

## The Blueprint June Gems Kim Gems!

Jun 13, 2024· 88mins

Good morning, everyone. Happy Thursday. Thank you so much for being here. We are almost at the end of another week. It always feels like the time goes by so fast. Thank you all for being here. For those who may not know me, if it has been a while since you have been to the stream, if you are new to Twitch, let me introduce myself. My name is Kim Blue. I am an HR executive. I'm a strategist and I am a coach. Welcome to the blueprint. This is... 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 fundamentally believe that everybody should be the boss of their own blueprint and that means having access to the knowledge, skills, capabilities, and resources so we can do three things every day.

We can operate at our highest potential, add value to whatever work we own or are responsible for, and most importantly show up as our authentic self because when we do that we can be great in our gifts. We do not have to dim our light for anyone or for any reason. We can show up and give our best to the world and we also prepare to receive the best that the world has to offer to us and that means every day that we are not giving away our power but we are remaining in control and being the boss of our own blueprint and that is why we are here. So when we think about the work that we do, okay, every day. We come to this space. We ensure that we are showing support and showing love. We are giving grace. We are acknowledging moments of gratitude, but really we're holding ourselves accountable to showing up as our absolute best selves.

And that's being the boss of your own blueprint. So that's why I am here. That's why you are here. Let's get started with today's housekeeping. We will then greet folks in the chat and then we will dive right into conversation because I cannot wait to get into today's June Gems and Kim Gems. That is our theme this month. And I'm so excited because I was having a conversation with my bestie in real life, Nakesha Hicks. And she always inspires me whether she knows it or not. And she always challenges my thinking in the right way. And we were talking this morning very briefly before the stream and just checking in because Thursdays are marathon days for us. Like I usually, it's straight through for me after this. I stream, I get a little window of time and then I usually have meetings back to back until about five or six with no break, if at all.

So she was just talking to me this morning and it got me thinking about some things. And so I'm really excited to kind of switch up the direction that I was going in for our Kim Gems and our June Gems this morning. So because of that, we're going to dedicate today's June Gem, which is not a Kim Gem. It is something that I have adopted

into the blueprint philosophy and add to the things that we say. So today's June Gem will be dedicated to her. So yes, Hobbs, it is safe. I have not quite gotten started yet, but we will very shortly. And then you can get your weighted blanket, pull up to the pew and make sure that you are taken care of. So I am modless again, so you're going to see me modding myself and acknowledging I got into the stream a little early or a little late today so I want to make sure I do a better job of trying to connect but you all will soon see that I am going to change over the commands so that they are full -on chat commands so that you all can connect with each other you do a beautiful job of doing that anyway and then I think I'm gonna put a little a little note out there to see if folks would not mind doing some guest modding for me over the next few months nothing consistent right but being able to say hey I've got a Tuesday here I've got a Thursday available and then I can slot you all in because I think that that's gonna end up being the best way to do it feels like everybody's kind of settled in there in their mod alignments and I don't want to disrupt that but some support here and there will be great so I think that that's how I'm gonna approach it I was thinking about that last night so hello to Kayla and to my life journey both of whom I think you all know what my life journey story is yes Hobbs Right?

Absolutely. I would be happy to have you as a guest. We can talk about it more. So good morning to Kaylock. If you were lurking, Kaylock might actually be working, and so he may or may not come in, and so I will continue to solo -mod myself today and make sure that I've got acknowledgement for all of you, but thank you both for everything that you have done and will do for the Blueprint. Good morning to everyone else who has come in. Virtual salute to everybody who is working, lurking, and commuting. The less acknowledged DJ Classics, who came in first great stream this morning, Classics on YouTube. This series around peace and harmony is really speaking to me in a lot of ways, and she's been talking a little bit more about forgiveness, forgiveness of self, but also just surrendering and letting things go and not holding on to that in ways that are not going to serve you.

So thank you for the time that you hold for us in the morning. So great. Good morning to you, Hobbs, and Double Spirit, and Ms. KB, who all also came in. Good to see you, and happy Thursday. You're diverse. Good morning. You're diverse. I saw you come in and say, yes, for once. I'm finally on time. It's okay. Whether you get here on time or whether you get here with five minutes left in the stream, you made it, and that's the most important part. So I appreciate you being here. Thank you, but excited that you made it on time today. And if you don't make it on time again going forward, no worries. You support the space, and that's what matters the most.

So good morning, Tawana. Good to see you as always. Thank you so much for being here, and Hobbs, thank you so much for the resubscription for the last 13 months. Appreciate you. Happy Thursday, Ebony ATL. Good to see you. Thank you. I know, Double Spirit, one week. I'm so excited. I cannot wait. I'm actually reaching out to the OMU crew today to make sure that I have all of the things that I need ahead of next

week and then I've got my time and so that way I can let you all know on Tuesday what time I will be presenting on Friday which gets me to the housekeeping for next week. So you all know that there is only a stream on Tuesday morning, there is not a stream on Thursday. I am going to be using that time to get myself together and head to the airport for my trip to Ohio because I will be at OMU for the first two and a half days.

So I get there on Thursday afternoon, I'm there all day Friday and I present so as soon as I get that time slot I'll make sure that I share that with you and then I will be there for part of the day on Saturday. I think I'm leaving right after console live on Saturday so I'll get to jam it up with everybody. I'm excited to hug those who I have not had the pleasure of meeting and I'm excited to see those who I have had the pleasure of meeting who will be there again So and then the Tuesday after that which I will remind everyone again Next week as I am going through the housekeeping there will also be no stream So there will be no stream on Thursday the 20th and there'll be no stream on Tuesday the 25th. I actually leave, Ohio I'm home for a day and a half and then I go back to Chicago to speak at another conference Out there and so my travel schedule is nutty right now. So thank you for being flexible, but I will be back on June 27th to Present.

I know double -spirit. So I was just in New York for the New York meetup. I'm back. I go to Cleveland for OMU I come back for 36 hours. I go to Chicago for the Society of Human Resource Conference to speak On their panel. I'm there for a day and a half Then I'm home for a few weeks and I go to New York for three days I come back and then I'm in Orlando in August to also speak at a conference. So There's a lot of travel I'm grateful for the exposure. I am grateful for These opportunities that I am getting so thank you all for always supporting or for sharing And then I am still in the rest of August because that's when Avery starts school and then Nikisha Hicks and I are at a conference in September in Nashville together and And so that just rolls through everything and then I was supposed to speak at a conference in June that's gotten rescheduled to November So I'm waiting to find out that date so that I can book it So lots of things in between my own business in between the blueprint in between group coaching I'm very very happy.

So Thank you all for the support and for continuing to rock with me amidst my busy schedule Because we've got work to do, right, we have work to do. Let me give you a little preview before we dive in today to everything that has taken place or things that I'm thinking about as we roll into the fall and then we're gonna jump into these June gyms. So gather up your pens and paper, you're gonna be ready to take some notes in a moment. So as we round out the summer, we're gonna be putting these things into place that help ensure that we're going into the end of the year, which I can't even believe I'm saying that, with all of the tools and knowledge and resources to show up as our best selves. And so I'm gonna start to mix in things that I think are gonna be really important, that perhaps you may not have as much access to when it comes to feeling comfortable and talking to someone openly about that.

