

The Blueprint The Imperative 11

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Thanks for watching! Thanks for watching! good morning everyone happy Monday I am so excited to be here so excited to see you again to start off our week to begin to continue our series there are so many amazing things that are already taking place and I am very excited to be back in the seat for another week of just learning and engagement just community with you all so I'm just going to do a couple of meet and greets with folks who are in the room already or who might be lurking and working as folks come in and then we are going to go ahead and kick off so big stove good morning king Happy Monday to you.

Dr. Donna Dundas, L. Frank, Jackie 70722. Thank you all for being here. Happy Monday. I hope you had a fantastic weekend and that you are ready to jump back into everything that this week is going to bring to you. So for those who might be lurking and working and you haven't said good morning and then chat, if you get a minute to do so, please do, would love to acknowledge you and say thank you for being here. Netta better, good morning. Happy Monday. Thank you so much for being here. Absolutely understand that you're lurking and working all good. So if you are new and you've never been to the blueprint, let me do a quick introduction.

My name is Kim Blue. I am an HR leader. I am a career strategist and a coach. This is the blueprint. It's the podcast I host three times a week, Monday, Tuesday, Thursday mornings at 8 a .m. Eastern time. And this is the space where we come and we openly talk about all of the things that I have experienced and led and learned over my. 15 plus years in HR and career development and strategy to help you be at your best, right? I fundamentally believe that everybody should be the boss of their own blueprint. And what that means is that you should have access to the knowledge, skills, capabilities, and resources so that you can do three things that you can operate at your highest potential, that you can add value to the work that you own or are responsible for, and most importantly, so that you can show up as your most authentic self.

And that last one is really important because so much has happened in the world in the last few years and bringing your whole self to work or showing up as your most authentic self is something that we've not always had the privilege to do. And so in this space, I want us to feel comfortable adding that tool to our toolbox or finding it so that we get comfortable being who we are across all types of environments and among all types of groups of people. And so that's what the space is for. And so everybody who is here are for you as a blueprint boss because you are the boss of your own blueprint. And I want to make sure that you are owning it. And so that's why I'm here, giving you my gifts

and the things that I've learned so that we can do the three things you just heard me talk about.

Right. So with that said, we're going to go ahead and jump in. We've got a lot to cover today. We got to do a recap from last week and then leave time for us to prepare for this week and the things that we're going to be talking about. Hopefully you brought your notebook in your pen, your favorite morning beverage, right? For those who are lurking and working and commuting, hopefully you will have a chance to take some notes or at least you're listening and you can jot some things down when you get wherever you're going.

Misty Christy, my mod -boss extraordinaire. Good morning. A. McKee, good morning. Thank you all for being here. Welcome to the blueprint. Happy Monday to you. I hope you are well. So let's kick this thing off with our check -in question because that's how we start our Mondays, right? Mondays are about resetting. It's about mindset, perspective, really leaning into the things that help us at the tone, not only for our day, but really for our week and for the way that we move going forward.

And so I started doing a check -in question a couple of weeks ago, and it's just really this sort of grounding question to get you to begin to think. You're welcome to put your response in the chat or you can hold onto it or you can jot it down, but it's sort of this place that you go back to when you're trying to navigate any type of challenge or frustration, right? So it's almost like that commitment that you're making to yourself for the week, okay? And so today's check -in question is, what are you going to embrace about today? What are you going to embrace about today?

And I'll tell you the origin of that question. So last night I got... an invitation in my inbox at 10 30 to interview for an opportunity to sit on a board of directors for a very prominent um organ it's a non -profit here in Atlanta and it was it came in late in this for today and so I've had very little time to prepare for it even though I kind of knew that it might happen it had been really quiet for a few weeks and I didn't know if I was actually going to get selected I'd submitted my resume and then we just told you know we'll tap you when it's time for an interview and I thought that I would have a few more days or a little bit of lead time so it's literally in 12 hours right this email came at 10 30 last night my conversation is at 12 30 today and in between that I'm doing my stream I have a coaching client immediately following my stream today and then after my coaching client have got something to do at my son's school so I've got a quick window of time between last night and this morning that I can really prepare and for something like this I want to show up thoughtfully right so what I'm embracing today is my own a bit my own situational adaptability my ability to be agile to say I wasn't expecting this or planning this but that's okay right because I want to show up I've already done a lot of the work I've built a relationship with this woman and I've had a very great initial conversation so I'm stepping into this on the heels of my ability to adapt to check my posture right and I'm just embracing that this morning so that's where I'm coming from so what are you

embracing today that's our check and question what are you going to embrace today and sometimes embracing something means you got to let go of something else right if you're one of those people that has the Sunday scaries or you just are like ah Monday's or whatever right what can you embrace about today or what can you let go of that's going to allow you to step into today planned or unplanned as open as possible right in that growth mindset and that's the space that we want to find ourselves in this morning right and really for the rest of the week as we think about all of the things that we have to do the things that we know are coming and the things that we have no idea are going to make themselves present for us.

