, I mean pivot right? Dr. Dady says we need to pivot past the discord This whole discord is the space that we're in where we are saying there's something challenging going on But I need to exit I need to exit this situation.

I need to exit this mindset. I need to exit this thinking I need to exit this space this job this Whatever it is, but you need to exit and by exit I mean remove your physical self and everything that you have contributed to it and let me tell you something folks sometimes exiting means leaving you gave to the situation, to the person, to whatever it was. You have to leave everything that you contributed because if you try to take all that baggage with you, how long is it going to take you to make your exit? Okay. If you try to leave with all of your stuff, right? When you were on a plane and the plane is getting ready, absolutely Jennifer. And the plane is, and what do they tell us at the beginning? If

we need to make an emergency exit, leave all belongings behind because you got to get off this plane.

You can't try to get out of this plane and weigh down the space that you're going by trying to take everything with you. Especially if it is a water landing, it's all going to get damaged anyway, okay? And it's likely not recoverable. So be prepared to exit and leave everything that you contributed or brought to the situation in that situation You don't know. Okay? There you go Okay, right, but you don't need it. And here's the thing. We're so attached to it because we made it It's our baby. We curated it. We grew up with it. It's our whole life. That's our life's work. Leave it Leave it Right in Hobbs's case She says that she may have to wait fully to make an exit because you have to get the last things from me and that's okay Sometimes you do have to be intentional about the timing on your exit But the commitment to making the exit Hobbs is no less important.

Okay Because once you exit then you can begin to and so here's the a ladies and gentlemen once you make the exit from said Situation then you can be able to address your needs Anybody who would hear has had heard me ask them. What do you need whether it's in this? Conversation whether it's in a one -on -one conversation. Good morning, cop and cutie. Good to see you Welcome in I hope you are doing well Happy Thursday, right because you have to be able to address all of the things that you need. What do you need? What's missing? What do you need to be doing more of less of what do you need to continue? What don't you have that we need to acquire? Where do you need to go now that you probably weren't going before but what are those issues and situations that you need to address?

What needs to be addressed now that you have exited and left your things there What do I now need to write recoup? Where do I now need to restock? Where do I now need to reenergize? Where do I start? What is it that I need to address what needs fixing what needs correcting DJ D lot good morning to you Good to see you, right? what needs addressing, what needs correcting, but what are the things that now need my attention? What are the new things that now require me to give my time, energy, love, emotion? Where is my currency now going? What are the things that I need to address? So let's go back and recap before we get to the L and then we're gonna go back and tie it into the way that that physically looks when we talk about our spaces, the piles, right?

I was just talking to someone last night about the piles and the statement that they made to me was this, the piles that need to be addressed, right? They're getting ready to come up on a birthday and said these piles that need to be addressed need to be addressed because the next season of my life I'm not going into the way that I'm leaving this part of the season that I was in, right? That's real folks. Are you willing to take your piles into your next chapter, your next season, right? Your next opportunity. If you're hauling all the crap with you from the previous season, if you're like, yes, I wanna go take this job, but I have to have this desk because it has all the piles on it that I need, do you need them or can you leave them all there?

Because guess what? They're probably gonna be shredded anyway or recycled or they're gonna go onto a better place. Crafty, that's exactly right. There's a lot of difficulty. There's a lot of emotional attachment in leaving that behind, okay? And that is what keeps us stuck. So once we address the, excuse me, let me go back to the tops of the R is, we need to relax and we need to understand what needs to be restarted, okay? The E is for making our exit. Exiting spaces, places, people, mindsets, perspectives, all of those things, but we gotta leave it. The A then becomes what do we need to address? What needs our attention? What requires our currency on any level? How are we thinking about things? Where do we now need to be present that we may be not, that we weren't before, right? Or where do we need to be inviting in new energy, new spaces? What does that look like?