For example, how many of you who work for companies go through open enrollment towards the fall, right? Usually open enrollment, some companies started around, late September, early October. Some I've seen do it later in the year, closer to November. If you're really cutting it close, you do it into December, right? But open enrollment, which if you don't know, that is where you elect what your benefits are for the next calendar year, okay? And you have to do them because what happens is, is companies pay into the benefits, which is how you know what your out of pocket costs are gonna be or if it's payroll deducted or whatever your plans are set. Now, this year, ladies and gentlemen, is going to be a critical year for benefits enrollment. Why is that? Because this is an election year, okay? And so when the new administration takes place and is signed into office in January, that is going to have impact on all of the benefits elections that you may have access to.

And so I wanna start to talk to you about a little bit of that in the spirit of kind of career wellness, that's what I'm talking about next Friday at OMU, is career wellness and the components that actually make up career wellness. So what that is, and I won't spoil it, but it's a little bit of making sure that you're clear on your career, right? So that's gonna be a phrase that you hear, are you clear on your career? And then what are the pieces that actually make up the wellness part, right? Because there's a little bit of finance and how you tie that part into your careers. There's also some things that have to do with making sure that you've got mentors, sponsors and advocates. There's going to be the parts where you ensure you take control and you're showing up to get connected to communities and spaces in your organization, but how you can use your transferable skills and interest to build up space to practice safely so that you can then take on those ventures.

And we're gonna start to talk about what that looks like towards the end of the year. So things like open enrollment, we're also gonna start to talk about year end transitions from a career standpoint. And then I would like to invite in at some point my... Nakesha Hicks, who always talks about doing a performance evaluation with yourself to guide you through how we get through the end of this year, but it's a personal performance evaluation and a professional performance evaluation so that you're clear on the feedback. You're not blindsided by anything. You can be honest with yourself about where you were shining and where you were slacking because guess what? It happens, right? But I want to be able to do that in really safe space and I want to make sure that we are being intentional about that.

So lots of good stuff ahead for the fall. You guys can see that I've been thinking about it and of course there will be Kim Jims and all types of learning and knowledge woven into that. I'll keep inserting resources available to you, websites where you can go get information. You all know how I am. I like to do the science behind the source and anything that I'm teaching or any places that I believe are going to be beneficial to you. Okay? That is what is going on a lot there and then we're gonna have some themes for

the rest of the year as well So I think once we get into July I'm starting to think about what the theme for July August and September are going to be October is going to be a little bit more focused into that wellness space and then you already know November December are going to be Related to gratitude and then as we transition out of 2024 what we are leaving behind in 2024 So we have space to receive in 2025.

All right, so that's the year ladies and gentlemen. That is the blueprint in review and You already know what to look forward to and I think that there's going to be Some really good things that are already taking place. I'm seeing it and I'm hearing it from you already. Okay, so Thank you again. That's all the housekeeping After next Tuesday, I will remind you when there are no streams, so you're not looking for me And I look forward to seeing those of you who are going to be in Cleveland next week In Cleveland, right? So let's talk about Today's June gems and Kim gems. Okay. Good morning. Kayla. Good to see you. Okay. There's the exclamation point for the coaching I forgot to put that in there for anybody who's interested Oh, that's the other thing is that I plan to have a special session where I hopefully if they're all available I use this this hour to bring the blueprint coaching group up because they are doing amazing things And I want them to be able to share Ev listen don't if it gives you anxiety Then that means that it's right? This is this is the year, right? This is the year so many of you all I see on LinkedIn so many of you all I see in spaces I'm telling you I'm getting ready to draw all of you out so that you are going in To start making those connections because today we are going to focus on building relationships and how to be able to do that because our first June G And she may be lurking behind the scenes and she may want to put some of her own thoughts in here.

But our very first June gym. So if you need a pen, let's go ahead and get yourselves together. I don't see C -Love 702 in here, but she is the keeper of all of the blueprint office supplies. There she is. There she is. She comes in right as I mentioned her name. Good morning. C -Love 702. Good to see you. Happy Thursday. I hope you are doing well. I was just telling everybody how you are the keeper of all the supplies and all of the blueprint organizational needs. So there she is. C -Love 702. Good morning, KB Browns. Good to see you. Welcome and KB Browns. You're in. I told you yesterday you had to pass, but today we're doing the work, sir. So settle in. All right.

So our very first June gym for today's conversation, okay. This is not a Kim Blue. This is a June gym, which means it comes from outside and it's something that I have adopted as an extension of the blueprint philosophy Okay, and this comes from Nikisha Hicks So she may be in here if you're seeing looking for her behind the scenes She might be lurking because she's also working as well But this comes from her and the gym says You need to know people before you need people. Okay, write that down You need to know people Before you need them Now this is so critical, right? And we're gonna talk about the real and the raw and the ratchet related to this Okay, because

there's real pieces to this There's some rawness to this and then there's a little bit of ratchetness to this and all of them have relevance Okay, say it said again.

You need to know people before you need them now I've been listening to keep to Nikisha Hicks say this for four years She said all the time in the morning mindset and I think that it is so important that we understand that This is a very real thing and it relates to something that I've shared in the blueprint I'm gonna pull that slide up momentarily Okay. Yes Hobbs the real the raw and the ratchet and those things together make that statement relevant Right, you need to know folks before you need them For folks who for anyone who is writing that down and that is not Kim blue that is the June gym courtesy of Nikisha Hicks and if she's in the chat, she may come in and add some commentary if she has time, but I'm gonna give you Some additional details around that now.

Why is this important? Why do you need to know people before you need people? So let's talk about the real part of that. Okay, we are all out here Looking to navigate this life day to day Some of us on our own some of us with partners some of us with community Some of us with family whether they are chosen or you know through relationships or relatability. Okay, but But either way, we're navigating our day -to -day needs, and we can't do everything by ourselves. We are not fully functioning individuals who are self -equipped to take on every single aspect. Our brains have massive capabilities that we haven't even tapped into yet. But our gifts are not everybody else's gifts, okay? It's not supposed to be. If our gifts were everybody else's gifts, we'd be self -contained, and relationships would not be required or necessary.

Social community, right, would not be as valued. The emphasis we put on social justice or culture or all of these things, okay, all of those things would not matter. So that is why we are not self -contained with all of our gifts. We have a specific set of gifts. Because what happens when we connect with somebody who has gifts that are ours, who has knowledge that we don't have. We then immediately create a bond or find ourselves in a connection or see value in a relationship that comes with knowing them, okay? When people have what we don't, we then understand that they are valuable to us, right? That is the real. The raw part of that, okay? If you're writing this down, tell me to slow down so I can make sure that you're getting this because I want to make sure that we capture all that.