So think about what you're embracing also think about what you're letting go so that you can have room to embrace that. So Ms. Soulpower good morning happy Monday clean thank you for being here. So let's jump right into today's conversation we started last week really digging into the Imperative 11 series you guys jumped right in there with me we had some amazing conversation shout out to you all for just rolling right with me for engaging especially Thursday we got into a really great conversation around decision quality and how all of that impacts just literally everything that we do, the way that we think, the way people experience us, the outcomes and things that we're going to be able to have when it comes to, you know, our choices, right, and how we handle ourselves in those spaces.

And I really appreciate everybody who just kind of brought their perspective in, who was openly listening, and I know you all are listening right as you're moving around and getting ready to start your day, but who found the time to kind of comment and engage. That's what this series is all about. That's what I want to continue to do. So feel free to bring your comments. I know last week I asked you to bring your questions. All right, that's where I left us on Thursday. Bring your questions, bring the things that you may want me to comment on or leave space for us to have some discussion about in the chat. If we're going to be able to do that and make some exchange, just go there and good morning.

Happy Monday. Thank you so much for being here and joining the Blueprint Boss community. Happy to have you. So hopefully everybody brought their questions. You can put them into the chat at any point and as I am acknowledging folks and as I'm checking in, right, I'll make sure that I do my best to keep up with what's going on and address everyone's comments and thoughts as we start this. So we're going to do a very quick recap of everything that we talked about last week and we are going to add everything that we are talking about this week, right, because we are jumping into our Imperative 11 and we are really getting to this place where we're now starting to come into the spaces that are more unique and individual.

And that's what we're going to talk about today. So if you're just joining for the first time, right, House Fan for Life. Good morning. Happy Monday. I see you working and lurking. All good. All right. If you're just coming in, the Imperative 11, you might be

saying, well, what is that? Good morning, Tawana. How are you? Nice to see you. If you're asking what that is, the imperative 11 are my 11 competencies that as much as I have coached, led teams, you know, been the person that's whispering in the ears of leaders and decision makers, right, as I've, as I've honed my own influence skills.

These are the things that I know for sure that as people, this is what helps us show up as our best. And the thing is, folks, we're doing these already. I'm just putting names to them so you can start to recognize them and really say, okay, I know where in my toolbox I now need to be more flexible, or I need to adapt to a situation, or I need to really be mindful about what my decision is. And today we're going to kick off the next three in the series, Monday, Tuesday, Thursday. Each one is going to have a different one today. We're going to talk about effective communication, which is a really, really big one because I think oftentimes we think we communicate well and we might not be.

And so we're going to talk about how we show up in that space. So let's do a quick recap. Shout out to anybody who's come into the chat if you are here and I have not had a chance to greet you. Good morning. Happy Monday. For those who are working, learning, commuting. Thank you for being here. Be safe and, you know, feel free to say hello in the chat. We'd love to hear from you and acknowledge you, okay? So let's jump right in. The Imperative 11. This is where we started. This was our very first competency, situational adaptability. And you see right there the definition of it, but then also these very key kind of components of what it is and what it means and how we are moving within that, right?

And so this is the one where I gave the example about the chicken wings. I'm not going to recap it, but find a friend in the chat and say, what is Kim Blue talking about, right? They will give you the example about the chicken wings, right? And having your mindset on that. I was in Big Stove's stream last night and he let me know he still has not gotten any chicken wings. So shout out to everybody who managed to get wings last week. Okay. I hope you did. And I hope if you did and the flavor that you wanted was not available to you, you were able to adapt and adjust. So situational adaptability was our first competency. And then we moved right into decision quality from there and really getting to a place where we are being intentional about our decisions, right?

Like how do we make some decisions? Listen, stuff. You got to handle that today. Okay. Eat Smiley. Good morning, Queen. Happy Monday. Welcome to the blueprint. We talked about decision quality and then the components that really lean us into what is that, right? Using good judgment, that level of consideration, right? Are we solution motivated, meaning we want to be able to get to an end result, an end game. Crazy Berry Town. Happy Monday, Queen. Thank you so much for being here. Always good to see you. Right. What does that look like? And how are we putting all of these things together to ensure we're showing up thoughtfully, but the quality of our decisions are high. and they're intentional because that residual impact from whatever choice we make is literally going to touch everything around us in our environment, right?

And these really kind of go together. Your ability to look at a situation and make a decision are not disconnected. They absolutely align. In fact, you'll find over the course of this imperative 11 series that everything touches each other. Now, I set them up in a particular order so that we can understand them, but what you'll find is that you will start to pair some of these together without even knowing it. And you'll always think to yourself, man, I was probably doing this a little bit, you know, more than I thought that I was, or man, I didn't even know that I really wasn't great at effective communication or whatever the competency is, right?

And that's the whole point of this series is to help you hold up your own mirror and really be. Intentional about having these conversations in a safe space right last week There was a lot of vulnerability that came out among all the things that we were doing right all the things that we are talking about And that's okay, right because that's how we grow through these things That's how we show up for ourselves But that's also how we stay accountable to the work that we need to do and so we're doing the work right here folks So thank you for taking the time to show up and for trusting me to help guide you through Whatever it is that is meaningful and makes sense as you take this away crystal method.