Okay. And then finally, the L as we look at keeping it real and that's the answer to the question that Hobbs had, which is how do we manage the emotions through the transitions, okay? The L stands for leverage. You have to leverage your resources, okay? So you have to leverage, listen, I wanna start with vulnerability as a resource. Does everybody understand that vulnerability can be resourceful even if you don't want it to be? Vulnerability is a resource because it allows you to be honest. I want everybody to write that down or take a note in that, but because we shy away from vulnerability and I'm here to tell you that vulnerability is a resource. Ebony A .T .L. has pulled out the gear already. She says, Kim Blue, you're on my toes or let me put my boots. on, okay? You need to leverage your resources. Who in here can honestly say that they take advantage of the resources that are available to them when they are in crisis, no matter what level of crisis it is. By crisis, I mean trauma or anything that is not your homeostasis, your steady state, right? You moving through your normal, right? Gilderoth, good morning. Good to see you. Thank you so much for being here, right?

Vulnerability is a resource. Gilderoth says this is a jewel. You show your vulnerability and others do not know how to deal with you. Absolutely. Vulnerability is a resource, ladies and gentlemen, right? Gilderoth says it can really put others off their game when being aggressive, 100%. Okay. Jennifer says 80% of the time she takes the support. What about that other 20%, Jennifer? Absolutely, Gilderoth, right? So now you're putting yourself out there in a way that's right. You throw them off when you're saying, hey, I'm, you know, me being honest allows me to come to the table and ask openly for what I need and how I'm experiencing you is defensive or aggressive. And I know I realized that you may not be intending for that, but that's how I'm experiencing you. Then people have to own that space because the minute they recognize that that is exactly how they're coming off for whatever their reasons are.

There's no backing down from that. Vulnerability is a resource, a superpower, whatever you want to call it, right? Gilderoth says my 10 year old foster kid does this and his bullies are confused 100%. Let me tell you what Avery used to say to me when he was like seven, okay? When he was seven, we would be doing things. And this is, this

was how I knew that I needed to start shifting things with him and getting him to a place where, um, I started helping. I started to communicate on a level that was appropriate for him. So I would give every some instructions and he would do it. This is before I knew he had ADHD. Okay. And I was confused as to why we couldn't get through certain tasks. And finally, um, one day Avery said, mom, I feel like I'm trying my best and no one appreciates it. And by no one, he met his mother dies on site. Okay. My seven year old said to me, I'm doing my best and no one appreciated.

First, there are adults who cannot express themselves that clearly. Can we just hang tight in there for 10 seconds? Okay. 10 seconds. My child at seven said to me, I'm doing my best and no one appreciates it. If another adult said that to you right now, what would you say? Okay. Right. Crafty says you usually just isolate or deflect their humor. Yes. Sometimes you can do that crafty. That how that happens. Right. That. is what my baby said to me, his mother, who was solely responsible for his life and existence. He basically said to me, mom, I'm doing my best. And you are not acknowledging that this is my best in this moment. I have done what I know to be my best at age seven. I need you to meet me there and accept it. Okay, Kim Blue, sit down, reset, right? First of all, wipe the tears out of my eyes, take a breath and then restart the conversation.

Exit that mental space that I was in of feeling guilty and all the things that I may have been feeling. Okay, Avery, how can mommy make sure that when you tell me things, I'm listening to you that you know that. Now I gotta leverage my resources. Where else can I go to make sure I'm getting more clear on what ADHD kids need or how they communicate because mommy's gotta do better. And if you're telling me that, big feelings, ladies and gentlemen, at seven about how his mother was not acknowledging that he was doing his best, holding him to a standard that was higher than what he was capable of giving. That is a lot. You, pal, big Al. Good morning. Good to see you. And you're right. It is a lot for a seven year old to be able to communicate, right? Uh, freaky gamer girl. Welcome in. Good to see you.

