


The Blueprint

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Thank you. Thank you. Thank you. Okay. . Hello, Luanda. How are you? Hi there. Some of a few minutes early, so we're going to give it some time for folks to make their way into the chat, which gives me some time to work out all of these sound issues because...

It's driving me a little crazy. Hello, my luxury. Hello, my darling. Thank you. Thank you. Thank you. These are my favorite headphones, but like I comb through so many options trying to figure out which ones I wanted and these are the best.

Yes, my life journey. This is the energy that I'm on today, so. Bye. Ms. KB, you made it. Thank you for joining. Thank you. So since it's the first official blueprint, we're going to give it maybe another minute or folks.

I know folks just like rating out of other rooms and coming in. So. Thank you. So I will um and then I'll like kick off with a little bit of introduction about who I am and why I'm here and why I want to do this.

Thank you. Okay. Thank you. All right, so we're going to go ahead and get started. So welcome, everybody, to the Blueprint. My name is Kim Blue, and I am super excited to be here. It's my first stream, so thank you for joining.

I am really excited to get back to the space that I have been in for a long time. Hold on for just a second, everybody. I'm getting a weird echo. And it's throwing me off. Alright, yay nay. Can you all hear me now?

I'm going to tick my headphones off because I was having a weird echo. Is this better? Is this better? Is this better? Okay, perfect. Thank you, my lecture. So, I am... Is this better? Hold on. Okay, perfect.

Thank you, my lecture. Still getting the weird echo and I can't figure out what's causing it. Okay, perfect. Thank you, my lecture. Still getting the weird echo and I can't figure out. Is this better?

Still getting the weird echo and I can't figure out. I don't know where the echo is coming from, everyone. Bear with me for just a moment. Yeah, I don't know where the echo is coming from, everyone. Bear with me for just a moment.

I don't know where the echo is coming from, everyone. Bear with me for just a moment. I did how? I just went in and checked the echo cancellation is off. I did how? I just went in and checked the echo cancellation is off.

I did how? Yep, they're all closed. All right, better? Okay, thank you, Hal, for letting me know that that's it. All right, everybody, figured it out. Thank you for bearing with me in all of the crazy technology that is happening.

So I will restart my introduction. So thank you for being here. For those who don't know me, my name is Kim Blue. Welcome to the Blueprint. This is one of my most favorite things that I've ever done in all the time that I have been putting myself out there as far as what I do professionally.

So I'm gonna tell you a little bit about what I do, why I'm here, and what you can expect as long as you come to the Blueprint. So this actually started in 2020 when the pandemic had just begun and I was trying to figure out ways to connect with other people who do what I do.

So I am an HR executive. I am a career coach. I'm a strategist. Really, what I do is I help people think and I help them figure out how to make better decisions about their career. I coach small business owners.

I help make sure that people are connected to the knowledge, capabilities, skills, and resources they have to just show up as their authentic self and to just be great every day. Because quite frankly, we don't have a lot of people who are out here doing HR or strategy for that reason, right?

And I absolutely love what it is that I do. I'm super passionate about it. Anybody who knows me knows that. So that's why I'm here. I'm here to make sure that I'm using my gifts so that all of y'all can benefit from it.

So I don't know how, I don't know what was busted, but I figured it out. I clicked off of something and that helped keep the echo from happening. So we're just gonna rock with this until further notice.

So that's what I do. And someone introduced me in 2020 to Clubhouse. So Clubhouse is an app, audio only, where you can go in and have connected conversations with people. And at the same time, figure out how to solve problems, how to get in there and meet new people safely and expand that in whatever way it made sense for you.

So whether that was through LinkedIn, whether it was safely meeting up with people when the time came, but no matter what, that was how I got started. And I actually joined a separate Clubhouse room and another friend of mine was hosting it.

And it just so happened that she decided she was gonna move on. And she was gonna go in a different direction and take her work and put it out there. And she opened up the space and said, I'm gonna leave this host opportunity available.

Who wants it? And everybody in the room gave my name because over the course of three months, like as people would listen to me comment in her room or as people would hear me talk, they would message me outside of her space and say, hey, can you help me with this?

And so we'd have like some 15 minute conversations that were really like mini coaching sessions and people kept coming back for that. And so, When the morning mindset, which was what her room was called, ended, I took over and started the blueprint because people who work with me always ask me, Kim, if I just knew how to get started, what to say, what questions I need to ask, what I need to do to either get my business going, how to talk to my manager at work, I'm going into a new job, what it is that I need to do, I just need a roadmap, I wish somebody could just tell me the first two steps, then I could figure out how to do this.

And I thought, well, that's what I do every day, right? I just happened to do it inside of a workplace. And so now I figured out why I can talk to people and teach them how to like, be good at strategy.

And so I did that for a full year on Clubhouse, and it was audio only, and then my session started to become recorded, and then people started saying, you should really get out there and like write a book, or you know, get a podcast.

I started a YouTube channel and I was a little nervous about putting my face out there in terms of starting a YouTube channel because I didn't really know a lot about that. And so I just kind of put it to the side and May of this year I took a break because I had been doing a full year of the blueprint and decided I wanted to kind of recalibrate and I had committed to launching a podcast.

Well that didn't happen because the current role that I was in took me in a different direction and so I had to really lean into work. So I had to park the podcast which by default was this whole thing that gave me time to figure out what I want to do next.

So hello Raiders welcome to the blueprint shout out to my guy I know DJ OB if you are not following him please do. He is in fact how I got here and gave me along with some of my other security detail who I'm talking to who I will who I will shout out right who are coming from this right.

I love it. I love it. Thank you. I appreciate you. Hello Raiders. Welcome in. Welcome to the blueprint. We are live. This is my first official stream. So happy to have you here. I was just telling folks the story of like how I got here.

So shout out to everybody who's coming in. Sweet Jamaica, Nikki, Christina, Sea Love 702, New York and mommy of how many kids LV 27 ,559 right a McKee my queen city sister. Hello. Hello. Hello. DJ demand site giver who was in the stream with me over the weekend when I was having all of these technical problems and who could see it right.

I appreciate you all being here so much so much right. Hello Jackie 0722 yes there will not be as much foolishness in this in this session today today. We're going to go from from ratchet to a little bit of righteous and make sure that I get you all right in your day to day jobs and in the way that you're interacting and connecting with people because that's just as important.

as some of the ratchet that we get in the morning. So Ms. Frosty, hello, hello. Yes, D - Man, we are legit. Thank you so much. I appreciate you. Samus, I appreciate you. Thank you all for being here. So Holly Rock, you made it.