Good morning, Queen. Happy Monday Thank you so much for being here All right, let's jump in What are we talking about today? We're kicking it right off with communicates effectively. Okay now effective communication is Something that we all think and or believe and or know That we are doing well But sometimes we might not be right What do I mean by that and we're gonna get into the details of the slide? But I want to do some framing for you and the reason that effective communication is so important is because if you go back to situational adaptability and decision quality The next immediate thing that you're going to do as a result of those two or in between those two or among it is communicate something to someone to something and So sometimes we communicate from these different places.

Sometimes it's just a spontaneous reaction Sometimes it is not thoughtful. It's not intentional. Sometimes it is intentional, right? We want you to feel or know or understand through our communication Right. We want you to meet us where we are And the only way that we can do that is to communicate something or to help you have a different experience so that you know And so when we talk about what communicating is you see there in blue it talks about just delivering Right fancy talk multimode communication, so to speak but it conveys a real understanding of the need of your audience.

Now let me say something to everyone who's listening. Your audience doesn't necessarily mean that you're on stage speaking to a crowd or you are like keynote speaking. Your audience is whomever you're communicating to so your audience can be one person. It can be your partner, your child, it can be a colleague, whatever the case may be, but that's your audience. So don't think that it has to be big. It can be an audience of one. Sometimes your audience is yourself.

What am I hearing, right? What am I saying to myself? Is there positive self-talk or is there negative self-talk happening, right? So can you deliver communication so that you yourself can understand what the needs of your audience are and if you've not checked in with yourself about how you need to talk or how you need to listen or what's the messages that you need to take in, right, then this is for you. You're in the right place because you are your own audience. And whatever you do is what you're going to convey out to other people, right? This is so important because what I find when I coach with people or when people talk to me, I am doing a lot of what I call word smithing and word smithing means I'm taking what it is that people want to say and assessing it for tone, for implication, for word economy.

And I'm going to talk about what word economy means in just a minute, right? But I'm also understanding you're looking for is what you want to say actually the thing that is being said, right? Because how many times have you said something knowing that what you said is like correct, intentional, right? But I was clear and someone else said, you said that, but I heard this. Absolutely not on the same page, completely disconnected, received a totally different message, a totally different intent. And I talk a lot about intent versus impact in effective communication, what you intend to say and the impact that it has, meaning how it was received by someone else can absolutely shape an outcome.

It can absolutely help navigate situational adaptability for the right reasons or for all the wrong reasons, depending on how you say what you say or how you hear what it is that you hear, right? Yes, stove. And again, I'm talking big picture about this, but these are things that happen across professional and personal relationships or interactions, right? You're talking to your partner, you're talking to your spouse, whatever the case may be, and you say one thing and they hear something completely different.

Right? We talk about this notion of really listening to someone, listening for understanding versus listening to respond. And we're going to talk about being present when we get to all of our bullets in just a moment, but there's so much there that goes into this. Oftentimes, people have one main way that they prefer to communicate, right? And what do I mean by that? I mean, some people may be excellent at verbal communication, meaning they're comfortable speaking, they're comfortable saying what they need out loud or expressing themselves through talking or words or any type of verbal communication, also hearing it and then making meaning of what someone else has said or what their intentions are, right?

But if you're really good at verbal communication, you might not be so great at written communication, writing emails, writing letters, having to convey a point in a white paper and a document, even in just a quick text message, right? And text can be so ambiguous because we lose tone and intention and so many things and it's all left for interpretation, but that's still a written communication, a written form of exchange. Other people are amazing at writing.

They may write beautifully, stories, text messages. I mean, you might get a text message from them and think, God, this is the best thing ever, right? If they made bulleted lists, if they write agendas, whatever it is, but you write it and everybody understands clearly, this is what is expected of me. Here is how I need to show up. This is what I'm taking away from that. Oh, they mean for us to do this. I actually don't have any questions or I don't need any additional clarity. But they may not be great at verbally communicating.

They might go to talk to someone and the words might evade them. They might get to a place where they feel like talking in front of an audience, even if an audience is just one person, makes them nervous, puts them in a space where they're not feeling confident or intentional about how they can show up or that they can effectively convey what it is because speaking in front of crowds is really nerve wracking for people, right? Even doing this, I think I've said this to you all, for the longest time I knew that I wanted to start a podcast and I was comfortable coming into a space where I didn't show my face at all. You could hear my voice, you could listen to the things that I said, but I had only been on platforms that were audio only so there was no video.

And even though I hate the sound of my own voice, and I truly do, people tell me that I have a voice for TV, a face for TV, all these things, all the time, I tend to not agree, but I don't particularly care for my voice at all. However, I was talking on these platforms and I was putting myself out there because I had things to say and things that I wanted to share. But I also know that I wasn't super comfortable letting my face be seen, right? Because sometimes our body language, which is an extension of the words that we say, right? Or things that we are thinking and feeling comes through in our facial expressions. And I don't know about you all, but is anybody else like me where if someone says something and it doesn't make sense, or if someone says something and- and it's very much like, what?