Thank you so much for being here and for the resub. You have kicked off a hype train. Um, thank you for that. Go to rough. Thank you for the, uh, subscription officially. I was so deep into my monologue that I did not realize that we kicked it off. So thank you for, um, all of that. I appreciate that. Freaky gamer girl. Welcome in. Um, the reset is the hard part. KB Browns. I hear you on all of those things. Um, and gilderoth I'm looking back at your comments, right? What you're saying about your child being able to disarm through being vulnerable, right? Vulnerability can be very disarming because here's the thing, folks, people are expecting you to bristle back, but you don't have to. It's a choice. Okay. When you don't bristle back, people then are like, well, wait, I'm prepared for you to bristle back. I don't know what to do when you're vulnerable and honest. Absolutely gilderoth kindness will change the world.

Okay. And so now you have to leverage your resources. So vulnerability is a resource as are a ton of other things that are out there. Now there's physical and tangible resources. So people, you've all heard me talk about EAP therapy, journaling, meditation, right? Exercise. Let's talk about exercise. Okay. And then I'm going to come back to your comment, uh, Jennifer, because I didn't miss it. You said, I tell myself, I need to be independent and that's not wrong, but let's, but let's be intentional. Um, okay. Don't do that. Right. Let's be intentional about listen, I think Kayla is going to turn the lights off on me slowly and quietly. There's the first damn Kim Blue right there, but I'm telling you, there's tangible resources that we can leverage, okay? Exercise is a massive one that we don't take enough advantage of, because exercise is what turns on the good hormones that our brain kicks in. And when we feel good, guess what happens? We think more clearly, and then we give ourselves more grace to exit the situations that we are in, to address the things that we are in need of doing, okay?

To think from a rational place. Thank you all so much for the hype train. I know it's still going, okay? To address ourselves in a rational space, right? To be intentional about saying, what is it that I need to be restarting or kicking up, right? Okay. Listen to me. Those 10 minutes, you're right. It is a mental task, but how do you feel after those 10 minutes? Hops that I was supposed to go run this morning, but you opted for getting sleep. And now you're having to figure out when you're gonna get your run in, right? Here's the thing, right? So this morning I would say I took I took a walk with Griffin. So for those who don't know I have a 110 pound Rhodesian Ridgeback. Okay. So Eb instead of saying it's a start. Let's put a word in there. That is acknowledging that you had success. Because you completed it. Right, this is that this is changing that mantra on your mixtape. So I have a 110 pound Rhodesian Ridgeback this morning I was exhausted because I slept and then I was up in the middle of the night for a couple of hours. Supporting someone who needed it and then went back to sleep after that and I was up at 6 a.m. With my weighted vest and my ankle weights and my dog who was eagerly ready. And so what happened was is that we went on a walk this morning?

Um. Because I I was ready right I was joking with my life journey last night I said you anybody familiar with the freshman 15 I said, you know you go to college and you gain that way I said I'm I'm a victim of what I'm lovingly referring to as the menopause 10. It's the 10 pounds you gain when you're going through menopause and it just sticks to you and it's like oh, hello. We're now married and in love we go together. Right, and so I have to be sure a Mickey and Ebony ATL. Thank you so much for the boss bits. Appreciate that. Okay, double spirit says listen, it's more than 10. Right for me ladies. It's only been 10 and for listen and let me let me just acknowledge that for the women who are out there if you are going through it your spouse or your partner are going through it, too. So shout out to all the partners who are supportive who buy the cookies who go on the walks. Who who keep their mouths closed during all of the crazy moments who turn up the air conditioning on the hot flashes?

Whatever that looks like for you, but everybody goes through it struggling says double -spirit struggling. So for me, it's only been 10. Okay. But all of those things are real. And so I call it the men and pause 10. And you know, my journey was like, well, listen, you're wearing it really well. Like give yourself a lot of grace. But yesterday was the day where I was like, I'm ready. I'm ready to just do something about it. So I took myself on a walk. I put on all of my, my own boss gear this morning and Griffin and I got it in. And then I did 15 minutes of indoor walking work, right? On a YouTube video. So that was it. That was what I have time for today. That's what I can commit to between my stream, my work deliverables that I have after this, right? Caring for my child who is very sick right now because his allergies are raging and making sure that I have everything together that I need meeting my own deliverables, right?