I almost missed you. I'm sneaking into the chat. I love it, I love it. So how I got here, right? HR is my jam and that is the thing that I love. I love people and I love making sure that everybody knows that the thing that they wanna do, they can do it.

They just need a little nudge in the right direction. Just like I got a little nudge from LV to do this. In fact, let me tell you that story. So I met LV like a year ago, maybe two years ago now, randomly at an event in passing.

And I actually was gonna have a birthday party and asked him if he did birthday parties. He said, yes, we exchanged contact information. It ended up not working out, but he gave me his Instagram. And so I was following him on Instagram, but we didn't talk for a full year.

Fast forward. The same event happened, he was there and we ended up talking again and he was like, what are you doing? How can I help you? Like, what's been going on with you this last year? And I told him the same thing I just told you all about Clubhouse.

And he was like, wait, what? You mean you were putting all this like, knowledge out there for the people to take advantage of? Like, we got to get you back in that circle. So in the midst of that conversation, he picks up the phone and calls our friend, Alberto Chico, and says, Hal, I got somebody that you need to meet.

I think we need to get her on your show. And so that is how I got it. Yes, yes. Sitegiver, that is precisely it, right? Just coming in hot. And I thought he, and so seriously, I thought like after this conversation that we were having, he was going to do it like later next week.

No, he picked up the phone right in the middle of us standing there talking and called Hal. And then Hal said, Oh, okay. So it's Thursday. Great. So how about Monday? You come be on the show, right? And I was not prepared.

I was, listen, I was missing doing this. I was missing the interaction. I was missing connecting with people because like, I get my energy from talking to other people. I get my energy from learning what gives other people energy.

And I get energy from watching the light bulbs go off and people realizing like, I can do this. I can do this thing that has been scaring me or that I have been wanting to do, but right now need to make sure that I don't have to hold back on it.

Cause I know where to start. I've got somebody in my corner. Yes. Sweet Jamaica. He was like, right now we're going to do this. So he picked up the phone and then how was like Monday. And I was like, not even a week.

He was like, no, no, no, we're not going to do this now. We're going to do it right now. And so that Monday I was on Hal's show. And that was the beginning of the journey to the blueprint because not only was I on the show towards the end, they were like, so.

What's up with the stream? Like we gotta get you out here. We gotta get you doing your thing. We gotta get you back, right? That's the whole reason that LV brought you out here. And quite frankly, we need more of this.

We need more people who look like us, women who look like you, who are out here, putting good things out into the universe and making sure that we're doing what we love and people feel like they can connect with you.

So that's how I got here. Hello to everyone who is coming into the room, who is coming, yes, LV. I did look at you like I didn't know you because you were just so immediate with it and I was not prepared for that at all.

But I appreciate you, right? Because you pushed me into it. So shout out to everybody who's coming to the stream in the last few minutes. Cruz, hello, hello. Who else has come in that I miss? Sierra, sweetjamaica, lovey54, hello there.

Brax, right? I appreciate you already cheering me on to affiliates. So I appreciate it. So anyway, that's who I am. That's how I got here. So what are we gonna do in this? space. What is the blueprint for?

The blueprint is safe space where we show up for each other and where I show up for you as a coach, as a thought partner, as someone who can listen to you and someone who can help you say, think about how you want to approach things.

Make sure that you are not just being one dimensional, whether it's in your work, whether it's in careers. And a lot of stuff that we do across the blueprint is not just going to be professional. It's going to have a heavy professional edge for sure.

But keep in mind, if you really are on top of your game, we're going to be able to move some of this stuff into the personal side, right? Because a lot of the things we're going to talk about communication, about the way you think, these are things that are going to help improve your relationships and make sure that you're showing up as your most authentic self, that you are adding value to everything that you're doing.

And that more importantly, you know where to go when it comes time for you to figure out what's my next move, right? I got somebody in my corner and I fully intend for this community, this blueprint community that I am establishing to be just as solid as all these other Twitch spaces that we are in.

So thank you all for supporting me and for being here. And I hope that you find tremendous value in it because I have got to, I found tremendous value in being in the spaces that I've been in so far.

So let's kick this thing off. What are we going to talk about today? We are going to talk about the concept of a shift. And what I mean by that, and let me spell it, it's S -H -I -F -T for those who are in -house show this morning, right?

Shout out to Brax who was clowning me hard and giving me some tough love. And I know it was from a good place, but we're going to talk about shifts. And the reason that we're going to talk about that is because that's something that we do every day, even if we don't think about it, right?

But we're shifting every day. We are moving, we are transitioning, we are making adjustments, whatever that looks like but we're shifting every day and this is so significant for me because this is a shift, right?

I started in this space. This was an amazing way for me to build community which is something that I desperately needed because I moved to Atlanta during the pandemic and I was already closed off from people anyway and so to now be in a space where I could re-establish connections.

I was using technology for the thing to help me do the thing that I love and that was a big deal for me so when I was introduced to Clubhouse when I was encouraged to take over my own room and then transition the things I was saying on Clubhouse to other places whether I was posting on LinkedIn or appearing on somebody's blog, right?

Like all of that was important because it kept me learning but it also kept me figuring out the things that I need to talk about to people and what I was hearing from others and how I could make sure that we were all connected so Thank you for letting me know.

I need to fix my LinkedIn link. I will absolutely take advantage of correcting that after the show. I appreciate you. So this was a shift, right? I shifted away from just being a consumer of the things that I teach people every day in my regular role to now being a teacher, to now being a leader again in a different capacity and a thought partner and starting to find the safe space where I could help make sure everybody was doing their best and showing up in their most authentic way.

And so I shifted from sitting still to now leading from the front, to being out front, to owning the space, to curating content, right? I was creating content and I didn't even know it. And if you'd have asked me back then if that's what I thought I was doing, I would have said, no, I'm just hosting this space, right?

I'm just an HR professional. I'm trying to make sure that other HR professionals have what they need, but really what I was doing was shifting away from this small mindset, this fixed mindset, and I was setting the stage for what is now gonna be my destiny for how I move this thing forward, right?

