

Welcome to April Avoidance 2.0! HR coaching leadership career development April 2, 2024

April 2, 2024 · 63mins

Transcript

Good morning everyone, happy Tuesday. Thank you so much for being here. If you are new to the blueprint or if this is your first time, let me get myself together, here we go. If this is your first time joining, let me introduce myself. My name is Kim Blue. I am an HR strategist and a career coach. The blueprint is a space where we come on Tuesday mornings at 8 a.m. and Thursday mornings at 11 a.m. Eastern Standard Time to chop it up about all things personal and professional development. I am an HR strategist and a career coach and I believe that that everyone should be the boss of their own blueprint. And that means having access to the knowledge, skills, capabilities, and resources so that you can do three things every day. Sorry, you guys, my camera's a little blurry. That's why I was having slightly delayed this morning.

So that you can operate at your highest potential. You can add value to whatever work you own or are responsible for, but most importantly, you can show up as your authentic self. Because when you are authentic, you can be great in your gifts. You don't have to dim your light. You can be ready to give your best to the world, but most importantly, you have the opportunity to receive the best from the world. And we're gonna talk a little bit about that today because sometimes we don't put ourselves in positions to receive the best the world has to give us. Because innately, we may not think or believe that the world is going to present that given our lived experiences. And so I'm here to tell you that when you put the best out there, you are then in a position to receive the best. And that is really being the boss of your own blueprint and being intentional about how you move, but also about receiving anything that is innately for you, for sure. So with that, we are gonna get started and jump right in.

I've actually got to end our stream ahead of the 9 .15 hour today, closer to nine to accommodate a meeting. So I will jump right in and just do a little housekeeping. We'll say good morning. And then we are off and running because it is April Blueprint bosses. And what do we know that April is about? Go ahead and put it in the chat. You guys know I'm excited and I've been looking forward to this. What are we talking about this month? Somebody say it. But I know you all know, somebody say, oh, what are we talking about this month? Yes, and we are gonna talk about your birthday for sure. Shout out to all the Aries who are listening, but April is dedicated to what? What are we talking about? In addition to all of the birthdays that are out there.

All right. We are talking about avoidance, right? As everybody, exactly. Sitegiver says, whipping us into shape yet again, right? And so here's the thing, right? Ebony says, just give me the gear now. Just go ahead and bring out the gear now. That's right. Avoidance 2.0 is what is happening, okay? All of those things are taking place. Do you wanna say good morning? There he is, ladies and gentlemen, fresh out of the bed, okay? With the sleepy eyes, the puffy sleepy eyes. Poor thing has been going through all types of allergy issues. Morning, Stephen. So all of his poor eyes are... He is struggling this morning and has been for the last few weeks with his allergies. His poor eyes have been super puffy. He may watch TV, keep it going down. Okay, so he's on spring break this week, so he's home. Have a good day. Hobbs, we need some new, yeah, we definitely need some new boss gear for sure to add to the, I know it was a sighting from the prince, it'll be quick because he's off and running to probably to go find some food or to go find some anime.

I think that that's probably what's on his list, some Naruto until he can use his iPad, so. So it is time. Avoidance is not a strategy. You guys know this. Okay. And we are going to open up today with a recap. And we are going to do some foundational affirmations that are going to support everything that we're going to do this month. Okay. So just know that if you don't have your papers and your pens, I really want to make sure that you have been because of the things that we are going to be investing in or as we frame this conversation, they're going to come back over the course of the eight streams of the month, right? So it's eight streams related to avoidance. And then after April is May and May is all about momentum. We know that. And so how are we taking momentum and how are we going to stay in alignment, get away from avoidance, and then just move into our season of momentum.

And here's the thing. Some of you have already been in these seasons. You just don't want to acknowledge it, nor do you want to do the work that is associated with it. Right. My friend Theo, okay. So everybody see my shirt. It says Edified Coaching. This is my friend Theo. He owns this business. He's a fellow coach in the industry and very much like me kind of balances the personal and the professional coaching. And my friend Theo talks about this all the time. And he says, you know, one of the things that we can't do is we can't avoid kind of looking at ourselves and dealing with ourselves because in so avoiding dealing with ourselves, we then cut ourselves off to whatever it is that we have available to us or we block the things that are coming our way. Right. And so that's some of the work that Theo does as a part of his his coaching business, Edified Coaching. So I intend to see if he's available this month and have him on. to come spend some time talking with us.

I will also bring our friend, Nakesha Hicks back this month as well. So I've got some cool things planned for us. So with that, let's officially say good morning and then get off and running foundationally so we can get out of here right at nine so I can be present for my clients in New York. So good morning to both of my mods who are here.