And so all of these things come into play. And, but that was more than what it was. Because yesterday I didn't have the desire to do anything. So today I had to give myself grace under normal circumstances The mantra on my mixtape would have been like I don't feel like it Today I was like good for you Kim blue right good for you Kim blue Bars, that's what Vader would say if he were here right or soap as we say to each other when we talk about that right, but good for you Kim blue for the Moment that you were in and that's what I mean when I talk about this whole notion of keeping it real Right. I got to leverage my resources exercises a great resource double -spirit. Thank you for the Re-subscription. I appreciate you and thank you all for the hype train. Okay, you have to leverage your resources exercises a resource, right?

Here's the other here's the other ones that I want to throw out there for you Rest is a resource somebody write that down. Okay Rest is a resource. No is a resource Okay Yes, is there I mean a rest is a resource and no is a resource Okay, thank you for the gift sub to champ lifestyle. I appreciate you Rest is a resource who in here takes the rest when they feel it or who in here says I can't rest I got to keep going. I Got to be you know, I need to be doing more Alright No is a resource. Okay, so is rest You need to leverage these resources Right as much as you would show up for someone else show up for yourself Keep it real with yourself and show up in the way that you need to because if not, right Ebb says I keep going rest is a resource should okay, and so is no Because here's the thing if you keep going Ebony there is no time for you to to manage that emotional stress that builds up, right?

But here's the thing, Coppin' Cutie, it shouldn't be until your body tells you to sit down. You know when you need to sit down. You know when you need to sit down. And here's the thing, if you don't do it, your body will sit you down and guess where you will be. Looking up, trying to figure out how you got here, not physically or mentally or emotionally having anything to give, to offer, or to contribute to the next space that you're supposed to be in. Now, I call this PTSD. So now you take this into your next job, your next relationship, your next, right? And not just any, right, friendship, but it can be

romantic relationship, right? You take all the bad stuff from this relationship because you didn't wait and you jump right into the next situation with the next person.

And then you bring all your little bags with you. And then you try to work it out through this person when you need some separation and some space. to be able to get yourself together. That's what keeping it real is about, right? I need to relax, and then I need to get really rational about what it is that I'm doing. I gotta exit some things. Sometimes you gotta exit your own path, your own paths that you were following. You have to exit your own things that you were doing, the choices, the behaviors, so that you can address them and then leverage the resources to get to a new place. Thank you all so much for the hype train, for all the gift subs and for the bits. Appreciate all of you. Thank you, thank you, thank you so much. Never required. Kayla, do not raid me out. It is only 12 .03. Okay, Mr. Great Digger, welcome in. Good to see you. Thank you so much for being here, right? Let's go back to the comments. And then Jennifer, I wanna come back to your cup. Double spirit, are you running out of here or is that the side, is that the side?

Oh, wait, Kayla said, let's go everybody, right? Don't raid me out, right? So here's what I wanna go forward and look at. Jennifer said she believes that her dad's cancer was what came up to slow him down since he worked two jobs by choice and it's consistent and constantly keeping himself busy. And when everyone left the house and he just never slowed down, that happens, right? That happens. Oh, double spirit, that's for Kayla. Okay, whew, I still got some time. But that happens, Jennifer. Not only this, here we go. How much of what we do is what we witnessed from our parents or our family, right? So we now take these things and we generationally move them forward. We talk about breaking generational curses, but we keep doing these activities and these behaviors, right? I think the boardroom doors are still locked so nobody try to exit, right? If I'm stepping on your toes a little bit. Listen, my journey just said it to me. I was talking about doing something and she said, Lord, you get this thing from your mom.

Your mom is like that? I said, yeah, I come by, honestly, I have to recognize it, right? it. Absolutely. Right. Absolutely. So here's the thing, right? So Hobbs and Ebb, you just got to get real with yourself and say, well, what is, what are the resources I need to leverage so that you can get your time in for your exercise? Or, right, what's the rationale that I need to have? Or what is the thing I need to address now so that I can create some time later to be able to do this? And so that it becomes more of a habit and all these things crafty. I'm going back to what you crafty said, my spouse and I go for a walk together around our neighborhood. It's the time to get a little exercise and reconnect with each other. When we skip it, you feel off the next day.