It's immediately on your face. Anybody else like that? If you are the person that cannot keep your face together when somebody says something, please put a note or emoji, like your favorite crazy emoji in the chat, just something, because I struggle, okay? I cannot hold it. Like if you say something silly to me or it doesn't make sense or it's not connecting the dots, I'm always like, what? And that's really hard for me, y'all, because I'm a leader, okay? And so think about this. This is my team, my peers, my own, right, whoever. And people are saying things to me and I'm listening to it, trying my best and failing miserably in real time. Like, what did you, did you say that to me?

So this is what we're doing, right? And so my, here's me, the stream of consciousness in my head, all of the crazy things. And I'm doing my best to hold my face together and I cannot do it. I fail on the regular. It is something that I have had to. Work out because your facial expression your body language is a form of communication. People forget that. Oh, come on mrs. Hope power with this. I roll for me. It's the It's like the the furrowed brow Okay, and it's a little bit of the side eye or it's a little bit of the lean

back Right where I'm just like I'm not engaged Right or whatever the case may be and so it's all this just kind of or or I'm also infamous for the head tilt which is the What?

Like come again all of those things right all of those things. That's me. This is me being vulnerable I can't do it. My luck dirty. Good morning Queen. How are you my yen? Nice to see you Yes, it is go there the scooby -doo sound there Right with with with the eyes that go left to right like did anybody else just hear that Am I the only one am I alone on this island right? Is it just me on the Alcatraz? It's happening here right couture life. Good morning. Happy Monday. Thank you so much for being here Right all of that all of that is me, but it's communicating something, right?

It's saying something. So my words may be saying one thing but my face my body language. Whatever it is is Communicating something completely different and so it's it's like it's like saying yes and nodding your head No at the same time all of those things come out So when we have these conflicts of how we communicate It lessens how effective it is and then it impacts our relationships with people. It makes people you know experience us in a different way and so We want to figure out how to not get to scooby -doo sound right or how to check our face and what we need to do And so we're gonna talk about these four Bullets over here that help us make sure that we are showing up the right way and as a side No, I actually had a friend that I was comfortable enough with and I would say to her when we go in this meeting Because I know someone is gonna say something.

Can you just text to me or email? me that you know and just put fix your face in there and she started laughing but she did it for me and I would message her back and say thank you like thank you right so because I did not want to be in there looking crazy and sometimes it was our leaders doing something right or whatever the case may be but I just couldn't hold it together right come on I see all y 'all in the chat yes just go there okay like literally like the whole like what you say are you hearing yourself all these things right the body language like the shoulders like the like the let me just right I'm also infamous for saying let me say back to you what it is that you just said because I want to see if you heard what I heard which is all shady listen okay no here I am being vulnerable on a Monday it's all shade because I want you to know how foolish you might sound sometimes and so it's okay it is incumbent upon me to make sure that I'm checking my communication through my body language through my eyes through my facial expressions, right?

Not smiling when maybe I should be smiling or someone needs that. All of that is imperative. Good morning, Nikki Walker, I see you. How are you? Yes, My Life Journey Scorpio shade, right? And the RBF, for those who do that, right? Shout out to all the RBFers out there because it is a skill, okay? That is, listen, you show up in that. And it's very intentional and it's hard to kind of like crack. I mean, it is literally just the... Right? The solid ice grill with no love, right? No good energy, no nothing on there at all. And all

of that is everything that we're talking about, right, the communication, right? Jackie, I see you, right?

Having to keep your face in check when you're doing interviews. Oh my goodness. And so, especially when people say things to you, right? I can only imagine what you must hear in the responses to some of these questions that you're asking or when you're hearing other people give examples, right? Houseman for Life, right? Let me get this straightened out. Hold on a minute. So mine is, if I understand correctly, that's what I start out with people. Or I'll say, help me understand that last statement. I wanna go back to something that you said there, right? And all of that, but it comes out and then it shifts the energy in the room and now you're just gone to a place because you're really trying to figure out what is going on here, right?

Yes, my lot, Jodie. I know you hear all types of things at the salon, right? I can only imagine what people choose to say comfortably, not comfortably, right? Or they just let it out. And so folks get comfortable in these environments and they just speak freely.

They say what they want, not thinking about how it is going to come across, how they're gonna be received. Jackie with the cut, right? This, the head scratch, right? Mine is always the hand scratch. on the chin where I'm very much like and this one eyebrow over here right my light journey calls it my Scorpio shade what I'm doing stuff and she says to me in advance she's all the time like now friend I just I want to tell you something friend okay bring come on back bring yourself back because you've gone to wherever it is you've gone to it happens all the time yes disco dare right sometimes people are just not aware of it and so we've how much how many times have you all heard me say self-awareness since I've started streaming so many times right because self-awareness goes into all of this these things are so important when we're talking about communication because they touch on how you're gonna show up in those situations how you're gonna make a decision because you have to make a decision to then say to someone let's Let's spend some time there because you've said something and I'm quite not with you or I don't have you know I'm not aligned on that point or that's not something that I've heard before This is what gets into the word economy part of this and I'm gonna talk a little bit about how we Do that misso power?