So that's the real part of it, okay? The human side of it. The raw part of it is this. When we don't know people, but we need something, we do not show up as our best selves because the imposter syndrome, the negative mantras, the white noise of the world, whatever it is comes in and starts to overtake our ability to think positively. So instead of stepping out and being vulnerable, we shrink back and we hide because we do not want to be seen as incapable, inferior, as if we don't have the knowledge, as if we are not exposed, if we don't have any of the information, if we are lacking or if we've not been in places that for some of us who might have more access to those things, it may be perceived as if we don't know that that's what we are supposed to, right? It's an

unknown unknown. And so we will do the things or we will divert or we will distract ourselves from having to step in and own that, I don't know that. I've not seen that. I've not been exposed to that.

No one has ever taught me or hey, my lived experiences haven't brought me into a space where that's been something I've been exposed to. And so that rawness gets to the vulnerability of the space that we're in. That rawness gets to, I'm showing up. But someone may see me as lacking. Someone may see me as not qualified or capable. I may even feel as though I don't measure up. I don't matter. I'm not good enough. Any of those negative mantras are low vibrational themes that we hold on to. Okay. So that is the raw part of knowing people before we need them. And so then what happens is, is that we see the people that we need, but then we don't tell them that we need them.

We see the people that can help us, but we get ashamed or we feel guilty that, um, and we don't ask them for that help, right? We see the people that could absolutely help us move the needle on our path forward. And not only do we see them, we see them killing it, right? We see them kicking ass. We see them taking names. We see them moving forward, doing all of the great things. And we think if I step to them and they, um, see me not having it all together, what are they going to say? Now we invite in perceived judgment. And so what do we do? We clam up and we shrink back and we don't even dangle our light out there but that's not the role of being the boss of your own blueprint because we are all about accountability to sell first to the things that are aligned to our purposes and then to doing the work, not laboring because that's what we talked about on Tuesday, remember?

Okay, so once we get to a place where, good morning, good morning, Vader. Good morning, Vader. Welcome in and good to see you, okay? By now you all know, go follow everybody. Please just go follow Vader because his timing is perfect and I'll just leave it at that, all right? Good to see you, Vader. Welcome in in LMDT this morning. I hope you're well. You're diverse, listen, okay? I'm just saying the things that I know, I'm taking all the things from my years of experience as an HR leader, as a coach and the themes that people repeatedly talk about and as a social scientist, right? Because I study human behavior for a living, that is what I do. And I'm just telling you this so that we can be better, okay? We can be intentional about that. And so what happens is, is we see the people who can help us but we don't go and ask them for it.

And in fact, we justify why we should not ask for help. We make up in our minds that if we ask for help or say that we are neat, right? I don't wanna seem needy. I don't wanna bother anybody. I bet they've already got it, right? They're too busy. Why would they make time to help me, right? Who knows that? I'm sure that they're gonna be thinking to me like, what, why would they even want to help someone like me? But you are now blocking your own blessing because you are closing your mouth. And what do we know about closed mouths? They do not get fed. Closed mouths don't open the,

right? When you keep your words in. you don't put yourself out there for what the needs are, okay? All of those things.

And so when we talk about what our needs are and when we talk about our understanding of everything, you have to be open to receiving this, okay? So that is the raw part of knowing people before you need them, okay? Now, let's talk about the ratchet part of not knowing people before we need them. I'm sorry, you guys, Griffin is making noise in the background. So let's talk about not knowing people before they need them, the ratchet part of this, okay? The ratchet part of not knowing people before you need them is this. Sometimes we will go through ridiculous measures to try to get their attention or we will overextend or overindulge or overdo something to try to overcompensate for the fact that we may need their help or so that we can get their attention and they feel like they need to come to us and offer their services, offer their intentions, offer their information, their resources, all of that. Good morning, Big So, good to see you.

I know, KB Browns, he probably did. He's doing what he does best. So I'm gonna get to this and then I'm gonna pause for just a second to make sure that he is okay because I hear him, but I can't see him. So what I want to reinforce with you around this ratchet part, okay, around the pieces of this that are really intentional are sometimes we will go above and beyond, right? Sometimes we will do all of the things that we shouldn't do to try to draw in the attention of those and maybe then when they see us, then we find ways to sort of casually acknowledge that we might need help. Instead of being vulnerable and directly asking for it. But let me tell you something, the people that are savvy and the people that know, they will recognize immediately, okay, there he is, right? They will recognize immediately what our MO is.

If your modus operandi is to get them involved in something and you don't directly ask them, they may let you continue to make a fool of yourself in order to not deplete their resources, in order to not deplete their energy because they might actually be waiting for you to ask for help. But the assumption is, right, if you don't ask for help, then I'm gonna assume you got it, but you wanna do all of these things. And so the ratchet part of it is here you are now, drawing out your resources, your energy, your time, your emotional capacity, you're doing all the things except saying, will you help me? Or, hey, you know what, I just discovered that I don't know this, but I've noticed that you do. Here's the things that I'm capable of, would you mind helping me? All right, that's the ratchet side of this.

The ratchet side is us showing up. anything less than our best self, not adding value, not operating at our highest potential, right? And doing the most. Good morning, LaWanda Baskerville. Good to see you. Thank you so much for being here. So that is the real, the raw and the ratchet of knowing people before we need them. Because here's what happens. Sometimes the ratchet also shows up where we take the



perceived relationship that we have with people in our minds and then we go present it to them and then we go ask them for things, right?

These are people that we may know, these are people that we may speak to, kind of not speak to, these are people that we may see in our social circles, but we've not taken the time to curate a relationship with them. We've not taken the time to get to know them. We've not taken the time to do any type of building, but we will go to them and use another vehicle or outlet and say, Oh, I know this person. I know you through this person, and then we show up and assume that they are going to be available to us, that their gifts and their resources are going to be available to us, simply because we are acknowledging them through an epoxy relationship.

But that proxy relationship may not be enough to get you what you need, okay? And that's the ratchet part of it. And so then here we go, inserting ourselves into an ecosystem, expecting that people are going to give of their gifts, their time and their energy. And yet we've done nothing to nurture, invest in, or manage that relationship at all. And so we just show up and we say, Hey, Big Stove, right? I know you through Hobbes, you know, and I've seen how you do this. Will you teach me how to DJ? What? And Big Stove's going to be like, Hey, wait a minute. Um, well, who are you and how do you know me? And what are the things that you want to do? And what did Hobbes tell you about me?

And so now Big Stove's got to go back and do the work that needs to be done to be intentional about determining if this is a place where he absolutely wants to leverage or spend his time, his energy, the rest of his resources, right? All of that capability. And so now he's put himself in a position to have to be like, why is this person important? Now I'm assessing, is this really where I want to spend my time, my energy and all of the things. Okay. That's the ratchet part of it. When you show up outside of the space where you could operate at your highest potential. And so we don't get to know people before we need them. We don't spend the time being intentional and opening ourselves up to building relationships, right? But we still need them. We need their information. We need their yes, we need their resources. Sometimes we need their money. Sometimes we need their expertise. We need their time. We may need their equipment if they have it.