Because the blueprint is going to be something that is gonna help people in all capacities, right? So when we talk about shifts, what does that mean? And to know me is to know that we're always gonna make meaning, we're always gonna have some grounding, we're always gonna be coming from the same page or the same starting point, and then you can push that into anything that you want from there, right?

So two definitions of shift, and here is where if you don't have your paper or your pen or your note-taking apparatus, whatever that is, you probably wanna get it because there will be some Kim Jims that have dropped, as my friends call them, throughout the time that we are together.

So what does it mean to make a shift? Two definitions, two, right? One, two, we're gonna talk about what that is. So the first one means to move or cause to move away from one place to another. So meaning I'm here, I now need to get there wherever there is.

And so I'm gonna move in that direction, whether it's walking or through some other transportation or whether it's mentally or whether it is emotionally, right, there's a ton of ways to make shifts. Okay, so write that down, if you did not already.

It's to move or calls to move from one place to another. The second definition, and this is really the one that I wanna make sure we focus on, cause this is the one that's gonna hit us right here in our soul, is a slight change in position, direction or tendency.

Let me say that again for the people in the back cause I'm sure the people in the front may have heard me this time, right? The second definition of shift is a slight change in position, direction or tendency.

And I wanna focus on this last part of tendency, right? So what's tendency? Tendency is like the habits. It's the things that we always go towards. It's the things that we say Well, I have a tendency to do this.

That means it's a regular occurrence. It is my regular behavior, my regular action. It's the same words, the same process, the same posture even that I keep or hold. So when you deal with me, people are always gonna be like, oh, Kim has a tendency to fill in the blank, right?

I have a tendency to have a big personality. I have a tendency to wear fancy earrings, right? I have a tendency to drop this knowledge on people whenever you engage in the, whatever it is. But think about what your tendencies are because that's part of how people experience you, right?

I have a tendency to not listen. Think about when you are with your family, right? Or your friends or your tight -knit circles or your work community, right? Think about the behaviors that people have, okay?

Those are tendencies and those tendencies have impact on the direction that you may shift in or the position that you may shift to or out of, right? Because a shift can be towards something but it can also be away from something.

And sometimes we forget that shifts can go in either directions, right? Sometimes we just one -dimensionalize it and say, okay, I need to go towards this. But that towards something is also away from something else.

And both of them have tremendous value. So we're not gonna overlook that here while we talk about what it means to shift. So it's a great question, Sierra. She says, what are some tools that a person can utilize if they aren't comfortable with shifting changes?

That is amazing. So I'm gonna hold on that. I'm gonna answer it because we're actually gonna break down the word shift as an acronym. And we're gonna go through each letter and then I'm gonna circle back, Sierra, and answer that question.

So thank you for dropping that in the chat because there is a ton of tools that people can utilize because when we talk about change, and I mean full -on, I am going to operate in a new or different mindset way of thinking, set of actions, potentially a belief system.

right? That is uncomfortable. And when you start to make the decision to move away from that, you need tools and you need support. And we're gonna talk about that today and in future sessions of the blueprint, right?

Yes, you want a shifting away can be just as powerful. And I think that that's something that we don't talk about that often. We always talk about, well, I want to move towards this thing, right? But it means that you have to move away from something and the moving away from something is probably just as hard as moving towards because there's this element of detachment that has to take place.

And for those who were in classics room this morning, right? She talked about the law of detachment that was part of our mantra, right? But it is this notion of I need to leave something behind and let something go in order to get towards this thing, this outcome, this place, this person, this feeling, this experience that is going to help me in some way.

Okay. So these are the things that we're gonna talk about. Oh, Christina. Okay, enjoy your meeting. And I hope you make it back to the stream, right? So when we talk about shifts, let's break down each letter because I wanna really make sure that we understand what it means to shift and then we get back to answer in Sierra's question, right?

So write down each letter, S -H -I -F -T, and we're gonna start at the top with the S. So when we think about shift as an acronym, now that we have a baseline meaning for what it is, right? To move away from something or towards something else from one place or the other, or a slight change in position, direction, or tendency.

And by tendency, we mean like behavior or action, okay? So the S, let's start there. S stands for story. What's the story that you're telling yourself? What is the story that you know to be true or the reason behind or the why?

Why are we making this shift? What is the story that I am telling myself that I understand to be true that maybe even someone has told me that is become the catalyst for this shift? So if you don't know what a catalyst is, a catalyst is something that kicks off a reaction, right?

So think about a science experiment. If you add vinegar to baking soda, what happens, right? You start to see that fizz, okay? If you put Mentos in a Coke bottle, what happens? You get a whole little explosion.

That's a catalyst, right? It's when two things come together and create something new or they spark the change towards something new, right? The story that you accept or believe or are telling yourself is the catalyst for this shift.

It's the place that we start, ladies and gentlemen. And if you don't know what that story is, if you don't have reasoning or understanding or belief behind or in that story, it is going to impact how effectively you're gonna be able to make this shift, okay?

So you gotta know. what that story is and you got to be able to believe in that story because if you don't know what the story is that you're telling yourself we can't get to the H and the H is for how how now do I need to start moving in this direction do I need to bring other people along do I need to think about what this journey is going to look like do I need to employ a different set of tools new people new resources new technology new processes and I'm not trying to make this all technical folks when I talk about process process could be something as simple as I used to get up at 7 a .m.

and now I need to get up at 6 30 right that's part of your how so don't think about it in some big strategic thing right yes how that's h -o -w not h -a -l right but don't think about it in some big grandiostrategic way that you can understand right keep it simple That's the beauty of the blueprint right is that it's all gonna be simple stuff that when you leave here you can be like Oh, I can do that when people said that they really meant this correct, right?

I really mean this but part of that story is is getting clear on what it what it is so that you know How you need to move right? So who do I need to involve? How do I need to make sure they understand the story that's out there?

How do I need to make sure that I'm telling it effectively? Consistently, what are the parts of it that are going to be critical so that people understand what their role is going to be? Because sometimes ladies and gentlemen, the how is not just a singular thing, right?

It's the thing that we have to explain It's the thing that we need to make sure that we get that's where the steps begin. How do I do this? Okay, do I need to talk to this person? Do I need to do a little bit of research and understand what exists out there already for this to be?

True and real do I need to understand someone else's journey if they've made this similar shift, right? If they've gone in this direction if I am now going in this place and I don't know what this journey looks like How do I talk to someone?