Listen, sometimes there is no time to be professional. I'm professional Because I spend a lot of time doing that but girl behind the scenes in my mind. I have those what? What? Did you just say that moment, right? It's all happening right the bottom line ticker in my head is saying all the crazy stuff that I can't say out of my Mouth, which is why I have to check my face. Okay, I have to check my face because if I don't man So much will come through on my face that I cannot say out loud and also, sometimes I pull people behind the scenes and I will say to them listen in that environment because we were in mixed company I Wasn't comfortable saying that but listen, I just got it safe I got to be honest with you like the things you were saying in there They were coming out in a completely different manner.

Like did you mean it this way? Did you know that you sounded like that or what was the intent behind that? So I will find a way to bring it to a person's attention But that gets into understanding the needs of the audience Does that make sense to people right? Like sometimes you can check sometimes folks need to be checked Sometimes folks need to be rained in sometimes folks need to be made aware of exactly how they show up Especially if you get the sense that they are wanting to do that and there's a time and a place to do that So let's jump right into versatility because this is the first bullet this this what I'm talking about this notion of can I communicate?

Across a variety of settings whatever that setting is, right? Yes crystal method, right? That's that's it, right? Can I hear you talk to me crazy sideways from the left potentially not having paid? attention to anything that was going on and making a random disconnected comment, right? Can I talk to you in this forum or receive you in this way, but then perhaps in a separate setting one on one or in a space where we're not among mixed company, or maybe perhaps if I'm a stronger writer than I am a verbal communicator, express all of those things to you.

Can you be versatile? Can you communicate effectively, written verbally, whatever the case may be, right? But can I do that in a variety of settings or am I only solid in one? If you're not solid in one, let's focus on how we level you up in getting stronger with your word economy and speaking in front of crowds, right? Really getting all of those things together in your audience. Good morning, great. Godfather, how are you? Happy Monday. Happy Monday. Congratulations on applying for the role with the BBC. Keep us posted. That's amazing, right? And listen, pop in when you can pop in. We would love to have you and we'd love to hear how you're doing and how this goes, right? Hopefully there are some things from the blueprint that are supporting you.

Everybody put some love emojis in the chat for Greg the Godfather, right? For those who don't know, he is based in the UK. So apparently the blueprint is international, right? But let's put some support in there for Greg the Godfather who was doing some big things. Listen, we're gonna hold you accountable for that, okay? To make sure that we can hear how the outcome is. And no matter what the outcome is, Greg the Godfather, right? You are showing up at your best and that is the most important thing.

So know that the blueprint boss fam is here you, supporting you, we are cheering you on all the way from America, right? We are excited for whatever is to come. So thank you for sharing that. And you catch up when you catch up, right? All the videos are in the channel. You always know that you can listen and lurk, right? So thank you for sharing that. I appreciate you being here for sure. All right, so we are talking about communicating effectively across a variety of settings.

Wigs, what up? Nice to see you, okay? Happy Monday, I suspect you are muting. So if you are, be safe out there, my friend. And I hope you're bundled up because I know it's chilly up that way, right? So lots of good things happening. But all of these things,

right? You have to be able to communicate effectively, both verbally and in a written form. And then you have to know when to communicate in a certain way, right? How many of you have ever been in a meeting and you've made a statement or you've heard somebody make a statement and somebody immediately responds to it.

And their response is like, wow. They say something and you're like, yo, that was not appropriate for this setting or they didn't have to respond like that. No consideration, no thought, no just self-awareness, right? Now they're... coming at it from this emotional space and it changes the energy and the tone. And it might make the person who was communicating, who might've felt confident, who might've felt like they were in a space to do so, it might make them now feel like, well, I'm not gonna speak up in this conversation anymore, right?

That's dope. Come on and hold that mirror, right? I'm not gonna speak up anymore. Or you know what? When this person's in the room, I'm actually gonna just hold my comments or maybe I'll just piggyback on to what someone else says, even though it's my idea, or I may be having the same thought or I have something valuable to contribute, right? Just go, Darrin, I like that. Listen, in terms of communication, because sometimes people don't listen and we're gonna get to that when we talk about being present and when we talk about harmony, right?

So hang on to that, we're gonna come back. Especially when people. you'll feel like they're the subject matter expert and so they don't need to listen, right? I am the North Star. I am the person that everyone comes to for this. I am the smartest person in the room for these things. And so I don't really actually have to listen to you because I've heard it 700 times. I've heard it enough to know that that's really this, but everybody is different. Everybody needs different things, right? So just go there and we're gonna send you some good energy about how to effectively communicate to your physical therapist, right? Part of being versatile in your communication is making sure that you're present.

And what I mean by present is that you are attentively listening to others. Let's talk about listening because listening is a skill, people. How many of us listen to respond and only respond? I'm hearing you, but as a person is talking, you're already getting your rebuttal. You're like, ooh, I'm about to roast them. I'm about to set you all the way straight. I'm about to light you up, whatever it is, but I'm gonna check you, correct you, and then help you understand all at the same time.

You go into the conversation ready to just show up, to light them all the way up and let them know so that they can get somewhere and sit down and know that you know that you know, right? We go into these conversations listening to respond and not listening to understand because guess what? If we went into conversations listening to understand, we could communicate back effectively. In fact, that's half the battle in terms of checking your posture. You've already made up in your mind that this person has gone somewhere.