We need whatever they have that's going to help us move the needle on our life story. Okay. All of that indomitable spirit, MG, welcome in. All of that. Okay. Is really intentional. And we show. up in the opposite of knowing people before we need them because more often than not we know we need them we've just not done the work to get to know them we just assume that they're going to be willing to help us for a variety of reasons because they have a relationship with someone they know because they go to our church because they are you know another woman because they're a mom because they're black they're white whatever the case can be oh because we're in the same community because we connect through these social communities oh this is my fraternity but whatever those perceived obligations are we just assume that that's going

to be enough capital that they will help us but i'm telling you folks if you sacrifice securing your social capital you will suffer in the end okay period if you sacrifice securing your social capital you will suffer all right And what I mean by social capital is what are the things that I want to share with people about me so that when they're talking about me and I do need something, they're comfortable saying, oh, I've got somebody who can connect with you. So you do have to increase your social capital, right? Good morning, Kay Marie, good to see you. Thank you so much for being here.

Welcome in, happy Thursday. And you're right, KB Browns, right? That iron sharpening iron is massive. You have to be in a position to say, my social capital matters. And so if I want people to be willing to help me, then I have to do what I need to do in order to get to know them let's talk about building relationships into personal savvy and those who may be introverts, extroverts, or ambiverts, because this is where the conversation gets very personal, right? Because now what we're saying is I may need to operate outside of my comfort zone in order to get to know something so that when I do need something, I'm in a position to successfully ask for it, to comfortably ask for it, to confidently show up in a space that I actually may be wildly uncomfortable in, okay? So now, yes, Hobbes says now it's about to get, it's probably been personal since I started talking, Hobbes, but this is the really personal part of it, because now here's this notion of knowing people before you need them.

And now we have to get through our own social idiosyncrasies, the things that we do really amazing and the things that we're like, that's not my jam, right? I don't like crowds. I don't like people. I don't like dogs. I don't like the morning, right? I don't like talking, whatever it is that you don't like, but these are the very things that need to take place so that when you need someone or something that they have access to your social capital is solid enough so that when you go offer it to them they are willing to put their neck out there and say you know what I got you you know what absolutely Vader says I'm out Hobb says it's getting personal right anybody else making their way anybody else making their way anybody else making their way out just want to make sure that we're good okay double spirit says I'm out to okay she's doing this but I'm telling you folks you're okay I'm telling you folks that these are the things that need to happen okay so let's talk about how we show up so let me pull up this slide I want to add it to the stage for our consideration okay so if you remember sometime last year I did this whole series on the imperative 11 okay and these are all of the different competencies or things that we need in order to show up as our best self.

Now I have a variety of versions of this. I curate these competencies based on the crowd that I'm talking to. I'm actually presenting this in August when I go to the Florida Society of Human Resources Conference. And I'm gonna talk specifically to HR professionals. And so I will have a curated version, but I have been preaching this since 2021. So this is my own original content. I pulled it from Corn Ferry and I just adopted it into the things that I think are meaningful. And so I've got some staples in there that are

across the board for everybody. And then depending on the audience that I'm speaking to, I may specify a little bit more what it is that is happening. But when we talk about these imperative 11, right?

If our June gym is you need to know people before you need people, then what is it that we have to be able to do in order to know people before we need them? Okay, let's get to, is it in here? Oh, it's not in here. Hold on one second. Did I skip it? I did skip it. Okay, here we go. Interpersonal savvy. Now I'm just gonna put this slide up for just a moment because it really is just the framing, right? The foundation for the work that you are going to do, okay? Here is the whole notion of interpersonal savvy. How comfortably you relate to different groups of people, period. Now, we're gonna get to the relatability and we're gonna get to the acceptance in just a minute, okay?

Double spirit, okay? We're gonna get to the first two in just a minute. But here's the kicker. How openly, how easily, how comfortably, how seamlessly you go chop it up with other people and how easily you're able to observe and pick up on like the different relationships and the dynamics, right? We call that some, like, Now, we get really in particular with this, but sometimes we call these clicks, sometimes we call these social circles, right? You got your people in your crowd that you kind of vibe with, right? This is a play on the phrase, no new friends, okay? Cause some of us are like that, absolutely no new friends. I got my crowd. I know how they move. I can predict a lot of what they got going on. I don't need to add anybody to my circle, except when you need something that your circle can't provide.

No shade to your circle, but not everybody in your circle will have all the gifts that you need at every single stage of your life. And if you continue to think so, then you are selling yourself short in swampland that nobody wants to buy, period, okay? So when you think about this whole notion of interpersonal savvy, how well do you get on with folks? Now, let's pivot for just a minute and talk to the introverts and the extroverts in the room. Shout out to who is an extrovert, right? If you are an extrovert, put your most extroverted emote in the chat. Extroverts, right? You got the energy. You draw your energy from the outside. People are gonna know you're in the room. You have got presence.

You have got personality. You are gonna walk in and you are gonna be the first person to say hello. My name is, you shake the hands. You are gonna be the people who are out there asking the questions, inviting others in. You are like, what's going on? You are the person who comes in the room and when it's quiet, you say, good morning. And you smile and you go in and you talk to every single person and you are the person introducing people to other people or making sure all of that. You know how to chop it up, whether there's one other person in the room or whether there's a thousand other people in the room. By the time that room is done, everybody in the room may know you, may know of you or may have heard of you, okay? Extroverts. Good morning to you, okay? Listen, double -spirit, that is a real thing. There are an extrovert, there are

extroverted introverts and we are gonna talk about that. We're gonna talk about ambiverts because double -spirit, there are people who are extroverts but who recharge and replenish their extrovert in introverted ways, that is me, right?

I am probably an ambivert but heavier on the extrovert and when I say heavier, I mean like it's a 51 -49 relationship, 51% extrovert, 49% introvert. My recharge time is that 49% extrovert which makes me a very, very much an ambivert. And yes, Brax, in the right situations, that is me and good morning to you and welcome and good to see you, okay? Vader says that, Tim, he is primarily an extrovert but definitely needs that downtime to recharge in an introverted space and sometimes it is the opposite. Sometimes there are people who were introvert and they love to draw energy and the... way that they do their thing is in an extroverted way, right? They spend their time in their brains quietly observing. But when the time comes and they need to show up, they show up, they step in, they show out, they give it their all. And then when it's done, they drop the mic and they don't need to say anything else.

They don't need to do anything else. When they are out, they're out. Okay? And both are acceptable. Then there are folks who are ambiverts. They may ebb and flow in between. I know when I need to exercise in my extrovert, and I know when I need to exercise in my introvert. It's like coming into a stream and lurking, right? You can lurk, ease into the channel, have an extroverted moment, chop it up, and then go right back into lurk. And that's one of the lovely things about it.