How do I figure out what it is that I need to start doing? Okay, so that's the H the H is for how Next is the I the I this is my favorite one. Okay, the I stands for two things. It's intent and impact What is our intention?

So part of that how is understanding what do I intend to do? What do I intend to shift towards or what do I intend to shift away from and in? Setting that intention. What is the impact of doing that?

if I intend to get up at 6 30 in the morning instead of 7 a .m What's going to be the impact on my sleep pattern on my body on my time on my ability to be able to? more of whatever it is that I need or have less of something that wasn't in service to me before, right?

But what is that? So you need to get clear on what's your intent, what's your impact, and how they are going to impact the story that you're telling and the journey that you're on, right? The how, how we're getting there.

Because sometimes that impact can end up being something that you did not anticipate. Sometimes your intent can be something that does not translate to absolutely where you're going to go, where you're trying to go, right?

How many times have you said something to someone with the intent that they were going to absolutely hear it and receive it the way that you meant it? And they took it all wrong, right? You said to them, hey, you know what, I think you could maybe get a better, you know, outcome if you tried, you know, to wear red shirt instead of a blue shirt because red is something that, you know, really works well for you.

And instead, the person hears, oh, so you think I look stupid in blue, right? So your intent was one thing, to try to help them make a recommendation, give them some information, but the impact was, right, they took offense.

They didn't like what it was that you said, or they completely misunderstood it, or, right, shout out to D -Day Duper, right, it didn't land. It did not land the way that you wanted to. That's what I mean when I talk about intent versus impact.

So if you're not clear on the how, and you're not clear on the story, you cannot set appropriate intentions, and that is gonna in turn have some impact on how you want things to land, how you wanna make sure that people receive what it is you're trying to do, okay?

So when you think about your impact, think about what it is that you want to feel, what you would want to feel, or what you would want someone to say to you, or how you want to be able to experience something, if someone were doing this to you, right?

How you want to be able to make sure that if your intent is for someone to have clarity, and for them to feel valued, or if your intent is for someone to know that you are giving them feedback, or whatever, from a place of love, and you're not trying to be mean, you're trying to make sure, right, L .V.

talks about being direct, right? You're being direct, but you're being intentional in your message. That is the thing that we wanna think about when we talk about shifts, right?

It's getting clear on your intentions, and making sure that they are aligning to give you that impact that you want.

So, thank you so much. Hi, Crazy Berry Town, welcome, how are you? So that's the I, right? And the intent versus, and there's a reason that it's right there in the middle, because if you don't get that intent, and impact, align, we can't go on to the F, And the F is for focus.

So if you now know what your intent is, you now know what impact you want to have, right? Yes, Brax. That is ships, not ships or the word without the F, right? Okay. It's not either one of those. But if you don't get clear on what your intentions are and you can't set them thoughtfully, and if you can't determine or help set the direction for what that impact is, right, then how do you know what to focus on?

And when I say focus, I mean focusing on what are these new actions that I'm now going to do? What are the steps that I'm going to take? What are the decisions that I now need to make? Who are the people that I now need to focus on bringing together, explaining what this is going to feel like or look like or how it's going to impact them?

Because part of the thing about making a shift, good people, is that the impact is not just going to be on you. there's going to be impact to your environment. There's going to be impact to your routine.

There's going to be impact to all of the things that you were doing before because it's not going to be the same thing. And quite frankly, if you want the shift to stick, you can't go back to doing anything that you were doing before, right?

So the intent and the impact becomes really important because then you know what to focus on. You may, in learning what your intentions are, determine that you actually don't need to focus on something that you may have been focusing on before, right?

Let me give you an example. Before I got an HR, I used to be a personal trainer, right? I studied exercise physiology in undergrad and I would train people and help them understand a lot around how the way they used their body in the gym could help them be better in their jobs outside of the gym, just like I do now in HR.

But I did it with health and wellness and I did it with healthy eating and I did it with affirmations and positive mindsets about living right and saying, man, if you get some sleep, you come to the gym and you eat right, you're going to be able to kick ass in this meeting.

You're going to be able to show up and you have better ideas than the person sitting next to you. And people are going to recognize that you're going to be adding value. And

that's how from a performance standpoint, you show people, but you can do things like that I was literally connecting them to how their health was going to impact their pocket long term, right?

Because when you show up and you innovate and you give creative ideas, happy, healthy people are more productive. More productive people are innovative. Innovation creates new ideas, new ideas are what help companies make money.

And when you make money, that is how shareholders in the bottom line and revenue is generated and impacted. And that's what makes the world go right. So all of that comes together in that way. That is what would help me say now in knowing all of this, where do you want to focus?

Do we need to put more of our focus on your eating habits? to get things on the inside better because we've got a real good grip on what we're doing outside meaning the cardio the weights the classes whatever that's doing do we need to shift it to something mental meaning we need to maybe think about how you relax or how you unwind right or what are some practices that we need to maybe move away from that are going to be not in service to you but things that we want to move towards right what do we need to focus on is it the cardio is it that this and so I would actually ask people what their focus was and then I shifted that very same thing over to how people could do that in their small business how people could do that in creating new ideas in meetings how people could do that right in their personal relationships right shifting away from things that we know and have always done or have been taught and how we move towards that but you've got to get clear on what it is that you're focusing on because if you don't have focus it's going to diminish your ability to land that impact.

And then your intentions are off. And then you've got to go back and look at, well, the how, again, now you're back to the how. How did I get here when I started in one place, right? And that all goes back to, well, again, what's the story that I'm telling myself?

Did something in my story change that then shifted my how? So now my intentions are off and I didn't get the impact that I wanted. And so now my focus isn't super clear. All of that plays into it, right?

And it goes both ways, people. I'm starting at the top and giving you the word, but each one of these builds on the other. And you cannot do one without the other. So you can't get to your, you don't know what you're focused on if you're not clear on your intentions, right?

So then the last one is time, right? What kind of timing do I have? What's the timing on this shift? Am I in the best space to be able to do it? Do I have enough time? And am I going to be in a position to say the time that I need or the time that is going to be required for me to make this shift is really going to ensure that I am keeping my focus, right?

That my intent and my impact is really going to be in alignment. And that my how and my journey and my story all makes sense and really gets me to a place where I can say, now I've made this shift and I've moved towards this thing or I've moved away from this other thing that I didn't know was going to help me in this way or that was going to put me in a better position, right?