And not only that, now you've sort of, you've already put in your mind like where this person can go and what they can do when they get there. That's me sometimes, right? Where I'm in my brain and I'm like, oh, so you came here to do what, what, what? You know what? Why don't you just go kick rocks, right? And while you kick rocks, I hope you stub your toe. And I hope it falls off, whatever, right? But like you get into that mindset of like already pigeonholing people because you're listening to respond and not listening to understand. But when you understand, then you can respond appropriately. And sometimes that appropriate response is, thank you for saying that. Can I sit with that for a minute or can I ask for a few minutes before I immediately respond?

There's a couple of things in there that I just want to check into. Let me owe you that or let me get back to you on that so we can make sure that we are, I'm having thoughtful exchange or I'm being intentional about what it is. Yes, so even in letting the other person talk, it definitely can be a struggle because you're trying to convey something to them and they don't have that self-awareness. And this is why you hear me continue to come back to that, this level of self-awareness and what you need to take ownership over.

That's the thing that exists between. fixed mindset and growth mindset. Growth mindset is I need to let them speak and then I'm gonna respond to what they said with some acknowledgement. And I think acknowledgement is the first thing that goes into responding. Like oftentimes when people speak to you and they just sort of go in their little space, how many times do you say thank you for saying that? Or thank you for telling me that? Or you know what, before I respond, I just want to say thank you. You shared some things that like I didn't know or you shared some things that I needed to be remind you of. Anybody ever showed gratitude for just being able to listen? It is an intentional thing to pause because sometimes that pause is for you ladies and gents.

Yes, Darren, you have to listen for understanding. And sometimes that understanding is this person needed to convey something to me that potentially they've been holding onto. I need to acknowledge that for them before I now go into my response. Yes, Missy Christy, tone is everything. Tone is everything. We're going to talk about that when we get to harmony in just a moment, right? So I'm glad you raised that. But the minute we shift to listening attentively, right? The minute we are present, we talked about presence. Presence is, this is the moment. This is the moment that I have right now. So I need to be here in real time showing that I can listen to understand and not listen to respond.

Because as long as you're listening to respond, you're not communicating effectively because listening is a part of communication. Does everybody understand that? You cannot communicate effectively if you cannot take information in. You can't take information in if you are listening and you're already, if you're not listening, but you're already formulating your response in your mind. So being present, attentively listening to other people and being intentional about hearing what they're saying goes a

long way for you to check your posture, for you to be mindful of your positioning so that you've...

You've got that self-awareness to respond thoughtfully, right? All of that is really, really intentional. And you're right, Stowe, people are uncomfortable with silence, but sometimes the silence needs to be there. We don't always have to feel the silence. Sometimes the silent moment is that pause where you just need to process. Sometimes the silence is, let me just take a beat, a deep breath, before I launch into whatever soapbox that I'm going to be on, or before I say something that I absolutely don't need to say at all, right? All of that is really important. And Disco Dairy, you mentioned therapy. Therapy is a great place for you to learn and practice actively communication skills because it allows you to be in a space where you're the most vulnerable, but you don't have to fill it with anything, right?

You don't have to try to say the right thing or the wrong thing. It's all open. and available to you, right? All of that is there. And that pregnant pause, those silences, right? And you're right, Crystal Method, there is an opportunity for correction there. Thoughtful correction. Sometimes it's the opportunity for you to say, thank you for saying that. I actually heard you say two things. Can I ask a question to get some clarity? Because when you get that clarity, that shows that you're now listening to understand and you're verbally being versatile and saying, I want to go back and listen so that I can thoughtfully respond.

And it all starts to come together, right? Just go, Darren, right? It's the fundamental parents challenge, okay? Like I totally hear where you're coming from. All of that, right? And here's the thing. They do have opinions. A lot of it is about us as parents being flexible to say, well, what is it that you really want dad to know or mom to know of all the things, right? What is the thing I need to know right now? Which I do with my own nine-year-old and sometimes he's caught off guard by that and he will say, well, I just really want you to know that I feel this, okay, right? And so then he just wants to be heard.

He wants to express himself. He wants to feel like he can contribute to the conversation. Like there's value though, value there. But the thing is, we all want that, right? We all want that. It's the at his leisure for me. Let me just be very clear about that. Like what I'm talking about, because I want you to do it right now when I ask you. But it's the same thing with other people, right? If I ask someone to do something, ideally I'd like for them to do it right then. But people are on their own time. Kids are definitely on their own time, right? They move at the beat of their own drum, for real, for real, right? Let's talk about harmony and being functional. And then I want to leave time for any other questions or any other thoughts that may show up for you as we're talking about effective communication. Cause I know that it's important that we think through this. And I know. And I love that we're starting off with it on a Monday, as we talk about what we're going to embrace, which was our check-in question today.

What are we going to embrace about today? Perhaps it is effective communication. Perhaps it is checking our face, right? And all of that. ha ha ha ha, just gonna do it. Listen fam, I hear you. I hear all that energy. I hear all that energy coming through, right? So here's what you're gonna do there. You're gonna stay in this space. You're gonna keep being a blueprint boss. It's gonna help you deal with your baby the right way, right? So that he has a good example of what to do as he gets older. ha ha ha, I love it, I love it. Right, so when we talk about harmony, harmony is right. How do we adjust to make sure that we're fitting our audience and our message? That's tone. That's tonality. It's voice inflection. It is all of these things, right? It's check -in your face. All right? All of these things that we need to be aware of and need to be mindful of and this is where we get into word economy word economy really gets us to a place where Instead of saying what we want to say.