Good morning, My Life Journey. Good to see you and Lock and Key Media. Thank you so much, Kayla. Go ahead and get ready to secure the boardroom doors people are making their final entrances in those who need to get the couch, get their blankets, get your tissues, your vests, whatever that is. Just go ahead and start securing your gear now because we're gonna introduce these foundational mantras. I'm not even waiting. We're gonna do that upfront. There's also gonna be a balance of how we show up both in the professional space and the workspace.

So if it feels like a performance evaluation this month, please understand that's intentional because I'm coming. For everybody who is not showing up and avoiding the work they need to do at work. Because we can't do that, okay? We can't avoid the work we actually need to do at work and then have a lot of complaints around why our careers are not advancing in the way that we want. You are the boss of your blueprint, okay? So if you don't put the energy and effort into it, then that's on you. It's the same with your health. It's the same with anything that you have been avoiding. Okay, we're gonna address all of that this month, all of that in some way, shape, or form. So good morning to my mods.

Thank you for being here, SiteGiver and Jen. Good to see both of you. Happy Tuesday. Thank you for being here. Good morning, EastMiley67, CLove702, EbonyATL. Good morning, ladies. Happy to see all of you and thank you so much for being here. Somebody else snuck in, did I miss Hobbs? Welcome in. Always good to see you. Thank you so much for being here as well. Shout out to everybody who was lurking, working, and commuting. If you are tabbing up, if you are active in another stream, if you're listening through Twitch audio, thank you. It is all appreciated and all a part of what makes this a really great experience for everyone. Shout out to everybody who's on the West Coast who was up early listening or anybody who's going to get into the replay later on. My Like Journey, thank you so much for the re-up. I appreciate you as well. I believe that I got everybody, but if I did not, please shout out and I will say good morning to you in the chat, all right?

So what we know is that avoidance is not a strategy. That is our foundational principle. We have talked about it for a full year and now the focus is avoidance 2.0. So if you've got your notebooks, okay? Make sure that you, DJTNT, good to see you. Welcome and give that guy a follow. Okay, we are leveling up, deepening our understanding and really digging in to know the things, but we also wanna understand why avoidance takes place. And so in order to do that, we're gonna do some regrouping with the slides that we saw last year, I've made some edits to them, but now we are going to tweak them and add the foundational affirmations in first. Good morning, Lex Diamonds, good to see you. Good morning, Incognito, welcome in. Happy Tuesday to both of you, okay? So if you have not, get your pens out, let's get these, let's get these foundational statements or affirmations in upfront, okay?

So I wanna make sure, That we are intentional about what it is that we have going on now. Here's the first one. All right I want everybody to write this one down first because this one Speaks the most to why avoidance is not a strategy and it says being busy does not mean being productive Okay, write that down. Let me tell you something We will use busyness as a cover for productivity or as an excuse To why we cannot get to the very thing that we need to be able to do. Okay, we will say I'm busy instead of right anybody ever get a phone call and Instead of wanting to talk to the person you tell them I'm busy and I can't talk but you're not busy doing anything You just don't want to talk ie you don't want to deal. You don't want to listen. You don't want to respond You don't want to participate, but whatever it is, you don't want to do it. Okay being busy Does not mean being productive? Okay Please understand that Ebony said I don't answer and that's it Right because here's the thing not answering is a form of avoidance or it is also a form of protection Both can exist at the same time is everybody understand that Alright both of those things can exist at the same time But I do want to address how we use busy in the wrong way Okay, being busy does not mean being productive at all.

You can be productive and It doesn't mean that you're moving a million miles a minute You can also be busy and not be doing anything that is productive or an effective use of your time Or that's going to yield you The place or the outcome that you want to be Okay, so that's the first thing. Yes, that's how we're starting. That's how we're starting pumps. We're just starting off immediately See love 702 says yep. This is my second time I'm hearing this. All right, here we go. The second foundational statement says, some kind of failure, it always occurs before success. Okay. Absolutely, Lex. Okay. Come back, Kayla. Not into, not the Homer Simpson. Here we go. Some kind of failure always occurs before success. Okay. Listen to me. We want to get to certain places, whether it's with our career, with our personal or romantic relationships with our family. Oftentimes we are going to have a misstep. We are going to have, we're going to hit a landmine. We are going to do that. And here's the thing. We don't, we avoid the success because we want to avoid the landmines.

We don't apply for the promotion at work. We don't raise our hand. to lead the project. We don't want to step up and be the person that says, I'm capable of doing this because we want to avoid the work but we also want to avoid the exposure, the embarrassment, the perception, anything other than how we are. When we are comfortable, we will stay comfortable because we don't want to fail. But instead of failing fast and failing forward because you can fail forward, i .e. let me mess up but then let me look up and see who's around me to support me and say, I need some help. You're good at this. I didn't get this right, but can you help me? Instead of doing that, we hide away. And so then we avoid the success that we seek. But avoidance is not a strategy. So we have to work our way into accepting the failure and being accountable for the failure so that we can get to the success, all right? So we got the first two statements. Everybody's good on that. First statement is being busy does not mean being productive, okay? Second statement is some kind of failure always occurs before success.