Or is going to make sure that I'm going in the right direction. And if we go back to that second definition of a shift, what did I say? It is a change in position, direction or tendency, right? I've got new behaviors that I want to put into practice.

I'm going in a different direction. The thing that I was doing before, that's not going to work. And I've got to put that down or I've got to stop doing that, right? Or, you know what? If I just changed my position, right?

My mental position, right? Or my emotional position, my... thinking, right? It could even be my physical position. I now need to sit this way, or I now need to, you know, make sure that I'm in front of these people are saying these things.

Positioning is also about posture, right? It's the tone or the energy that you put towards or behind something. Okay, so think about all of that, the time that it's going to require for me to get the new tendencies for me to change that direction for me to adjust my position, or that posture, all of that becomes super important.

And that is how you make a shift and ensuring that you get to these desired outcomes, right, as we call them in the workplace. But really, it's like, did I achieve my goal? Did I get where I wanted to be?

And do I feel like the things that I was doing or that I've moved away from are really now I'm in a better place to do that, right? I'm in a better place because I've made this shift. So, I want to go back and answer some questions that I see floating in the chat and then I want to talk, I want to go back and talk about moving away from something and moving towards something because there's some impact there and you got to be prepared on a lot of levels to know what it means to move towards something.

What are you inviting in and when you move away from something, when you make that shift away from people, processes, places, spaces, mindsets, like what does that shift in you because there's a lot that happens on multiple levels, shifts are not just one dimensional, they are multi -dimensional so you could be having a physical shift that then elicits an emotional shift, that then means you need to have a mental shift and it's all about the story, the how, the intent versus impact, what you're focusing on and do I have the time that I need, right?

So Ciara, you asked the question, tools a person can utilize if they aren't comfortable with shifting or changing? So there's a couple that I think are really powerful and when I coach I tell people this, the first one is journaling and I know we hear a lot about it, right?

But writing, writing out what it is that is keeping you from being comfortable and the reason that I encourage writing is because it's very personal, it's a one-on-one conversation you're having with yourself, nobody has to see it, you don't owe anybody anything, you don't have to feel embarrassed, you're not on a big stage, the only person that you owe this shift to, this moment to is you, right?

So you can write down all of the feelings, all of the things that you are experiencing and then have it to be able to look back on and say, okay, on this day I was experiencing that but what else was going on that was causing me to feel this way, right?

Or what is the thing that maybe I wasn't acknowledging that I need to kind of look at out loud and go, you know what though, maybe I didn't want to do it because I had tried it before and it didn't work.

Maybe I wanted to do it because, right, these other things were going and that day I just wasn't feeling it or I had just come off of an argument or a bad conversation, whatever the case may be. So definitely journaling, right?

Find a journal, invest in one, really be able to get to a place where you can write down what it is that you are thinking and experiencing so that you know beyond a shadow of a doubt. These are the things that I need to now address because once you write those things down, Sierra, that's where you're putting your focus.

Every once in a while one of these letters will pop out and you'll sort of go out of order, right? But if you have some discomfort around shifting or changing, what is the thing that I now need to focus on?

And what's my intention around addressing that? So journaling is the very first thing that I always think of. The second thing is really looking at what Have you recently changed or what other adjustments have been made that will have some impacts to this?

So it's a little bit of observation and it might sound silly, but I promise you it works. Sometimes it's going back and doing what I call a little bit of a record. So this is separate from journaling, right?

But it's like record keeping, right? Think about keeping a food diary when you are doing it. And so journaling is a true actual account of some things versus keeping a diary, which is more kind of like a log to say at this day and time, this was this, and I consumed this or this changed or whatever.

So it is literally writing down a step -by -step journey of what you were doing and then looking at patterns, behaviors, inconsistencies or consistencies because those things can have some impact on the how.

And once you hone in on what those patterns are, that really allows you to understand why you might have some discomfort with changing, right? So there's journaling and then there is truly kind of keeping a daily log or a diary to kind of understand what your behavior patterns are because you may not even know that you're doing certain things.

Certainly other practices that are out there, right? I endorse mental health practices, right? Whether that is going to therapy or talking with someone. I endorse coaching, not just because I am a coach.

Sometimes it's about getting out of your own head and getting out of your own way and having somebody else talk to you and bring you through what it is that you are doing you may not even be aware of that's holding you back, right?

And that's why shifting away from something is so powerful. So grabbing a mentor and setting up a mentoring relationship and get investing in a coach is always going to be good. Finding community like this of people who have made this shift or made this adjustment, right?

Doing your research to understand what is out there for people who are looking to do this. this thing that I'm trying to do, right? Whether it's moving towards something or moving away from something.

So those are all different types of tools. The journaling, the diary or the log keeping, and then I would say finding your community, those are the top three because that's where you're always gonna have constant movement and your knowledge is going to be expanding so you're not stuck in the same place, right?

Part of why people don't want to change is because their belief system is rooted in a certain set of things. And moving away from that belief system now means that they are not gonna be seen. There's risk for lack of acceptance.

There's so much that goes in there and that's why I wanna get into the piece around focusing and the how, how you do this, right? And that's what gets into some of the other things we talked about, right?

Perception and about impact and some of the other things that are in there. So hopefully, Sierra, that helps you. The key to staying focused. Incognibro, that is a great question. And so, you know, I think it's different for everybody.

Everybody focuses in different ways. Some people are able to just be like, okay, today is the day I need to just sit down and do it. And I need to just commit to it. And so sometimes it's like, how do I make that commitment to myself?

Sometimes people need a lot of encouragement and that means you got to find your tribe. It also means that you got to be vulnerable about saying, this is the thing that I need to do and how you ask for help.

Sometimes focus is asking for help to say, if I'm going to do this thing, if I'm going to go on my one mile walk every day, if I'm going to focus on keeping up with all of my, you know, all of the good things that I've done so that I can be ready for my performance evaluation with my manager, then I've got to put practices in place, but I need help.

Can someone cover this thing to me? Sometimes focus is about delegation, removing things that are in our way so that we now have a clear path towards where we want to go. Sometimes focus is also about having a conversation clearly with yourself about what it is that you need to be accountable for and then seeking an accountability partner.

Someone who's going to say to you, how are you doing and bringing you back to that space every day? What does that action or that journey look like? How can I then get to a place where I know that this is my committed time, right?