We are still saying that we're just saying it in a way that might be less Something right it shout out to all the direct people in the room people who don't mince words people who are all right Just landing the plane directly right like hey, we're coming through these clouds. It's gonna be bumpy Buckle up right and you're just able to just do that Versus some people who are not so comfortable giving difficult messages or saying things that are not going to be Easy to hear because we are not prepared for the reaction That someone else is going to have case in point right now many wigs. I'm gonna talk about you a little bit right last week one of the things that I Just go there, and I can't with you, but I love it right. I love it right all of that is Intentional right sometimes we get to a place where we we say things And we just say them because we got to get it off of our chest not thinking about how it's gonna be received say good Good morning.

How are you? Happy Monday? Thank you for being here and other times? We're not comfortable giving difficult message any anybody in here ever had to lay someone off Not been the person that's been laid off the person that actually has to lay someone off to physically say Your role with this company has been eliminated right unfortunately your position has been eliminated You no longer have a job right or whatever it is, but you're telling someone that they don't work here no more. That's it Right yesterday you work here today. You do not and it is so quick because you're actually changing Someone's livelihood right I was doing some coaching with AOigs last week and her and I were in this space and she was just struggling with the physical statement and what that came with, right?

Some of that is us not being able to make harmony with the messaging and the reaction that someone is going to have. We're not prepared for that because we don't know if someone's going to fly off the handle. We don't know if that messaging is going to come back to us because now it's very personal. You as the messenger are communicating to someone and then them reacting back and oftentimes we're bracing for impact and as someone who's had to actually write the messaging that managers are then going to communicate when they are laying someone off. It's no different than

saying to someone, I want you to know that I love you, but I actually don't think that this marriage is right for me or to say to someone, I don't think that I'm in love with you anymore.

Or that I don't think that we should be together or that this relationship that we're in I'm not happy in it It's actually causing me more stress and these are things right. I've now got to convey things And so the harmony in that the tone the way that you say it your body language your facial expressions Your voice inflection all of that harmonization goes into Making sure that it can fit the audience and again your audience only can be one person It doesn't have to be a room of people But it's all about can I say what I want to say thoughtfully and can I be intentional about conveying this with love and respect and Dignity or whatever it is that needs to happen, right?

Oh crystal method that happens all the time, right? people just hold it all in and then all of a sudden it is an explosion of Everything that they're afraid of that they are fearful about that They don't want to receive right and then no one sees it coming. So then you just blindsides folks and they're like, whoa, whoa Whoa What how did we get here? And then there's no harmony at all Your tone is what it is, right? Your voice inflection is what it is. All of it just shows up Katie Browns Good morning King. Happy Monday. Welcome to the blueprint Right all of that Wow Great the Godfather that's that is something right? That is the complete complete different one right being a that angle of it is is completely different and just as Like uncomfortable or unsettling to sort of be in that space.

Good morning. Miss KB. Happy Monday. Good to see you Thank you for being here All right, and then when you suppress it just all comes out and you feel drained of your energy because you've now been holding it in and then you sacrifice though this notion of effective communication how How am I supposed to say what I'm supposed to say? And then how are people now viewing me? How are people now going to experience me? So that harmonization, the tone, the ability to talk with respect, with love, with dignity, right? Even civilly, right? To manage your anger that you might be feeling because whatever emotions come up and oftentimes it comes up sometimes in anger or frustration to manage all of that is really important, right? All of that is really important, okay?

So think about that as we are talking about harmonization. How can I be thoughtful about what it is that I want to say? Because when you lose that, it then comes out and someone experiences you in a different way. And they may describe you in a way that you're not ready to be described as, right? Or you don't want people to experience you, which gets into punctual, right? And this is where, this is your point, Crystal Method, right, you held it all in and exploded punctual meaning, am I saying what I need to say on time? And is it helpful, right? The timeliness of things, meaning not holding it in, not waiting until it's a dumpster fire, not waiting until it's something else, right?

All of that is finding a way to really say to someone in real time or in the most effective way possible, hey, I need to share something with you. And sometimes that's you taking the opportunity to get yourself together, what am I thinking and feeling? Now what do I do with that? How do I want to say that sometimes it's practicing with someone else to be able to do what it is that you need to say, sometimes it's knowing that the environment that you're in is not right. But I need to try to capture them in real time. And sometimes the best thing that you can do in a in an environment where someone just sort of lays into you or pops off or if you're in a group and you're not expecting it is to just say, thank you for saying that. I don't have a response right this moment. But let me let me get back to you on what it is that you shared. That's the that's one of the hardest things to do. Because you write you ready to bristle up, right?