EbonyAGL says, I'm just going to the book. I'm going right there, okay? All right, now this next one is going to the next two. So the first two are a little, Lex is like, I feel seen. I see you, I split some lecture here for a reason, all right? This next one is really personal and I want everybody to receive this because this is the one that is going to dig into the accountability. The two focus words related to avoidance are action, which we talked about last year but this year we're adding accountability to it because you do have to be accountable for everything that you do, everything that you don't do. Okay, here is here's number three, you don't have to wait for an apology to forgive. Because, boy, do we avoid apologize, we avoid everything, but we'll hold a grudge, we'll hold a grudge against our boss, we'll hold a grudge against our co workers, the person that threw you under the bus, we will hold a grudge against people in our faith community, we will hold a grudge against our family, we will not forgive, right?

We will wait for that apology, we will wait for someone to come make amends and feel like right, because we are owed that. Instead of saying, I may never get that. And now I'm giving my power to that thing right there. And so I don't want, I'm not, I'm choosing to not move forward, because my power is all wrapped up in something that I may never get. So I'm keeping myself stuck. Now I am accountable for not taking action. So statement number three, you don't have to wait for an apology to forgive, you can forgive. and be free. Meanwhile, the person who has wronged you or has come across you in some way that is, you know, inconsistent or does not offer you any type of stability or even if they do, here's the, nine times out of 10, they know that they have wronged you. They have their own avoidance issues. If I don't say anything, it'll go away. Maybe they'll forget, maybe I'll have to deal with it. But in your heart and in your body, didn't we just talk last week around how that misalignment, that physical disorganization, think about what happens when you don't apologize or when you don't make amends and when you don't write something, now it's the thing that's on your mind.

It's taking up free rent in your brain because you have not done the work that you need to do and now you are, the result is those physical ailments because you've not taken the steps. Meanwhile, I have forgiven you and have gotten my freedom. Listen, Vader, coming in hot with this statement. Good to see you, Vader. Thank you so much for being here, all right? That part right there, Vader, because now you are giving someone else the power over you. Right? And I just said this to Vader this morning, I was chatting with him before my stream. We have too much life to live, to stay there, okay? So that statement number three, you don't have to wait for an apology to forgive. You can actually forgive and move forward and not even let that person continue to take up space or ownership or own anything in your life at all, okay? So do I need to recap these three statements before I go to statement number four, Mauds, are you all good?

I know you were feverishly typing over there, both of you. I see it, I see it, and I see it in our text behind the scenes, so let me know if you need me to slow down. Are you both good? Everybody good with the notes that's happened. And we're gonna go

back and dig into this. Spartacus, good to see you. Welcome in. Happy Tuesday, Spartacus. We are talking about how avoidance is not a strategy. That is our April focus. This year is avoidance 2.0, and we are doing our foundational statements. All right, thank you, Kayla. The next one, here's the fourth statement. Okay, Disco Darren, good to see you. Welcome in. Happy Tuesday to you, sir. Welcome back. Good to have your energy back in here. Spartacus says that's his main strategy. Well, Spartacus, you're in the right place. Listen, some good folks coming into the chat.

Vader, Disco Darren, DJ Spartacus. Go give all of those folks a follow. Ebony, ATL, certainly amazing mods who are in here who can also support all of the DJs and the streamers who are in here as well. So go give them a follow. and be grateful. Here it is, the last statement, statement number four, okay? It's not other people's job to love and respect you, it's yours. Now, some of y'all are gonna be like, but Kim Blue, just hear me out, okay? Let me say that again. It's not other people's job to love and respect you, it's yours. When you start with you, sight giver, I'm telling you, because here's the thing, we will give work that is ours to somebody else in a minute and then be disappointed when we feel avoid, when we feel, F -E -E -L, avoid, that we want someone else to fill, F -I -L -L. Does everybody hear me, okay? Yeah. See what I said, she's just gonna take a lap around the boardroom, yes, because you cannot get out. I think Kay has already secured the doors, we are in here for this word this morning, okay? It is not, listen to me, all right? It is not other people's job to love and respect you, it is yours. We always talk about doing the work for ourselves, but if we don't take care of ourselves, we will show up, there it is, the first DKB, you're welcome, Kayla, okay?