Okay? Big stove, big stove, right? Says it's a great spot for introverts. Yes. Exactly. Having community without having to connect, and then you disconnect. sometimes the IRL part of this right or the in real life part is the sometimes we don't feel like we can safely disconnect because we don't want to offend because we don't want to disappoint because we don't want to let anybody down we may feel a social obligation to be present all right and I say all of that to say this when you need something from someone you may be challenged to operate outside of what your normal status is so for the introverse when you have to go and spend time talking to people right when you have to go and say you know what I've now got to explain things in particular if you've got to verbally talk instead of writing an email sending a text shout out to the everybody who would rather send a text and talk on the phone so many people right when text messaging came out people will put entire dictionaries in a text when a five -minute phone call could solve everything but we want to put all of double spirit says yes right we will put our whole life in a text message right instead of having to absolutely call because here's the thing for some people small talk is very like it gives them anxiety I don't want to chit chat I want to I'm nervous enough about saying what I need to say or asking for what I do so I don't need to chit chat I just want to get it over with and then I want to get back to my safe space whatever that safe space is okay and so for some people right you may need the chit chat because the chit chat is what helps you understand that you're on the playing field with the person right you were there right Kevin Brown says

that he likes face to face some people do like face to face some people would much prefer to be able to see your facial expressions to understand and get a sense for your energy right so Some people get the best of both worlds.

Some people like FaceTime, because you can do what you need to do, say what you need to say, and then when it's over, it's over. Nothing else. It's all shut down, right? When you need to know someone, when you need to know someone before you need them, your social constructs are challenged in a way that help you show up, okay? Double Spirit says, I'm good on anything video. Just send her a text. She's like, words are my friend. So let's go back to this, right? This whole notion of interpersonal savvy. You have to find your lane, because when you need someone, how are you going to successfully get to know them?

So you see that first statement up there, it says relatability. Think about this. The first step is, how do you relate to them? What do you already know about them, so that when you do reach out, you can connect with them over a common cause or a shared value or a theme or belief that you have seen them connect to. Okay, what is that? When you think about what that is, and now this particular conversation was built for a more corporate, so that's where you see it says comfort across culture, geography, socio-economic economic status, sorry you guys my coffee hasn't kicked in, various levels or etc. But to put that in easy blueprint terms, and I see you Brax, right, find the commonality 100%, right, good morning Dr. Donna, done this happy Thursday to you as well. Okay, ultimately what we're saying is what are the things that are shared between us?

How am I going to connect with you? Where do I start this conversation? How do I get to a place where I can get into the same space without feeling like I have to share my whole life story with you? It can be something as simple as, hey I noticed that you and I both know some of the same people. I met this person through this way, how did you connect with them? That can be interpersonal because now what you're doing is finding common ground, shared space, some type of similarity or commonality as Brax said, right. Once you find that commonality then it levels the playing field because you don't have to feel like you're now, you know, you're not working so hard to try to understand why is it that I even need to talk to this person, right.

It's almost like breaking the ice a little bit and saying here is the reason why I'm here and I want you to know that just like you, I share this same experience, sentiment, whatever the case may be. Brax says when he worked with doctors he would come in their office and look around and check the decor and look for something that you could relate to or ask them about a hundred percent. That's what it comes down to, Brax. shared love for art? Is it they went to your alma mater? Is it you notice that they, you know, have whatever it is, but there is a way to find those commonalities. And this is why interpersonal savvy directly relates to knowing people before you need them.

Because as you are building that social capital with them, how do you build it? You build it through relatability. What is my comfort in chopping it up with people, right? You may say something like, Hey, I saw an article recently that was in our local newspaper, or, Hey, I recently came across, you know, someone who shared information about you, right on LinkedIn, whatever that is. It's that relatability, which then gets to this level of acceptance. And that's the next thing. Right? What is the common ground that we share? And then how do I build the rapport in an open and accepting way?

Meaning I now have a topic or topics to talk to you about or to ask you about. Sometimes it is not necessarily that you want to be the one sharing all the information. Sometimes it's an observation and then an inquiry. Hey, I realized that, you know, or just was shared with me that you did this. Tell me how you got started with that. Now you are doing the information receiving and then you can take from that the part that is meaningful to you so that you can then determine or define what that shared relatability is. Yes, Brax, I read the newspaper from time to time. I really liked the Wall Street Journal when I can. I try to pick up the Atlanta Business Chronicle, right? I'm a big fan of the New York Times. I try to peek in on the newspapers at home, right?

The Charlotte Observer and some of the other ones or from the cities that I lived in, right? Hartford and Seattle. So I do try to peek in on the newspapers there just to be up on like the culture there because those are places that I lived, attributed to the economy there, right? Got connections there socially. So I do read the newspaper. Not so much during the school year because sometimes on Sunday mornings or all these things, you know, I lose my time when I could sit still and read the paper because I'm soccer momming. So I have to get my news on the go, right? But you're right, people do love to explain. People love to talk about themselves. And in that talking, that's where you get to determine, oh, that's a question that I can ask her.

Oh, that's my opportunity to say, you know what? I actually had that same experience. For me, it worked out like this. And then you take your 10 to 30 seconds and explain what that is. And then that allows you to focus on all of the things related to building interpersonal savvy or relating to this person, especially if you don't know them, and then figuring out what is my path to rapport. Good morning, DJ Tiger, good to see you. Happy Thursday to you, welcome in. Listen, folks, if you are not following all the amazing people in here, mods, streamers, DJs, please do so, there is a variety of folks who are active in the chat, and both lurking behind the scenes, and I know that, whether they come out of, whether they come out into be active in the chat, right? I always, I used to say all the time, give us a shout out before we raid out if you want to, but I am very sensitive to the fact that people may just want to listen, so thank you all for being here, and for supporting this space.

We are talking about June Gems, and I am tying our June Gem to one of the things that I think helps you navigate how to be successful at that, and the gem for the day is, You need to know people before you need them, right? It is very important to know people before you need them. Because here's the thing, when you need them and you don't know them, how likely are they going to be to help you? Because I guarantee you, if you tell them that you need them or if you ask them for help and they don't know you, they're gonna wanna understand, well, what's the value in me helping you?

Why is it important? And so we're talking about how to get to know people before you need them. And that is through building your social capital or interpersonal savvy. And there's two key things that I've talked about. I've talked about this notion of relatability. How easy is it for you to chop it up with others? Where is the common ground? Where is the shared value, the shared information, the shared lived experience? What's the thing that you have in common or what's the thing that you have familiarity with that you can use to open up conversation or open up the social pathway for connection? The second thing is being able to build rapport. What you've identified, what that space is. Now, how do you keep the conversation going? How do you find a way to actually say, you know, it's interesting that you mentioned that. One of the reasons that I wanted to talk to you today is because I saw that you had experience in this.

If you have a few minutes, I'd love to tell you where I am in my journey. And then I'd like to ask for your help if you're open to it. Now, that is the lot for some people, right? The vulnerability of asking for help and setting themselves up to be seen, to be judged, to be perceived by someone that they don't know who has the ability to influence or change the trajectory of everything that they may do from that moment on, that's really big. And when you try to internalize that, it can be overwhelming, especially for those who are introverts, right? For those who are extroverts, it can be overwhelming because what you don't wanna do is overanalyze, right?