Which is the next thing, which is a little bit of kind of time blocking. And I use this one a lot, a lot, a lot, a lot. And my lock journey can tell you this because she is exposed to parts of my life at times, right?

But I time block a lot. I literally say from one to two, this is the thing that I'm doing. And I commit to saying no, because yeses are expensive, ladies and gentlemen. Yes is expensive. Every yes means that there has to be a no somewhere else.

So if you want to get this thing done, part of the focus is how you're using your time. And that's part of why the T and the shift is in there, right? Because it's all about how you're doing it. you're using your time.

If you say yes to someone and you really want to say no, then where is your time going to go for you to focus on setting these intentions, on being around this impact that you want to have, right? Around exploring your belief system, where do those things come from, right?

All of that is there. So those are the things that I do when I talk about focus, when I want to look at that, I delegate. A time block, right? Part of delegation is asking for help. Can I get you to do this, righ

Sometimes folks, and let me be very clear with you, sometimes focus is like, in order for me to have the time to get this done, I need to door dash the food. I need to look, you know, I need to farm out the laundry to have it picked up.

I need to drop the dog off at day camp. Whatever that focus looks like for you, wherever your resources will allow you to invest in the space you need to get the focus. That is a big part of it, because we hold on to a lot of things because we think we got to do it all ourselves.

And in trying to do all of those things ourselves, we limit the time we have to focus on these other things. So that's what I talk about when I go to delegation, right? Delegation is the thing that creates the space for the focus and having the time to set your intentions, to determine your impact, to get clear on what your story is and how you're going to get there, right?

Mama Bee, welcome. Thank you so much for coming, right? But that's what it is. And here's the thing, all the stuff that I just told you, don't feel like you have to do all of that at one time. Pick the thing, the one thing today.

Today I'm going to delegate. Okay, what am I going to delegate? Today I'm going to delegate these two tasks that I normally take on, right? I'm going to ask someone else to help with this or I'm going to decline this meeting or I'm going to ask if someone else can stand in so that I have this time.

And then I'm going to look ahead at my calendar and I see I've got time on Thursday to circle back with them and go find out what I missed because I need to delegate and put myself in a position to do something else.

It is the fundamental reason why things can't get done because we cannot focus in because our plate is so full. We're not creating any space and we're not asking for help. We're not moving stuff off of our plate.

We're not looking at what we can shift, right, to get us to the place that will help us focus. Does that answer your question? You can drop it in the chat. So I want to go back to shifts because I also want to talk about this whole notion of moving towards something or away from something, right?

When you make a shift, you are setting a commitment to yourself. you are making a statement to the world, to your environment, to your community, that I am no longer going to do something, and I am now going to embrace, accept, begin, whatever it is, take on this new routine, this new way of thinking.

And there is a fundamental moment of awareness that has to occur, because now you're talking about breaking cycles. Now you're talking about choosing new patterns. Now you are embracing something that is new.

All of that old stuff goes away, and it can't come back, because what happens if those old tendencies show up? You're not shifting, right? You're now staying still, right? One of the things we're going to talk about in the Blueprint in the future is this notion around evolving or remaining, right?

And evolving or remaining is a choice. Let me be very clear about that. You can choose to evolve, move forward, move in a different direction, shift your tendencies, take things on, right? Or you can choose to remain.

Remaining means I'm going to accept the status quo things as they are. I'm not going to embrace any adjustments, no new opportunities, no new anything, right? I'm going to remain here. But in choosing to remain, that means that you cannot get disgruntled or disappointed about why your circumstances are what they are or why opportunities are not coming to you or why you feel the way that you have felt because you're not choosing to evolve, right?

And so when you accept this notion of shifts, it then becomes you saying right out loud, I'm evolving. And what does that mean, right? That now means that people that you have always been connected to who have been in the same space with you may not shift.

And what happens when they don't shift with you? What does that mean, right? It changes your relationship. It changes the way that you may engage with them. It might even change the way that you see them or that they see you.

And are you ready for that? Are you truly ready to say, I no longer want to be associated with this type of thinking, with this mindset, with these practices, with this behavior. I don't want to be a part of that belief system any longer because it's not something that is gonna help me be my best self to show up.

And am I prepared to walk forward or to walk away from something and leave people who may have been a part of that part of my journey there? So there's a fundamental conversation you have to have with yourself when you talk about moving away from something because detachment is real.

Detachment is actually something that will keep you in place because there's a lot of fear around saying, I'm now going to do this, right? There's fear and saying, I want to go up for this promotion.

Because now the people that I used to kick it with and joke with, and now I'm going to be the person that's doing this next thing, right? I'm going to now become the person that we've been like, ragging on and like giving a hard time and saying, right, look at them or whatever.

But I actually want to do that. And so am I prepared for people to view me different? To experience me in a different way? Am I prepared to step into my greatness to step into this light? Am I prepared for my gifts to make room for me as I make this shift?

Because when you start to shift the things that are supposed to be in place, ladies and gentlemen, I guarantee you, they will show up. And especially as I coach people in the workplace, I see this all the time, people who start changing the way that they talk, people who start sitting in different places in a meeting, people who raise their hand to volunteer to be a part of a committee.

Those are all shifts, right? Because now there's a new story that they tell themselves. Yes, Brax, that's exactly it, right? The self-combos, being able to have a self-combo is so important. You gotta get in line with you because if you and you are not good, baby, everybody else is not gonna be good either.

And everybody else is gonna be the first person to have something to say about what it is that you are doing. And you need to be prepared for that because that is gonna impact your ability to stick to the story that you are now telling yourself or that you believe or that you want to be a part of.

You have to be ready for that. So when you make that detachment, when you choose to say, this is not it, and I'm gonna move away from that person, thing, practice, and I'm gonna move towards this for whatever reason that you have, health reasons, right?

Personal reasons, physical reasons, whatever it is. But when you do that, understand that in moving towards that thing, the things that still remain are not going to evolve with you. Yes, my life journey, the level up, the glow up, right?

Whatever it is, but it's only up. It is not down, right? You don't shift down. You shift away from or towards from something, right? But you're going towards that and you're increasing something. You're evolving in some way.

Your footprint is getting bigger, right? Your scope now allows you to take on more, whatever it is, right? But the ability to grow and say, that's the thing that I now want to move towards. That's the story that I've accepted that I'm telling myself.