We have to do the work for ourselves because we don't want to feel it, the F -E -E -L and then we get emotional and frustrated and feel some kind of way when others don't F -I -L -L, that space. My life journey said that one banged my shield real good, but I recovered, oh man. And Lex, he's usually lurking behind the scenes, Lex, right? He is just go there and he's usually lurking. He'll pop out every once in a while, but most of the time. He is in here and he is lurking. My lot, you made it. You made it. All right. So there's our four statements, okay? There are our four statements. Now, when we think about avoidance, because here's the thing, we avoid the work it takes to deal with whatever each one of these statements talks about, whether it is in our professional lives or our personal lives.

And so as we think about why avoidance is not a strategy, we have to remember that we avoid things. We don't deal with things. We distract ourselves from things. We numb, right? Because numbing is a form of avoidance. Distractions are a form of avoidance. And we have our reasons for doing them. right? All of those things, right? Here's the other, there are so many things that we can use as a cover for avoidance, right? Silence is a form of avoidance, just like it's a form of acceptance. Bigstove, good to see you. Welcome in. Thank you so much for the re -up. Happy 16 months to you. Thank you so much for being here.

Okay. So when we think about all of these reasons that we avoid, right? Fear. Okay. All of those are reasons. So Bigstove, we are talking about avoidance 2 .0. I came in hot with the foundational statements this morning. They are in the chat, but I will likely recap them before I look to get out of here. Okay. Trace Beauty, good morning. Good to see you. Welcome in. Happy Tuesday, Trace Beauty. You are new to the blueprint. Come on in, or maybe that may be new to the chat, but hopefully you are coming in and you've been listening. We are talking about avoidance. That is our theme for the month of April, Trace Beauty. Spartacus says that avoidance is his main strategy, and I am here to encourage you as to why avoidance is not a strategy. J Jonah, welcome in. Good to see you as well. For those who are coming in, or if you are lurking, good morning. Kim Blue, HR strategist and career coach, also baking in a little bit of life coaching in there. This is the blueprint. And for April, our focus is avoidance 2 .0. In fact, let's just go ahead and add it into the stream because we're ready. There it is, ladies and gentlemen, avoidance 2 .0. We are focused on action and accountability this year.

Last year, it was just moving from avoidance to action. This year, we are adding in the accountability because the accountability says I'm ready to do the work and I'm not going to shy away from it, whatever that work looks like. Yes, okay, as he says, the April Band -Aid Ripping by Kim Blue, all right? But listen, we're here to do this work. Listen, My Like Journey has been rolling her eyes at me for weeks because she has known that this is coming. Oh man, and she was like, really, friend, you just gonna do this for my birthday month? You gonna do, right, big stove. That's how Ebony ATL came in the chat this morning. She didn't even say anything. She just put the boots in the chat immediately. She just came right in, okay? So here we go. Here we go. So this year, our words in addition to action are also, right, suit up, ladies and gentlemen, okay? With accountability because My Like Journey, the shade. I could've chose maybe, she says. But here's the thing, right? if we wait until May, we need to release the avoidance so that the action and accountability are what drive our momentum as we move into May, because we got to keep that same energy through the summer, right?

We got to do all of that. We got to keep that, listen, Lex, right? So we talked about distractions. We move from avoidance to action and accountability. We keep that same right momentum is keeping that same energy. And then for June and July, we get that right when we try to get off, right? It's the mantras. It's a whole theme. Okay. It's a whole Lex, right? It's a whole thing, but we're in here. And so this is what it is. So for those who did not see this, or because it's been a year, let's move. So here it is. Here's our weekly breakdown. This is exactly how I presented it last year. I did change up weeks one and two. Okay. We will adjust week three as well, but I didn't want to go too far, but here it is the framing. So we're getting ready to define avoidance for those who may have not seen this. And we're going to add some things.

Lex says June is off limits, June is off limits, right? But we're going to redefine it and talk about how it shows up. Key Dubulous. Good morning. Good to see you.

Welcome in. He comes in with the boss gear. Okay. Right. Immediately. Welcome. Welcome. Good to see you. Thank you for being here. It's not off limits Lex or Kayla. Okay. So here is how we move forward. Look at week two, what we're going to do next week, we're going to dive right into action and accountability. And we're going to spend a good bit of time on accountability because I want to talk about professional accountability, meaning how we show up in the workplace, avoiding the tasks, the assignments, the things we need to all of you who are entrepreneurs.

Okay. To all of those things that we have to do, those of us who are business owners, the avoidance is real, right? We avoid answering the phone calls. We avoid doing our taxes. We avoid all of these in my life journey, right? We avoid following up with those things that need to be followed up on whatever that looks like. We avoid scheduling difficult conversations with our employees, with our leaders, with those who may be, you know, pertinent to the success of our organization. So all of those things are important. So we don't want to move away. We don't want to get away from the professional side of this, because here's the thing. We get ourselves right here, but if we don't get ourselves right on the personal side, we then take that in the professional environment, and that's how it shows up.