You write nook if you book is already playing in the back of your mind. And so you're ready to just lay into book. That's not the way to do it. People I'm telling you, right? There is this notion of coming in and being intentional about how I want to be able to say what I need to say. Now, am I saying to you that you can't communicate with passion? Absolutely not. Am I saying to you that you can't be direct? Absolutely not. But it is all about the harmony, the way that you are. And some people, this is an ongoing thing that they have to work at. They're always going to be needing to be direct. And then finding a way on the back end after they've said what they need to clearly say to then say really what I want to make sure of is this, reminding people that you're coming from a really good place that you don't want to hurt them, you want to help them, right? Exchange is healthy, even if it is passionate exchange, right, even if it's assertive, even if it's at this, right, so if you're already at 17 and somebody else is at five trying to communicate to something and now there's a big gap between all of that that's in here, right?

You have to be okay knowing that you need to be mindful of your harmonization and where it is that we are going and how we want to think about things, right? Exactly, that right tone is what I'm talking about when I say harmony. And can you do it in a timely manner? Sometimes it is even saying to someone, hey, you know, you shared a couple of things in our conversation, in our meeting today, can we set up time tomorrow to just go over that or this afternoon? Because you may need time to take a step back and breathe so that you don't lay hands on somebody in a way that is not in service to you or so that you don't pop off and show up the way that they did.

And the very first thing that I- to people when I go into those conversations is this. Thank you for sharing with me what you shared yesterday. I had a chance to think about what you said and I want you to know how I experienced you in real time. Cause now I'm going to tell you about yourself and you're going to hear back what it is that you said, right? This is not harmony. Sometimes harmony is bringing people to where you are and letting them then hear themselves. Because in that moment they made a thought, I'm out here killing it. No, you weren't. No, you didn't. Let me tell you how I show up. And not

only that, let me tell you some of the other things that were shared with me after you said what you said.

Is that what you meant? Because this is what was said. This is what was heard. And this is how I experienced you, right? All of that. And I open up with that and say, did you intend to really say this this way or what is it that you meant? Because here's how I received it. Now you're bringing people to the table thoughtfully in a one-on-one environment that does not give them the very same experience that they gave you or the way that they showed up and the way that they demonstrated. But you're also being punctual and you're sharing information that's going to help them. So each of these things, ladies and gents, right when we talk about being versatile, when we talk about being present, when we talk about harmonization and punctuality, all of that is important to know because it impacts our ability to show up thoughtfully and to be intentional about where it is that we are going and how you are communicating.

And the ability to stay self-aware is really high in effective communication. Because if you have high awareness, you are in a space where you can then not be so quick jump in and go oh I need to just say this or oh I need to just respond or I wasn't listening at all because sometimes you have to own that you weren't listening you have to own all of the ways that you are not communicating effectively right and how we think about all of the stuff that we didn't hear we should have said after the fact when we reflect back on it to be like man I should have really written that email instead of verbally responded in the moment or you know what I actually wasn't listening and I missed that and because I missed it I was like being defensive because I missed something important and my tone was off right and I waited a week to kind of tell you how I was feeling all of that is is reflective on us and not being thoughtful about how we show up in our effective communication right so when we think about that folks get comfortable with where you communicate the best is it written is it verbal And then keep these other things in mind.

How do I get stronger in saying that? Sometimes it's asking someone, would you prefer that we have a face-to-face conversation or should I write some things down? Sometimes you have to do more than one and that's okay. It allows you to, right, what did I tell you? You gotta build a muscle before you can flex it. We're always gonna be building new muscles in the blueprint, right? We're always gonna be in this space where we are trying to do things, right? Trying to show up, right? Yes, Crystal Method is also very easy to throw up by email, right? So I wanna make sure that we are thinking about that as we are looking at each one of these things, okay? So with that being said, Crystal Method, I think you asked me a question that I skipped, I saw it, but I was finishing my sentence.

You asked me about exercises for communication. If that will be helpful, I'm happy to sort of pull some things together, some words, so Christy, I think we are gonna go to Ray because I don't think Hal is on yet. We were gonna go to the Hal Show,

everybody, but I think we're gonna go over to DJ Ray Domingo and Rayde, right? So yes, Crystal Method, I am happy to pull some things together. In fact, when we do the recap tomorrow, I can start with some statements, what I'll call transition statements that help us kind of be like, this is what you're saying, this is what that means, this is what you're avoiding saying, right?

So I'll put together like five or 10 of those and post it. Yes, Darren, that is so true, right? Because all of the stuff that we're talking about can be lost in text, 100%, right, 100%. So being intentional about all of these things, you can go ahead and set it up, Christy, we're gonna go to Ray. So everybody, we were gonna go to the Hal Show, but I don't think Hal is on yet, so we are gonna go to DJ Ray Domingo and get some of his good energy this morning, for sure. The red message is going to go up. You want to copy it as soon as Christy puts it up. And so Christy, I know it's nine. We can go ahead and hop over there. But I will take these comments. Thank you, everybody, for your engagement today.

We're going to pick up with this part on tomorrow when we do the recap of Communicates Effectively as we go into our next one, because tomorrow is really about business insight and understanding how to do that. We're going to talk about business, but I'm also going to relate it to the personal piece of this as well. So thank you for being here. I am sending you to your Monday and into the start of your week with all of the good energy and light you will need to guide you. Take very, very good care of yourselves. And we will speak again tomorrow morning. We'll be right back.