I no longer want to be unhealthy. So I need to move towards healthy practices. That means that I'm gonna put down all these things that I was doing, right? These vices, the

staying up late and watching TVs, the whatever it is that you're doing, whatever those tendencies are, I'm now going in a different direction.

My posture has changed. And that means that you got to be okay, standing 10 toes down and whatever this thing is. Cause folks. are going to have things to say about that and that's fine. They will. Please let them.

You don't have to hold on to any of that. You can tell folks, I appreciate you sharing that with me. I still need to go over here and do this thing, right? This is where I'm going to be. See you there or not, right?

But that's not for you to have to own. You move forward in your shift. You get really comfortable with the story that you have accepted or now want to be a part of or want to tell yourself or want others to know about you.

You figure out how, how am I going to do that? Who are the people that I need to involve around me or where are the places that I need to go that have access to this thing that I now want to do? What's my intent and what's the impact that I want to have on myself, on my environment, on my day -to -day, my family, whatever that is, people, but get clear on your intentions and your impact, right?

What do I now need to focus on? what's the time that I need to commit to doing this or the time it's going to take me to do this right the story I was telling myself was I don't want to put my face out there I'm real comfortable just putting my voice out and I am okay with people just reading the words that I want right and so many people have said why classics just asked me why over the weekend and I said I think it's because once I say it right there is this obligation I believe now that if it doesn't go well for someone I now own that I own the fact that they did not get their outcome it's on me because they're following this blueprint that I have given them and so maybe I just talk about it but then I don't want them to associate that because that deepens the relationship when people can see your face all of you all looking at my face right now know who I am you're seeing my body language is seeing my energy and I'm telling you all this and there is a level of at one point in time there would have been a level of obligation I would have felt for you to see this through successfully if you employ any part of this notion about shifts and what they mean right and so I had to start thinking about how how I was going to get back there and then I had a conversation and that how went into all right I got to research more about this platform because I know about it but I don't know enough about it and I need to understand what I'm capable of doing do I have what it takes to reignite the blueprint it had always been a desire to get back to it right because I've been away from it for about six months now it always been a desire to get back to it but how do I get back to it do I want to go back to Clubhouse do I want to go to LinkedIn live do I want to just make it a podcast and call it a day but that would not have been me evolving because it would have just still been my voice and I would have not evolved my community because there would not have been this level of engagement through chat or

other things right what's what was the impact that I want right I know that I am destined to do tremendously large global things, and it is very scary, but I am going to do all of them, right?

It starts with platforms like this, with spaces like this. It starts with me accepting my greatness, and it starts with me knowing that I'm supposed to be here talking to you. I am literally here because it wasn't even something that I was setting out to do, right?

It all happened through alignment. That's how I know I'm supposed to be here, and I have spent so much time watching you all connect, and this community is very much unlike any other community that I've been a part of, virtual or in person.

So I had to get clear on my intentions. What's my intention? My intention is to bring back this thing that I love, for people to see me in my element and be like, that one right there, Kim Blue? Oh yeah, you need to know her.

You need to hear what she's saying because everything that's coming out of her mouth, solid, hands down. 10 toes down in it, and she is gonna not shoot the shit. She's gonna tell you exactly what it is that you need to do and then when you do it, watch it work, right?

Watch these Kim Jims fall out of her mouth. Watch this blueprint be the thing that's gonna be in service to me. Watch me follow these steps and then I'm gonna be great because I trusted what she said, right?

There was some fear there and just get all of that, get over that. So then I put my focus on how I want to make sure that I am presenting what it is that I want to say to everyone. And so part of my focus is, well Kim, you already know the things that you want to talk about.

So what are the topics? What are the conversations that you are super passionate about that you want to make sure people can relate to, that people know they're already doing, we're just putting some naming to it and now I'm putting some little bit of structure around it, right?

And what's gonna be my timing, right? And the timing was a little bit of what happened, right? And how's it because they were the ones that were like, okay, you got to put a date on this thing because you're gonna say you're gonna do it but you're not gonna do it.

And we're all gonna be waiting for the blueprint and the things that you have, we need, the world needs what Kim Blue has to say. It's taken me a long time to accept that, right? Hello, Calis06, how are you?

It has taken me a long time to accept that. But being in this space with my face and my voice out there and seeing you all support and encourage in a completely different way has allowed me to make this shift safely.

And that's the last thing that I kinda wanna wrap up with, right? This is all, shifts are about safety, ladies and gentlemen. If we don't feel safe, if we don't feel like we're gonna be received, if we don't feel like people are gonna meet us where we are and anyone who knows me knows, I talk about that all the time, meeting people where they are, right?

If we don't feel like we can shift safely, it will keep us from evolving and we will stay stuck in these spaces, right? If we don't feel like there is safety on the other side, if... there's safety in where we are going.

We won't go, right? And we won't make the shifts and we'll continue to do the same things that we've always done, say the same things. Keep it in practice. While that desire to do something different is still there and still in us.

But here's the thing, ladies and gentlemen, it's not gonna go away, right? This desire that I had to get back out there, to put myself out there in a completely different way, it wasn't going away, right?

I was thinking about it. And I don't know about you all, but I will tell you my prayer. God deals with me in such a way that I'm either ridiculously uncomfortable and I have to move and I have to shift, right?

Yes, stirs, right? Hell no, we won't go. That was me. I'm not going. I'm not going out here. I'm not going to put my face out there to do anything. I'm cool talking and writing and then procrastinating about this e-book.

People have been asking me to write a book for months. I had all of my Clubhouse content. And my publisher finally was like, you know this book is gonna write itself. I'm just gonna help you go and convert it from being a conversation to something people can read.

And so we're gonna get this book written in like four months. Me kicking and screaming saying, no, I'm not gonna do it, but the book is in motion, right? And so it's coming, whether I want it to come or not, but that's the thing.

I had to start accepting that I needed to shift away from this mindset of playing small. And walking into the thing that I know I am destined to do, right? And watching all of my gifts make room for me.

It's the very reason that you all are here. The other way that God deals with me is through people, right? So if he either makes me uncomfortable or he puts people in my life who are going to shift things on my behalf because he is shifting something in them.

In this case, it was both. I was uncomfortable not being in this space and trying to figure it out. And then he found his way to people who were going to be able to shift things and make opportunities so that I, again, did not have a choice to do anything other than this, right?