We don't show up as our best. And so to those who are entrepreneurs, or if you support an entrepreneur, whether you are a partner, whether you are a consumer, right? You're gonna feel it a little bit because I'm gonna come for you ever so slightly because the opportunity to get ahead in your business is a direct result from being accountable and taking action. So again, if it feels like a performance review, it is. Okay, it is. Because I'm gonna be helping you move through the things that are keeping you held back. Because we can't avoid those things if we wanna see success. And then we can't complain about not seeing results because we're not doing the work, all right? Here it is. Let's make meaning. You all know how I am. We got a bit. My life journey, okay? Listen, TNT, okay, listen to the entrepreneurs who are in here in any way, shape, or form. Because listen, you all know me. I'm not gonna mince any words. I am going to be very honest and direct. I treat this as, so consider April my CHRO month. Y'all wanna see me operating my CHRO. My life journey has seen it.

You all wanna see me be a chief human resources officer. This is it. This is it. So nunchucks and katana swords, okay? All ready, all ready, all right? There you go. But we're gonna be better for it, okay? Because if we don't show up in our businesses, if we don't start to get ourselves organized and balanced, and if we continue to avoid, right? If we continue to avoid, then we won't see the success. And this is, when I am coaching leaders, no, we have to be able to step into our spaces, but we have to be accountable and own them. All right, every single DJ who is in here, I'm coming for you from a place of love because if you don't have your DJ businesses in order, if you don't have your documents in order, right?

Especially those who gig on the weekends and you gig outside of Twitch, right? I only know what your life looks like because I see you here. But a lot of you, I know, because I follow some of you on social, I know you're out here doing some of these things, right? Your insurance, your taxes, your LLC, all of your business stuff, all of these things, they have to be in order, okay? So that you can legitimize, so that you can legitimize yourself. So you're gonna get this coaching and you're gonna get the CHRO, you're gonna get this head of HR, but I'm coming for you, right? Everybody remember that Johari's window. that I mentioned, listen, TNT, the IRS is real, and I'm gonna tell you all my tax story before we get out of here, because I had a blend of personal and professional stuff, and I'm just getting through all of that, right?

All of that, but I wanna tell you this because there's long -term impact to you as a person, because when you avoid, you then put yourself in a space of being mentally, physically, and emotionally disorganized. So now you are the catalyst for your own stuff. Everything needs you, all right? So to the DJs in here, to the streamers, right? Those who have outside businesses, we are gonna talk about that, and in particular, how you're handling those who work alongside you, who may work with you, to make sure, because you've gotta have your stuff in order in order to support them. All right, so everybody sees what it is. I don't even need to read the slide to you. You all see it. It's simply said, it's just, we're not doing it, okay? And it's the dodging, it's the aversion, it's the turning away, it's the exiting stage left, but for whatever reason, it is us just not doing it.

And we know we're not doing it. In fact, we set ourselves up, and we say, I know I'm supposed to do this, but I know, so sorry, everybody, I was waiting on it. Later, right? Here's the thing, ladies and gentlemen. Does everybody see this little note down at the bottom of the screen? It's intentional, okay? I want everybody to put in the chat, you have to feel to heal, F -E -E -L -H -E -L -H -E -L. A. L. You have to feel to heal. Okay. You have to feel to heal because here's the thing. The avoidance is intentional. We don't want to feel right. You don't want to feel the sting. You don't want to feel the disappointment. You don't want to feel the right. Whatever it is. Right. But you don't want to feel the every ATL. Right. But you don't want to feel Lex. Did you run away? I think Lex diamonds may have run away. She might have just said I'm out. She might have found the like she might have escaped through like an air vent or something because I don't see her in the chat anymore.

Right. But you have to feel to heal. And here's the thing, ladies and gentlemen, we don't want to be stuck. Right. But we don't want to feel that stuff. We don't want to feel bad, disappointed, frustrated, nor do we want to create that feeling for someone else. B12 sound journey. Welcome and good to see you. Okay. TNT says he's been feeling for years and can't wait to, and that's how it happens sometimes, TNT. Okay, you have to feel in order to heal because here's the thing, what are you going to heal from if you don't know what you're feeling? How can you heal from whomever hurt you at work or whoever threw you under the bus or the role that you didn't get or the promotion that

you got turned down for? You can't heal from that if you don't feel the disappointment of that.

If you avoid it then it manifests in other ways and then you show up in that lack of healing and those feelings then go from being like I'm hurt and I'm disappointed into I'm angry and I hate this place when really that's not it at all. See that last sentence is often rooted in fear or anxiety and so we have to be intentional about feeling to heal, okay, and then when we get to those feelings we don't like it at all. We decide that this is not what I want to deal with and so when we finally do get just a little bit of exposure and so here's the thing, what happens when we feel? So this is the recap part for those who are wondering. We're just recapping a little bit because I'm getting ready to pull in those foundational statements that we just spoke about, right, those four statements.