You don't wanna overextend. You don't wanna come in and do too much, right? Where you kind of, you, you get, them the sense of whoa I need to back off or whoa I need to make sure that I'm kind of stepping down because their energy or their light could feel like something that the person has not experienced before and so it's this delicate waltz of how do I show up in a balanced way and this is why relatability is key and this is also why that rapport building is key because when you balance those two it gives you the social runway you need to then be confident be vulnerable and be intentional about what it is that you're asking for why you're asking for and why they are the best person to be able to contribute to it right you're right Brax definitely getting that that leverage on them is going to be critical because when you understand that leverage it allows you to then say you know what I can benefit from knowing you because you know these things especially if you come at it in a complimentary way.

If you say to someone, listen, I've seen how much success you've had at that. Congratulations, right? I just, I want to acknowledge that. And in fact, because you've been successful, I'd like to learn from you. That's really why I'm here. I'd like to spend a few minutes asking questions because I'm now in that space or that's the direction that I'm going in. And because you've been successful, you seem like the right person to talk to. Would you be willing to do that without overextending, without putting yourself in a space where you feel like, man, I can't do that, right? Rags, something like that, rags, yes. Good morning, the call is 06. Good to see you and welcome in, right? Ebony ATL says she just pulled that trigger yesterday after sitting on it for months. Congratulations, Eb, right? I hope that it yields you what it is that you are looking for.

And I would love to know, and you can say it outside of the streaming dark state here unless you want to, but like how you got to that space of navigating it, right? Because there is a level of social capital that goes into that. Sometimes you have to build the rapport and the ask doesn't come right away. You actually spend the time gaining enough social capital to feel like you can ask for what it is. Sometimes your social capital may come through someone else, okay? What happens when that does take place? There is, right, so it's a bit of a double-edged sword. When your social capital comes through the proxy of someone who was already verified, validated, confirmed, all of those things, it could potentially cast a shadow over your abilities, your validity, your reasoning for being able to do things, right?

So if someone who is a superstar, right, if Vader comes in or Brax comes in and says, yo, Kim Blue is the greatest thing ever right and I want to make sure that she is front and center on this stage Well, that's fine Because Vader has the social capital of me or Brax has a social capital with me But everybody in the chat doesn't have the social capital now I've got to go in and help everybody understand that while I've got the Advocacy and the support and the sign-off of people who are already solid I still have to do my own work so that people understand that Kim Blue is not in the shadow of that greatness I bring my own greatness to the stage and you can be a part of or an extension of that greatness And it can also feel very stressful to be like well now I have to prove myself in all of that space At the same time Sometimes people are open to saying you know what you're already Verified because you come through this person because you come through that your pedigree speaks for itself.

It's already You know You don't need to go through any type of background checks. All of those things because you come from this breed of people. And so I know what you're going to do is there, it doesn't require any questions and people freely give you that runway to show up as your best self. So when we think about this level of, can I connect with you and find the space that we share? And how do I keep the party going? How do I keep the conversation going? It's really what makes that ability to relate to different people underneath different dynamics.



So powerful. And this is why, excuse me, this is the how you get to know people before you need them. Because when you need them and you make a big ask, when you need them and you put your big, hairy, audacious goal out there. When you need them and they have the key or they have the relationship with the person that you want to build the relationship with, or when you need them and they've got access to resources, time, energy, or other things that are going to help you, that ask comes through, yes, yes you can later, right? That relationship comes through the social capital you have built with them. So as you're getting to know people before you need them, it is so important that you take the time to acknowledge and do that level of work because building relationships is really important.

When you don't take the opportunity to build relationships, it diminishes a person's ability to potentially be willing to help you without any, you know, without any reason of saying, well, let me just go and make sure that I've got what I need or that this isn't gonna put me in any type of bad space or I'm not gonna be in a place where, you know, I'm put out, my resources are gonna be jeopardized in any way, shape, or form, right? Interpersonal savvy or our ability to build relationships. relationships with people or our ability to engage with people is really critical because sometimes the first relationship may be the vehicle that gets you where you need to be.

And so you may need to build multiple relationships and navigate a whole web of things, people, opportunities to get to the space that you want. Now let's go back to our introverts, our extroverts and our ambiverts, right? Because it can be stressful when we say to ourselves, you know what, I've talked to this person, but now this person is suggesting that I talk to another person. And so here comes the anxiety. Here comes the feelings of being overwhelmed, but you have to get to know people before you need them. And if you need this next person, then you have to spend the time getting to know them, which is why this whole process becomes you getting comfortable figuring out what's the way that our relationship build with people.

What are my questions that I ask? So let me tell you how I do this. Let me give you my personal blueprint when I do this. Good morning, the Elevate Her. Good to see you. Happy Thursday, the Elevate Her. Everybody's so loved to Nikisha Hicks who is in here. It's my actual friend in real life. The Elevate Her, today's June gym is you need to know people before you need them. And I am talking about this whole notion of my imperative 11, Nikisha Hicks. And so I'm talking about the first two pieces around how to build social capital with people to get to know them so that by the time you need them, you've done that. And we're doing it through relatability, right?

So what are the things that we share in common? And then how do we build a rapport, right? Who do you know that absolutely, right? All of those things. Y'all, do y'all see this in the chat? Networking is farming and not hunting. Whoop, Nikisha Hicks, if there were time, I would just bring you into the stream right now so you could go ahead and explain that because that is so real. I want everybody to write that down, okay?

Networking is farming and not hunting. Okay, because this June gym is hers. I told you today's June gym is dedicated to Nikisha Hicks because she always inspires me in all of our conversations. And she supports this space and she supports the work and she supports the things that I'm doing, right?

And so I wanted to talk about this because when we can comfortably relate and connect with others, it sets us up for success. And we put ourselves in the best possible space. Best possible space. Now, Nikisha Hicks, I framed this June gym around the real, the raw and the ratchet of not knowing people before you need them because there are components of it, right? And we see all of that showing up. Sometimes we're ratchet about it. Sometimes there's a rawness of being able to look at it. And then we just got to keep it real about what it means to do this. Now, I guarantee you that every single one of you there is a person, there's a place, there is something that you have not been connected to that you are looking at, that you're thinking about, that you are pining away over, that you're like, you know what, I need to do that. You know what, I need to make that phone call. I need to introduce myself.

I need to ask Kim Blue, will she introduce me to this person? I need to ask this person, will they go here? I need to do this and do that. But you're not doing it. But guess what, ladies and gentlemen, what is true? Avoidance is not a strategy. So you cannot avoid building the social capital and be sitting in deficit of your knees not being met, because now you are getting in your own way. You are the person sitting in the rocking chair on the railroad track with your newspaper on a bright and sunny day. Okay. You don't want to be in the rocking chair on the railroad. You want to be out there. tending to your farm, tending to your community, making sure that you are nurturing it. Nurturing doesn't have to be this massive undertaking.