So when Hal was like, so what's the date? You got a date, right? Elvie said the same thing. What's the date, right? When are we doing this? People kept saying it, right? And every, and I was quietly going into people's rooms saying hello, just listening.

Soon as people saw me. Kimberly, what's the date you're going to be starting your stream? People were shouting me out left and right. I could not get away from it. I could, but that's how God deals with me.

And so this is how I know I'm supposed to be here, right? Yes, saw me. So legacy building, legacy establishment, all of that, right? The blueprint is coming back and it looks completely different. It is evolved.

And so when you think about your own journey and your own shifts, get clear on your story. Get comfortable with your story. understand your how, right? Be very voracious about your intentions and your impact.

Yes, positive peer pressure, 100%, right? What do you got to focus on? Sometimes, folks, and I didn't say this earlier, sometimes that focus is what am I focusing on? What do I need to not focus on so I can focus on this thing over here?

Right? What do I need to put down so I can pick something up? Right? Or where do I need to not go so that I can be here? Right? And how am I using my time? How am I making sure that I do this? Right?

I had people holding me accountable every day. People were asking me about about the stream. People were asking me about the setup when I had questions when I was in people's rooms and observing things, right?

All of that. Yes, right. Don't think you're just going to walk around here with your potential. I actually prayed that prayer. I literally said, God, just please set me in the character of my potential so that my potential can carry me in the direction that you have me.

because I was operating away from it. And now I am operating fully in it, right? Even beyond what my potential is. This is just the beginning of what I know that I'm capable of doing, right? And being able to do this.

So yes, Thomas, shifting to where you're celebrated, not tolerated, that is real, right? This is a place, this, the blueprint is a place where I can celebrate my gifts and not have to operate in humility.

And to know me is to know that I say this, and I've said this all the time, right? Don't let your humility become a liability, right? It's one of the ultimate, people tell me they say that all the time, like people on LinkedIn or other people who know me, right?

Or see me, like they've heard me say something, they heard me do a podcast, and I'll talk about that. And I say, don't let your humility be a liability, right? Like, absolutely not. Because you can be humble to a fault.

That's your girl, right? Trying to be thoughtful, trying to debrief, but ultimately my humility was becoming a liability. And it was not allowing me to move forward. It was not allowing me to make these shifts that are necessary for me to get to whatever the next level is, right?

So that is the reason why I wanted to start my inaugural blueprint on Twitch, talking about shifts and imparting this wisdom that I practice myself on you and give you some perspective about what it means to make a shift, why they're so important, right?

And what the long-term benefit is when you accept the fact that I got this story and it's a good one and I got these things that I need to do in order to make sure that that story is really the outcome that I'm living every single day, right?

So that's your Kim Jim for the day, right? About shifts, don't let your humility be a liability because it definitely was for me. grateful that I had people who helped me get out of my own way and get here.

So before we officially wrap, let's talk a little housekeeping because I'm sure you're wanting to know when the blueprint is going to be back, right? Yes, that's a great, that's a great one, Stearrs.

Embrace the gift in your shift. Ooh, come on y'all, y'all gonna be having your own little Kim Jims, right, in a minute and giving me some Kim Jims and I'm gonna say, right? Yes, as long as I think the universe probably knew, right?

Because it was a, I mean, it was such a big nudge between Hal and LV. I mean, they wasted no time, right? Y'all saw it, y'all saw this whole thing unfold. Y'all saw it this morning, right, in the show, right?

Everybody saw it, so I didn't have a choice. I was going to be here and in this case, instead of it being a gentle nudge, it was a kick in the ass right across to where I needed to be. So much so that I literally rearranged my dining room and I'm starting to convert it into an office so that I've got committed space to be able to do this every day, both my professional work, my coaching and consulting and being able to stream from this space, right?

So there is significant commitment there, know that and understand that for sure. So the blueprint, three days a week right now, Monday, Tuesday, Thursday is what I would like to do from my streams to be able to come and have these conversations to engage with you.

On Tuesday, I'm gonna do a shortened version of this and then I'm gonna open it up and do what I call an AMA which is an ask me anything. So if you've got questions about like, just like you were dropping in the chat and I'll just leave space and it will just be live Q & A for us to just banter and like have some exchange back and forth, I want you all to get to know me, right?

I wanna get to know you better and I want us to be able to collectively continue to grow and support each other and understand where our gifts lie and how I can help make sure that your gifts are gonna be elevated, right?

Because something that I may say to one person might help another person even if they're not speaking up about it and this is a safe space where we're gonna be able to do that. So Monday, Tuesday, Thursday, right now it's gonna be at one o'clock, I used to do them in the mornings and so I'm thinking about going back to the mornings when I'm gonna try midday just to see and I know there's a lot going on, we're all sort of in our Twitch routines, myself included, right?

So I kinda wanna feel out what these time slots are gonna look like. So bear with me as we figure out where the blueprints time slot home is going to be, I'm gonna try to get to a consistent window those three days a week to make sure that everybody can be here or catch the recording, right?

If they need to. When you come to the blueprint, please bring your pen, your paper, right? I'm working on designing a notebook that will be available for people to buy and so you have a notebook to take notes.

in to design your own blueprints, to write out your own roadmaps, to make sure that you've got your own focus together, right? So that you've got notes that you can refer back to, right? It can't be a blueprint without something to put the blueprint on, right?

So the notebook is coming, right? Or the journal is coming as well. And so bring your note-taking apparatus for that. And then of course, if you're so inclined, please tell a friend and invite folks in if you are, if you think that someone could benefit from this, right?

Would love to have them in this space, would love to make sure that they are bettering it. This is what I know I'm supposed to be doing. And it's the next iteration of me being able to coach. Listen, folks, I coach CEOs, I coach board directors, I coach high-powered executives, right?

And I would coach for free for the rest of my life if I could. This is the thing that gives me joy. So. Thank you. Thank you. Thank you for having me. I look forward to seeing you tomorrow at one o'clock right here in the blueprint and so I have a sign-off that I do for every single Blueprint conversation I started it when I was in Clubhouse and it's the thing that kind of grounds me and it's the way that I connect with you and I leave you transitioning out of this space in the best way possible right and so what I tell people when we sign off from the blueprint is That I want to I want you to leave this space and I'm gonna send you into the rest of your day with all of the Good energy and light that you will need to guide you Take very good care of yourselves and I will see you tomorrow at 1 o'clock in the blueprint