So what does our avoidance look like? It looks like isolation, okay. Seclusion, being alone or separating yourself, right. Procrastination, right. Silence, not dealing with emotions. Oh hello feeling to healing. Dishonesty or blame? Let's go back. Isolation. I'm going to isolate myself, bearded baritone. You are just in time. Bearded. I gave them their four foundational statements. Okay. And now I am tying it into avoidance 2 .0. Shout out to bearded baritone. Give him a follow. Okay. Bearded provided me. So bearded is coming in hot. So you guys know I'm HR, but so is bearded baritone. And we have found our mutual love language over the last few months as we are bonding over our HRdom. Okay. And we are teaching a lot of lessons through some of these things. And so bearded has been great about sharing some of his resources with me. DJ Rollum, welcome in. Good to see you. And I am bringing them here as we talk about avoidance 2 .0.

So here we go. What does avoidance look like? Isolation. So we seclude ourselves. We intentionally, you know, keep ourselves from being statement. The first statement says that being busy does not mean being productive. So we isolate ourselves underneath the veil of busyness. I'm busy. I can't go out. Right. I'm too busy. I've got all these things that I need to do. Really, you're just avoiding having a conversation, dealing with whatever it is, feeling something, having to own or be accountable for the work that you are responsible for, having a difficult conversation, answering questions. I'm busy. Right. Natty Nat, good morning. Welcome in. Good to see you. All right. So we use busyness to cover our isolate, right? Busyness is the beard to our, to our isolation, right? Beard meaning like I'm going to cover, right? Or whatever the case may be, or the shield, the veil, whatever it is. But we use the busyness to cover ourselves while we are alone or while we are not wanting to step forward. Okay. But let me tell you a couple of things.

This is what the context to that says. We have seasons where things are busy. Everybody knows that. Yes, we do have seasons where all of those. Okay. But the statement that follows that says very few of us have a legitimate need to be busy all the time. Okay. Let me say that again. Very few of us have a legitimate need to be busy all

the time. Sometimes that busy that we experience, Molly and I were just talking about this the other day, right? It's this, right? Who in here feels like they always need to be doing something, right? You might not be able to sit still. You feel like you got to be on the go all the time. You're avoiding some energy, some vibes, whatever it is, right? It's that busyness to be able to get out and to go find things. Okay, the antithesis to that right antithesis meaning the opposite right or the thing that is the balance to that is we are busy when really what we should be doing is learning how to set boundaries and prioritize.

But that means we have to put in the work and be accountable to those boundaries. The boundary of saying no, the boundary of speaking your truth, the boundary of being honest about what it is that you need or what you don't need the boundary around walking away boundaries are up to keep us in or to put to keep others out, whatever that looks like. But those are all boundaries. You can prioritize prioritizing yourself as a boundary. Somebody write that down. The priorities, the prioritization of self is a boundary. Listen folks to prioritize yourself is very simple, right? Did you eat? Have you went? Have you gone to the restroom? Are you drinking enough water? Did you take your vitamins? Did you go for that walk that you need to go on? Did you say no when you really wanted to say no? Sometimes the busyness covers up the need to build these boundaries in, right? Because if I build in boundaries, then what will people think of me? If I speak my truth, then what will people think of me?

I see you hops a full episode of this yet. Listen, boundaries, we avoid boundaries because we don't want to disappoint others, because we don't want to let other people down, because we don't want people to feel like, oh man, I asked this person for this and they couldn't even do that for me. Well, sometimes no. It's like, how do I take care of myself? If I say yes to you, then I'm saying no to myself, right? Now you have become the source for this person in that way or for this thing in that way, especially at work, right? At work, we take on other people's work or projects. Now, sometimes there's legitimate need to be able to cover some things or there may be a reshuffling of priorities or whatever we want to call it. All of that is reasonable and acceptable. Yes, it's expensive, Big So, you know it, right? Yeses are expensive. And yet we discount our yeses. We keep our, listen, our yeses are on sale all the time.

We discount those yeses. Yeah, girls, yeses, 25% off, it's a 50%, right? Post holiday clearance sale on yeses, 80% off. Come on and get them. Meanwhile, these noes are free as a bird and we don't give them out. Vader, that is the whole word. Don't be a yes dealer, woo, right? Yes, for half price, absolutely. We discount our yeses all the time, Kay. Don't be a yes dealer. That is a whole word, Vader, okay? out here dealing these yeses. Come on, come on and see me. I got all these yeses for you, okay? You get a yes and you get a yes. I got it, right? Where's a pimp named Pettylicious when you need him? So he could give out all of these, right?