It can absolutely be a, hey, how are you doing? It could be connecting with someone on LinkedIn and saying, thank you for your post. I really appreciate that information, right? It can be as simple as sharing information, saying, Hey, I read this, and I remember you talking about this last week. I wanted to share this. Okay. Oh, Brax, just put it out there. Look at that, ladies and gentlemen. There it is, Vader, just for you, right? Just for you. I love that, Brax. I love that. Listen, Nikita Hicks, if you want to add any commentary, please feel free to drop it into the chat because I've been relating this to the imperative 11. I know you know what that is. So I will not belabor the point, but you all, you know, that's my competency matrix for the way that we show up in the world and the things that we need to do to be our best selves and to operate at our highest potential.

Right? And so when we think about this, we have to make sure that we are not getting in the own way, right? Of sabotaging our success by not nurturing our circles in our communities. So here's your homework, ladies and gentlemen, you all know, right? Bosses do the work, period. That's what we do. We leave here and we do the work. And I know it's meaningful to you because y'all tell me this, I just got a text from someone

the other day who said, thank you for reminding me that it's okay for me to put the oxygen on myself and not feel guilty about saying no, or not being in spaces for other people that I need to prioritize my schedule.

Right? And it's okay for me to do that. It's absolutely okay for you to do that. So shout out to everybody who is taking the things in that I say and figuring out where it applies to your life in your own way. That's the whole purpose of this podcast. That is what I strive to do. Right? I'm going to do it on Twitch. I'm going to do it on TV when the blueprint or it becomes a TV show or whatever it is, right? I'm gonna do it as long. That's gonna always be my philosophy, my contribution back to this world. As long as I am a leader, a strategist and a coach, I'm always gonna be in this space. Absolutely, Nikisha Hicks says, if this is something that you struggle with, the question is what are you scared of? Are you scared of rejection? Are you scared of them saying yes? Are you scared that they're gonna say yes and then you don't know what to do? Ebb says both. Your diverse as being a burden. All of these things, right?

Brax just said, I've been avoiding asking Vader if he would be on no I, blessing, grace, okay? But here's the thing, avoidance is not a strategy. And so your homework, ladies and gentlemen, among a variety of things is going to be no longer avoiding the things that you need to do, right, that are going to help you move forward in your goals. Now, so many of you directly and indirectly, I am working with as you move through your transformation as you move through your transitions, as you approach big changes in your life personally and professionally, and having conversations on how you think about that, what that looks like. So many of you I've seen blossom y'all my blueprint focus today in our group session is around wins and around the successes that everybody has had in the transformation that everybody has had in the last six months. We are coming solely to talk about that. Okay, Keisha Hicks just said it. Do it afraid. Each one of them did it afraid. You're going to have to do a good bit of this afraid. I do stuff afraid all the time.

All the time. Kim Blue, will you come speak at this conference? Absolutely. And I have zero idea what I'm going to talk about. I have no idea what a PowerPoint is going to be like, I have zero idea where the money is going to come from for me to get on this plane. I have no idea what I'm going to wear, but I say yes. And then, right, because what does Ayanna say in bed on yourself, all you have to do is commit to the thing you are trying to figure out the how you cannot decipher the yes, you just need to give the yes. When you surrender deciphering the get y'all we spend so much time trying to get through that because we need to control the yes and the how so that we show up great. All you need to do is step one, commit to the yes and then surrender or separate yourself from deciphering the how the yes is going to take place.

Because when you do that, you get in the way of the universe trying to bless you. Good morning, champ. Good to see you. Okay. I'm just gonna say that because you already know how I feel about you and that's it. Okay. But that's it, champ lifestyle. You

already know how I feel about you. Braxton speaking engagement in in our land in November that you heard me talk about it may over It may overlap with CR. And so that's right. The other thing is is that that is right before my birthday And so I also have to think about do I want to be traveling on my birthday? so all of those things so The elevator says give the yes and separate yourself from the outcome and just be part of the process that Very much.

So ladies and gentlemen, right? We get caught up in the how we say yes And then we go through all the 57 scenarios So that we can control Nikita Hicks and I were just I know Rex I know we were Keisha Hicks and I talk about this all the time, right? Sometimes I hear her and I go friend Why are you trying to figure out the yes? All we have to do is just say yes And then we got to actually give it time to breathe and let the universe do some of the work for us We want to get in and try to control the narrative and manage all the parts so we don't look crazy sound crazy Show crazy look less than it's okay Let the universe cook All you got to do is let the universe cook you say yes scared, right right now There are things that I know I'm going to say yes to and I have zero idea on how to do them when they're gonna You have one job say yes and let it cook Put that thing on simmer and let it just marinate because that's where all the flavor and the ingredients comes together Because once you say yes, then the person or the thing that invited you may say, okay Well, I'm gonna do these next three things and once those three things are done Then it may be time for you to step in again But once you've said that yes to whatever it is, then you can figure out. Okay, where's my social capital? Where's the time that I need to invest? That is it not the what are the pieces? What do I need to buy? How much is it gonna cost? Let the universe cook ladies and gentlemen, okay It's out there and available to you and you know, you can do it period But if you want to be able to hello DJ Fuego NYC good to see you Happy Thursday to you.

I hope you are doing well Thank you so much for popping in Right Go get that guy fellow. I got a chance to meet him at the New York meetup a few weeks ago He was jamming on Friday night him and DJ clips, right? We're holding us down at a great little space that we were at in Washington Heights that Friday. So good to see you Thank you so much for being here Alright when we talk about understanding Knowing people before we need them Okay, you have to build that relatability and you have to understand where that Social report is or how you get that capital because you don't want to get in the way of them saying saying yes to you or you saying yes to whatever that offer is that's going to take place. Okay, you have to be okay saying I now need to build these relationships so that it is a yes, right? You can curate your yes in advance and you can ask for the thing that you need from someone even if you are afraid.

Okay. Okay, Marie says that is proven to be true time and time again, but you still try to do the most each time like you don't know that things with a lot of yes and so we get into this space K Marie where it's like okay sometimes we think well that was a one - off or sometimes we think oh that was this one particular unique situation but ultimately

what we are doing is setting the direction for how we are inviting things into our life if you keep that thinking that labyrinth of limiting beliefs that we keep dragging behind us then those limiting beliefs are always going to be there Let it go. Let the universe cook, figure out the way that you're going to bring your social capital so that when you know people, you are confident, you are vulnerable, and you are intentional about asking for what you need.

And then you leave no reason on the table that you are in control over that you can, you know, own for them to not say yes, like there may be circumstances that are out of your control. And if that's the case, those circumstances will present themselves to you. Otherwise, you're going to do the work. So what's your homework? Your homework is to go and connect with folks, okay, either on LinkedIn to either go follow them on social to either go and attend to something that they're doing, right? If you are the person that is a voyeur, meaning you look but you don't comment, the next time that they do something meaningful, I want you to comment on their post, I want you to send them a message to just tell them, I want you to acknowledge that something that they said or shared is relatable to your life in some way. Absolutely, Brax, do the due diligence. Social capital comes in all forms, and you never know who is paying attention or why they're paying attention. Let me give you an example. Yesterday, a gentleman that Nikisha Hicks was at a conference with posted that there was a job opportunity that is out there.