That's real, right? That's that disorganization that we've been talking about this whole month, right? Now you feel some level of physical disorganization, but it's coming at you mentally. And it starts to impact space and all of the things that we're doing. And so when all of these needs are not met, we're out of alignment. And then our space.

Keith. And then our space reflects that because guess what, ladies and gentlemen, the piles are present. The pile of shoes, the pile of laundry, the pile of mail, the pile of dishes, right? The pile of towels, the pile of stuff, the miscellaneous stuff that we haven't addressed. And that is what it, what it looks like when our mental and our emotional, when the live work play are all in the same space and we don't have anywhere to go and we don't keep it real with ourselves about how we navigate through that.

Okay. That is the way that we address through these transitions, right? You have to keep it real with yourself. I would probably tell you, Keith. Oh my goodness. But Keith, the pile, listen, because guess what's in the piles, ladies and gentlemen. Okay. The piles are where the emotion is. The piles are where the sadness is, is the piles are where we hide all of the things that we don't want to deal with. We put it in a pile. So yeah, the mail stacks up, but what we're really saying is I'm worried. I'm fearful, right? We put our clothes in a pile, but what we're really saying is I'm frustrated that I don't have the time to properly fold and put these things away because I have to put this somewhere else, right? Okay. The pile is right. So here we go. Let's go back to this, this slide, and then I'm going to address the comments that I see in here because double spirit, I see you saying something. Okay. I see you saying something about your parents as well, right? All of these things, right? Hobbs says we need a piles support group. CK lock Hobbs, Hobbs. He's responsible for all of the support groups. Okay. So here we go. The emotional stress. What do we put in these piles?

I put worry in there. I put my fear in these piles. I put my frustration in these piles, right? You want to know what was in the pile of clothes? clothes that was in my bat, my bathtub sadness, right? I was transitioning out of a relationship and it was a friendship with someone that I thought was going to stay and I, and it didn't. And I was very upset about it, right? I put all of my cool it for now or cool it now for sorry, you are welcome in no late pass required. You're here and you are with us. So welcome. But we put all of the things, so we hide our things in piles, ladies and gentlemen, who in here can say that their desk is neat, right? What are the piles and piles of like just stuff, bills, right? We got piles of bills, paid and unpaid. Okay. We have pot right in our, let's let's listen. Okay. Let's go to, let's go to some of these other spaces in our pantry. We got piles of snacks. We got stuff in there that has just been sitting there.

Thank you. Cause we haven't dealt with the pile. We put it in a dark place and we close the door because as long as we can leave it there, it will stay there. Y'all Kay has a note up to me that says I'm shutting the lights off. And normally when he sends me notes, he races them. But this one is still here as a warning, as if to say, I can turn the lights off on you at any time, see what I'm talking about, the note is still up. That says, I am shutting the lights off on you. Okay. And I'm telling you. A cop and cutie. Listen, one reason on Tuesday told me that he, uh, and, and the call is those six, I don't know if the cause of six is lurking, but he asked if I had cameras in everybody's house.

Thank you, Kay, for the lights, but I'm telling you, right? Double spirit says, yes, but it is better than clutter all over. So what do we do double spirit? We compartmentalize the piles. Right. We then say, well, I got to put all my worry in this pile. I got to put all my fear in this pile. I got to put all of my stuff in this other pile right here, because then we say, if I can just address this one pile, then it's progress. And I'm not saying that there's anything wrong with that. We can absolutely address the piles one at a time. But what I'm saying to you is that don't just look at it as a pile of mail, a pile of bills or whatever, understand that in that pile, we are hiding emotion. And if we don't start to keep it real with ourselves, we will not deal with the fear, with the worry, with the frustration. Here's the other thing. The pile represents avoidance. And what do we know about avoidance, ladies and gentlemen, that we're going to start talking about next week, double spirit, double spirit is like, girl, okay.