I'm just saying, we just out here pimping out these yeses when really we do not prioritize ourselves and put up a boundary around our yeses. What if we took our boundaries, our yes, and we put boundaries around our yes, right? Yes, Paz, right? I was talking to Kayla the other day. He asked me a question on Saturday. He said, what do you think about X, Y, and Z, right? Like, do I do this or do I do that? I'm just seeking your opinion as I like consider all the options. And the question that I said, two questions, I said, will there be, you know, some feelings around this thing if you don't do it? He said, no, I don't think so. Listen, just go, Darren, that right there. Vance Dale, welcome in, good to see you. Happy Tuesday, I hope you are behaving yourself this early in the morning. Welcome to the blueprint, right? The second question that I asked Kayla when he said, you know, how do I think about this thing? I said to him, does this create a hardship on you if you say yes? I said, if it creates a hardship, then I think the answer might be no. And it's not from a bad place. It's just that you are just as valuable as this thing that you want to do.

And you've got a lot of stuff happening right now, timing wise, okay? Don't deal out your yeses in that way. So much so that it puts an undue hardship on you. Now you have lowered yourself as a priority on somebody else's terms. Does everybody understand that? I'm going back in to check these comments. Yes, My Like Darren says, cooking up these yes pies. Trace Beauty says, pass the collection plate. See Love says, I told my son Sunday that he can always change his mind and say, no, absolutely. You can. Noes are available just as much as yeses are available. We just don't discount. We feel like our noes are like, ah. But if I put my no out there at full price, are they gonna be okay? They'll be okay.

They absolutely will be okay. We're gonna talk about this whole notion of saying no at work as a means of advancing because I had a conversation a couple weeks ago when I was home with the students and one of the students said to me, I feel like I always have to say yes in order to advance. You don't. If I say yes, if I take on more work, if I do, incognito, that's right, right? But if I say yes, if I take on more work, if I do this thing, if I say yes, I take on more complexity. Now I lose all of the time and energy and space that I have to do and be me. All of that goes out the window because I discount my yeses, but my nos that are worth the full price, I don't wanna give them out. I don't wanna expose anybody to any of that, all right? Let's go back to the slide for just a moment. So we talked about isolation, all right? We talked about this whole notion of procrastination. That is also an extension of being busy even though it's not being productive.

You can procrastinate through being busy. Eh, I've got these things to do. Eh, I've got all this stuff that's going on and I don't know that I'm gonna be able to get through everything, right? When we say, I don't know if I'm gonna be able to get to it or we say things like, I'll do my best, knowing that we've either not attempted, started, or have any intention of... Moving in that direction. That's right big stove, okay Let me add a

little bit of context to this whole notion of being busy Does not mean being productive because procrastination and isolation go right hand in hand with this. Okay Thank you. It says that busy people are always moving around Okay, this is where the movement and action part of what big stove comes because this thing comes into play It says these are people that read says good morning.

Good to see you. Welcome in right? It says that they barely have enough free time for exercise or other important things But text messages emails social media updates are blasting out of their smartphones. So you put your energy in your right you're moving But are you taking action? Right, and it's this perception of busy At what point do we get to a place where we're being more intentional about The way that we live our lives and it's through not avoiding all of these things. All right all of these things Now Before we get out of here because we're getting out early today because I have a meeting at the top of the hour Okay, I want to say this to you when we think about this whole notion of procrastination In isolation because we see what procrastination means it says to delay or postpone something on purpose or With intent.

All right, when we talk about this whole notion of delay, let me let me take a step back You all have heard me say that sometimes the delay is by design, right? Sometimes delays are by design There are environmental or social delays that may come into play that are out of our control That's not what this is about guzzle. Welcome in good to see you. Thank you so much for being here and for the re subscription goes a we're talking talking about avoidance 2 .0 and how it is not a strategy. We have come through our foundational statements and we are, I am connecting back to some things and making some truth. Now, one of the things that I wanna share is this. Sometimes we talk about the delay being by design and it is, but in this case, the case of avoidance not being a strategy, the delay is not by design because you or whatever it is are accountable for not stepping in, leaning in, stepping up, whatever the case may be, but all of that.

This delay is not by design. When you delay, you delay your healing by not feeling. Right? You can delay your healing by not feeling. That is not a delay, that is by design. That is you getting in your own way and not stepping into the work that needs to take place. Mirror moment for everybody, okay? If you understand what it is that you need to be feeling but you avoid it, you then get in the way of your healing and that is a design, that's actually what I would refer to as a flaw in the design, okay? I think Ebony told me her neck hurt earlier. Ebony, are you still here? Ebony might've run all the way away. She might've found the same escape portal that Legg's diamonds did, okay? But I'm telling you, right?