Now she tagged me in this post yesterday, okay, I didn't see it because I was working and I was going through all the things that I was off LinkedIn by a certain time of my day. But when I opened my eyes this morning, some of the first things I do are read some of the publications that I mentioned, and then I go to LinkedIn to catch up on anything, right? Because remember, things that happen overseas happen overnight for us. And so I'm catching up on all the international things that are going on. Okay, and I see her tagged me in a post, right? Maybe, Brax, maybe. Though I don't know that there's much out there. He's, he's a, he's a fairly public person. If you, if you follow him on social, he's, he will tell you where he is and what he's doing and what he's passionate about.

So don't do it. Right. But she tagged me in a post. And so I immediately responded and said, Nikisha Hicks, I said, commenting for reach, Keisha, thank you for the tag. And then I immediately tagged someone who could benefit from that. Right. Now I don't know this person at all that posted the need for their company, but now this person has awareness of me through Nikisha Hicks, which means he may reach out to me. So I've already started building my social capital with someone that I don't know through the proxy relationship that someone that I do know has with them. Okay. Now I don't know what's going to happen. I tagged the young woman. We'll see what happens. I happened to see her post yesterday. She said, I'm, I'm, I'm open to work. So I tagged her in and said, Hey, right. So -and -so interested. And then I went on about my life

because that was my job in that moment, my social capital and my rapport will not come because I'll do my research with this person. And I'll use the example and say, Hey, thanks for, you know, putting that out there.

I've shared it with my network, connected with you through Nakesha Hicks. She actually shared that she did a podcast with you. I'm looking forward to when the episode drops so that I can hear more about like your, you know, your approach to the work that we do. That's it. That's my goal for today. Okay. Eb says she saw that post. So if you are following someone, if you have been admiring someone, if you think the work that they do, their approach, the shared values, right, you're going to go connect with them.

You're going to comment on their posts. You're going to go follow people, whether it's through social in particular, particularly through people who are on LinkedIn, right? I'm trying to draw everybody to some of these professional circles because it is time for people to be building rapport and extending their social capital. Because when you need a job, when you have questions, when you're going through some level of life transformation, all of these things are really critical to you having success and you building enough foundation underneath you. So you're not necessarily doing every step afraid. You're taking steps confidently. Hello, London, Michelle. Good to see you. Happy Thursday. Welcome in. How are you? Thank you, Brax. That's the goal, right?

The goal is to make sure that there are actionable steps that people can easily take. And you're not out here trying to figure out what's next. Nope. This is what's next. You can go back and look at the stream. You can write a couple of things down, but ultimately, you know what it is. that is happening and where it is that we want to be able to go, okay? So with that, right, right, it's not just theory application. Okay, ladies and gentlemen, with that, that is your blueprint for today. Good talk emotes in the chat. I appreciate all of you being here. I am always excited to, yes, there she is, because you already knew I was getting ready to put you out there, friend. Okay, you already knew that I was getting ready to put you out there. First and foremost, if you are not connected with Nakesha Hicks, please go and follow her on LinkedIn. That is her most social space.

Thank you Brax for the boss bits. I appreciate you. Okay, and thank you for all the new follows today and for the reups. If you, I will, KB Browns for sure. Thank you so much for that. Okay, if you are not following her, please do she just told me on the day She was like friends somebody was in my DMS and they said I'm supposed to Kim blue sent me your way I was like you already know how I how I do right I send people your way because she's got content and she's got things that you may be able to connect with but between our Networks there's accessibility and if she comments on something or if I comment on something you all are gonna see it So if you're not connected with me on LinkedIn go do that or you're not following me on Socials, please go do that because people tag me and things all the time and that's how you get exposure Right, please go

follow her. And then today you are also going to be intentional about starting to comment on all of the things that you see that you admire that inspire right or that Give you the wings that you need so that you That's okay.

You're diverse. We're gonna do a LinkedIn session here Bashi good afternoon. Good to see you Welcome in Happy Thursday. How have you been? So lovely to see your name in my stream this morning. I hope you are doing well. Okay Listen, we are gonna have an entire I know Bragg's right, but it's so good to see you bash She I actually thought about you a few months ago and was like, where is the good doctor, right? Where is she good to see you? Okay, I'm so glad to hear that you are doing well, welcome back. Okay, and welcome to the blueprint you're welcome any time so Well, that's just because we are listen because we are thought we are thinking about you bashy and because you put you were putting Good stuff out there right your stream was always good space.

So welcome back. All right so You're diverse and double spirit We have been working on updating this slowly and I am going to do over the course of this Series in the summer is getting everybody into these LinkedIn sessions where we are spending the time Updating our space because there's a lot of social capital a lot of conversation A lot of education a lot of inspiration, so we're gonna put the perspiration behind that ie the work But that's okay. It is going to be an investment into Whatever life we want to live and it is as simple as that. Okay. It is as simple as That all right Alright ladies and gentlemen that has been your blueprint. Okay.

I know we are over Shocking surprise to everyone, but we are going to Get ready to get out of here. Okay, so thank you so much for being here and for Investing in your own time and investing in your selves Okay. I want to remind you that I only see you next Tuesday. After that, I will be in Ohio for the Ohio meetups. So those who will be there, I will see you. And then the following Tuesday after that, I will be in Chicago. So coming back from a conference there as well. So there will only be one stream next week and one stream the week following that my travel kicks in. Okay. So with that, let's get ready to get out of here. So go ahead and copy the raid message. We are going to go see someone that we don't get to see that often. You know what? DJRO Breezy is on. So we are going to go see, Hob says I see you twice next week.

You do Hob. You do get to see me twice next week. So yes, London Michelle, I will. I'm going to speak at a conference. So you know what? We are going to go see DJRO Breezy because rarely is he on during the day. And I want to go show him some love. And I think he was in our chat on Tuesday. So we are going to be over there. So listen, folks, copy the raid message. Stick around for a few minutes if you have the time. Thank you for being here, right? You know, our exit mantra is always the same for hopefully he does not hop off. I got my eyes on him right now. So but he says it's work and learn vibes. So that's where we're going to go from here.

You're diverse. You're welcome. My pleasure. Okay. So listen, folks, I am sending you into your Thursday and into your weekend with all of the good energy and light you need to guide you. The good energy is whatever you take from this stream that inspires you, that motivates you, that is going to get you through the homework that I'm asking you to do ahead of next week, okay, that is meaningful to you. That is what is most important. I want you to be able to embrace that and I want you to be able to spend some time thinking about what that is and let that be the light that guides you whether you share it with somebody else whether you use that light to get you through these next steps or whether it's whether it's the light that illuminates something that you had not been thinking of right to quote Big Stove if you need some support get you around some people who can help pour into you okay take exceptional care of yourselves because you are the most important and I will see you next Tuesday morning at 8 a .m. Eastern Standard Time we are on our way to go see RL Breezy okay love you guys thank you so much for being here.