Avoidance is not a strategy. And so we put the, we put our avoidance in a pile. We say, I'm doing it all together and I'm putting it all here. Right. And then I'm just going to leave it. Putting all these things together. And then I'm just going to leave it there. And then we avoid it. Right. Ebony ATL says, just knew when you cleaned your closet eight months ago, it wouldn't return to its current state, but here we are. Beater Baritone says, explanations and justifications are useless when actions and results speak for themselves. Right? Okay, I still have four minutes. Don't rate me out, don't rate me out, okay? Double Spirit says, finds a corner with snacks. Listen, y'all, it is from a place of love. Incognibro, good morning or good afternoon, good to see you. Everything has a purpose and it also has a place. Listen, okay, don't rate us out, okay? Right?

Because here's the thing, folks, we hide the stuff that we don't wanna deal with in the piles. So they represent more than just the tangible thing. They represent our life and the disorganization that is actually present. And when we look at the disorganization in totality, it's madness. And so now we have to work through the madness by keeping it real. And there's nothing wrong with keeping it real. Of all of the letters, right? Exiting and leveraging your resources, I would say, are probably the two most important because we get afraid to exit, right? Crafty said it earlier. I get attached, right? We find ourselves attached to those spaces. Okay? And then we don't leverage our resources because you'll get somebody like a Kim Blue who says, well, did you try this? And the person says, well, yeah, I know it's there, but I just haven't been able to do it yet or I haven't gotten around to it.

So you have the resources available to you, but you are choosing not to do that. It's a choice not to leverage your resources, right? Okay. Right? You are choosing not to leverage your resources. Double spirit, don't look at me like that, right? We are choosing not to say, I have access to EAP and through EAP, I have three free therapy, but I'm not gonna do it. I'm not gonna go there, right? I am gonna stay in this space, whatever that is, okay? When we think about leveraging our resources, that is our greatest opportunity. And when we can start with vulnerability as a resource, we create safety for ourselves,

okay? Listen to me, okay? When we create, when we start with vulnerability, we create safety for ourselves, okay?

So I encourage you, thank you Kay, I encourage you to lead with vulnerability. When we talk about keeping it real, you have to ask for what you need so that your needs can be met. Because if we are not meeting our own needs, needs, who is going to do it, right? Who is going to do it? Who's going to help us leverage those resources? Who is going to help us address the things that we need to address? Who's going to help us make a safe exit out of people, places, and spaces? If we stay in the places that we are, we're never going to be able to restart, okay? And that's what it's all about. So let me encourage you to leverage your resources and start with vulnerability. Let me encourage you to leverage your resources and embrace the things that you have put down, exercise, right?

Meditation. Any of those practices are resources that you're going to need. That is how you help manage through these transitions because sometimes you go through these mental and emotional waves, not e -mental, these mental and emotional waves. And until you can get through those and get to a place where you can, those piles will grow or you'll make new piles in different spaces. Sometimes in the piles you will find that you are actually more comfortable and more capable and have more of the things you need to work through it than you gave yourself credit for, okay? Challenge yourself to work through the pile, right? I gave you Hobbs, right? I gave you all some homework on Tuesday. I said, I want everybody to think about how they are responding when the stress gets high, right?

Who in here took some time to go, double spirit, who in here took some time to go do that, right? Or did you bury the homework in another pile? Is everybody, oh, nobody wants to say anything now? We're all quiet, everybody's quiet. The chat is quiet, nobody's saying, yes, cool it now. I give people homework in my stream, okay? Right, nobody's saying everybody's quiet. So I gave you all homework. I asked you to think about how the emotional response and how those things show up right through our day, right? And the homework is the pile to tackle for. C Love says she did it for work and she was stressed and actually reached out to her. Listen, that's what we like, C Love 702, okay? That is what we like. And it takes a lot to be able to do that, okay?