There may be, yes, Disco Baron. Sometimes there are design flaws that are created by us, okay? We create those very flaws and those are not intentional delays. Those are the ones that need to be set aside, okay? Those are the ones that come underneath the coverness of busyness. Inevitably, yeah, Lex was like, yeah, Lex just got

out of here. She got right out of here. She was like, I'm not staying for this, right? So when we think about this whole notion of busyness, I want to submit to you that hiding under the illusion of busy as a vehicle to procrastination so that we don't have to deal with feelings, thoughts, or emotions related to that which we are avoiding sets you up in a way where you cannot be successful and you cannot be right, because don't kid yourself, right?

Be intentional about what that looks like, okay? Be very intentional about what that looks like because if we don't, if we are in a position where all of that doesn't come to fruition, then we are now underneath this illusion that something didn't go right. We missed a step. We didn't miss a step. You didn't miss a step. You didn't take a step. The step is there for you to take but nothing was missed. It's all been there and you've known that it's been there. This is why the accountability part of the action is so important. You can take action but if you are not accountable for any of those things, none of the stuff that... Good morning, Pride. Good to see you. Thank you so much for being here. Be safe on that road. Happy Tuesday to you. Okay. Don't think for one minute that that step that you are not taking is not going to come back to haunt you in some way, shape or form because it will.

And that's those feelings that we try to avoid so that we can heal. And what happens when we avoid those feelings on the regular? They become compounded. And so now you've got this feeling of frustration. You've got this feeling of fear. You've got this feeling of all these things and then what do we do with these feelings? We avoid dealing with them and guess where we hide them ladies and gentlemen guess where we hide the feelings in the piles. That sit around our house the pile of mail the pile of laundry the pile of dishes the pile of newspapers the pile of recycling the pile of shoes the pile of donation items that need to happen. But all of it right it's that utility drawer that has all the stuff in it that we don't want to take the time to put a home it right the all the piles is where all of this goes, okay? The pile of records come on guzzle all whatever pile you have right it could be the pile of papers that need to be shredded. It could be the pile of See love right it could be the pile of books that you need to donate right it could be the pile of cards that you've not done anything with all of those things, okay?

Hob says working through the feelings is real, and you're unpacking a hundred percent right. It's the boxes that we shove in a closet when we move and we just leave them there because we don't want to deal with them. I have one closet the right Disco Darren I have one closet left that has containers in it of things and I have walked into right I've been in my house it'll be four years the end of this year will be four years, okay? And it's the last set of stuff that needs to be dealt with right. I don't know what's in there it's probably papers and things, but that's the stuff that I need to deal with because all of those things are there. Okay luck Thank You okay, so when we think about all of that listen, we're gonna pick up here on Thursday Ladies and gentlemen, okay Thursday morning.

We're gonna come back to avoidance, okay? I want everyone between today and tomorrow, here's your homework. I want you to just jot down, here are all the feelings that I am avoiding, and here are all the places that I want to heal, right? I'm avoiding this conversation with my mom, my dad, my brother, my whatever, right? Beard of baritone, right? Don't avoid coming back on Thursday. Tell them, site giver. Go ahead. Big stuff, right? I want everybody to just spend a little time thinking about the things that they are avoiding. What are you feeling? Okay. And where do you need to heal? What are you feeling and where do you need to heal? Because the procrastination and the busyness that are overshadowing the feel to heal, we're gonna work through that. Okay. Vance says avoiding more homework. Don't avoid coming back on Thursday and don't avoid the homework because there's gonna be some specific questions that I ask and that's how I'm gonna know that we need to do it, okay?

Kayla was like, we're getting out of here right now, immediately, okay? We are getting out of here, all right? Thursday at 11, good talking moats in the chat. Thank you all. You all knew that avoidance was coming. Avoidance 2.0 was coming. Copy the raid message, okay? We are on our way out of here, okay? Beam us up, Scotty, there it is, okay? Bring your gear, bring a friend, bring your notebooks and your pens, okay? I want you to have, Marcia Nobredi, good to see you, my pleasure. Miss KB, good to see you, my pleasure. Thank you all for being here. Thank you for stepping into the work. Varmar, thank you so much for the boss bit. It's good to see you. LB, thank you so much for the re-up 16 months. Appreciate you, my guy, but you know that already. Thank you, thank you, thank you for being you. I said it to you the other day, thank you for being you and all that you do for me and others, right? Appreciate you for sure. Bearded, thank you for the article. Salute to everybody who came in out of lurk to say hello, and thank you for listening to all of my lurkers. Again, shout out to those who were on the West Coast who were up listening.

You're welcome. GB Transit, you're welcome. Good morning, good to see you. Copy that raid message. We are on our way to go see Fro. Kaylok said, I've had enough of this. We're getting out of here. All right, I will see you all on Thursday, okay? Taking yourself into your day with all of the good energy and light you will need to guide you, okay? Have a fantastic day.