But we have to start somewhere, don't we? Hobbs says, I freeze. We recognize that. We feel the emotional stress raining up and we don't do anything about it. We don't leverage our resources. We stay where we are because we don't want to exit that comfort zone. But you got to exit in order to get to a space where you can then be vulnerable and ask for it. for what it is that you need, okay? Cool it now, welcome in. There is likely gonna be more homework, right? Listen, folks, okay? I want you to keep it real and I want you to leverage your resources and start with vulnerability, okay? Now, this Keep It Real acronym, I want you to remember this because next Tuesday, it'll be April.

And we are gonna start the Avoidance 2.0 conversation. Everybody knows that avoidance is not a strategy, okay? And guess what? You cannot listen in order to avoid, right? Because what do we do? We move from avoidance to action. But in order to take action, you gotta keep it real. You gotta be honest with yourself. So this acronym is gonna come back, okay? So don't worry. Don't you wear your pretty little head this whole notion about emotional mental and physical disorganization as an extension of Avoidance is gonna happen because we keep burying things in these piles And so when we bury them in the piles, we don't deal with them and guess what and so not dealing that's avoidance But we need to move to action. So prepare Okay to pillage your piles because the work is gonna be done in April All right. I think a lock is gonna run out of this room and turn the lights off So I'm gonna turn the lights off on me.

So I'm gonna get out of here before that happens Okay. Listen, I appreciate that. There it is. He's Right. He's telling me that I'm in hot water. This these are the I'm on fire flames right now Okay, everybody there it is. So slowly but surely I got to get out of here because I think he's gonna boot me out If I don't get out of here soon, so Fair warning exactly. I'm giving everybody fan fair warning panderas. Good to see you. Welcome in. Thank you so much for being here Jennifer Thank you for the raid. Thank you all for the hype train for the bits and for the gift subs and the subs We will continue this work in April ladies and gentlemen avoidance is not a strategy All right, good talk emotes in the chat for everybody who leaned in Thank you all for sharing all of this.

We started some of the vulnerability in here. The question is can you keep it going? Okay, Psalmist good to see you. Thank you so much Listen, there will be homework throughout April ready yourselves Okay. Yes, panderis. We are wrapping up We are on our way out. We just finished talking about the replay will be up in the channel If you would like to check it out panderis Jennifer thank you again for the raid. Thank you all for coming in and being vulnerable And putting yourselves out there. We are gonna continue this work in April when we level up with the avoidance, okay Listen to me you all know that when I put the exit monster up so happy, you know, exclamation point we out We're gonna copy the raid message.

We are gonna try to catch full blast radio before he gets out of here, okay, and go see him. Listen, folks, you all know how I feel about the exit mantra. I explain it all the time, and I say to you that, okay, go ahead and copy the raid message when it comes up for sure. All right, there it is. We're on our way out to go see Full Blast. Thank you, Kay. All right, I am sending you into your Thursday and into your weekend. SEGA, thank you so much for the resubscription, okay? I appreciate you. I am sending you into your Thursday and into your weekend. With all of the good energy and light you need to guide you, take all the good energy from this March Madness conversation that we've been having, and I want you to decide for yourself where you're going to start anytime, champ, right, I want you to decide for yourself where you're gonna start, what are the resources that you're going to leverage, right?

Draw all the good from this conversation and these past conversations that are gonna sustain you and support you when we... go into doing the work because the work is only beginning, right? We've now acknowledged that this organization, we've got a blueprint for what our transitions are going to look like, but we're not going to avoid the work that needs to be done. We're going to keep moving through it and we're going to keep doing it. Okay. Because we're going to move from avoidance to action. And then in May, we are going to have new mantras for our mixed tape. Okay. New mantras in May, because that is what is then going to get us through the summer because the summer months are when we are outside and we're vulnerable and we're exposed to people's energy and you got to be able to kind of block and tackle a little bit. All right. So I'm sending you into your Thursday and your weekend with all the good energy and light you need to guide you. Take very good care of yourselves. I will see you next week and I will see you on the other side. Thank you.