

# The LOVE-LED™ Leadership Lab Chat

## Transcript 12.18.2025

00:03:57 Janae Stephens: Question: When will the January calendar be online?

00:04:06 Coach Shannon Gleason: touching my business and LOVE LED work without pressure.

00:04:15 Amy Gregory: FINALLY finding my rhythm! 🙌

00:04:23 Sarah Horrell: Serving and not mentioning products

00:04:26 gwyneth: Being consistent with authentic reach outs, getting a better understanding of value add follow ups and doing those

00:04:47 Lizzie George: No results....yet. I have just been diagnosed with ADHD and this has answered so many questions about my progress.

00:04:48 Team Your Virtual Upline: Should be updated by end of week.

00:04:56 Tracy Donald: Showing up in service not tied to my business 😊

00:05:02 Deborah Farkash: sent out a value up f/u eventhugh I felt like I'd been ghosted.

00:05:04 Janae Stephens: Loving the prompts for service led posts in lesson 3! Looking forward to posting on FB and LI

00:05:08 Kim Henry: Releasing myself from the outcome of reaching out to potential clients.

00:05:08 Amy Gregory: Seeing a couple customers interested in becoming Brand Partners.

00:05:11 Bonnie Schnautz, ND: Invisible: Starting getting caught up and anxious about all the promos our company dropped. I stopped, took a deep breath and recalibrated! My mask was coming back in warp speed.

00:05:13 Chris McIntyre: Invisible Win: I'm on this call. Been drifting badly and have been absent for 2 weeks since having some family stressors. So just being here is a HUGE win.

00:05:27 Amy Gregory: Reacted to "Should be updated by..." with ❤️

00:05:32 Coach Shannon Gleason: Reacted to "Invisible Win: I'm o..." with 👍

00:05:35 Ben Lo: Noticing the miracles as I connect with people and show up with willingness particularly in person and offline this week

00:05:39 Coach Shannon Gleason: Reacted to "Invisible Win: I'm o..." with ❤️

00:05:41 Margo Ericson: Feeling less pressure to post daily.

00:05:50 Coach Shannon Gleason: Reacted to "Invisible: Starting ..." with ❤️

00:05:59 Martina (Mj): Understanding this program more to help me with my progress

00:05:59 Coach Shannon Gleason: I brought on a new coach!

00:06:06 Amy Gregory: Reacted to "Invisible Win: I'm o..." with 😊

00:06:10 Bonnie Schnautz, ND: Visible win: Reaching out quite consistently and invited 2 holistic coaches to join me in business and are moving forward that process.

00:06:15 Coach Shannon Gleason: Reacted to "Noticing the miracle..." with ❤️

00:06:17 Lizzie George: Reacted to "Invisible Win: I'm o..." with ❤️

00:06:22 Bonnie Schnautz, ND: Reacted to "I brought on a new c..." with 🔥

00:06:34 Bonnie Schnautz, ND: Replying to "I brought on a new c..."

Congrats!!!

00:06:41 Lizzie George: Replying to "Invisible Win: I'm o..."

me too. I can resonate with your comment.

00:06:42 Amy Gregory: Replying to "Invisible Win: I'm o..."

Yay! I've drifted a couple times during this process. It's tough, but keep going! You've got this!

00:06:47 Susie Wolford: Reacted to "Invisible Win: I'm o..." with ❤️

00:06:51 Susie Wolford: Reacted to "I brought on a new c..." with 🔥

00:07:01 Susie Wolford: Reacted to "Visible win: Reachin..." with ❤️

00:07:09 Susie Wolford: Reacted to "Noticing the miracle..." with ❤️

00:07:20 Dale & Jim Hatchell: Keeping peace during the holidays and no pressure even with new products launching. Keeping aligned with my calling to be a faith-filled leader in my posts. Dale

00:07:28 Amy Gregory: Reacted to "Noticing the miracle..." with ❤️

00:07:35 Ben Lo: Replying to "sent out a value up ..."

Way to go, Debbie!

00:08:03 Beth Strauss: feeling grateful for a shift in our co. and not stressing about change

00:08:15 Lizzie George: My company would like me to add a 'buy this' to my weekly emails. This has triggered me to go into full anxiety and STOP doing anything. How can I get back on track?

00:08:18 Amy Gregory: Replying to "Noticing the miracle..."

I feel this. It makes the business feel even more meaningful! 🥺

00:08:26 Megan Weisheipl: Yay!! I am glad she is joining your team!!!

00:09:00 Amy Gregory: Reacted to "Visible win: Reachin..." with ❤️

00:09:59 Chris McIntyre: Reacted to "me too. I can resona..." with ❤️

00:10:07 Amy Gregory: Reacted to "My company would lik..." with 🥺

00:10:14 Chris McIntyre: Reacted to "Yay! I've drifted a ..." with ❤️

00:11:25 Dale & Jim Hatchell: Jim - Finally had some AO's and positive responses!

00:11:37 Amy Gregory: Reacted to "I brought on a new c..." with 🙌

00:11:44 Amy Gregory: Reacted to "Keeping peace during..." with ❤️

00:14:06 Amy Gregory: Reacted to "Jim - Finally had so..." with ❤️

00:15:25 Dale & Jim Hatchell: You are SO speaking to me!!! I want to keep everyone happy and peaceful. I know exactly where it comes from - my childhood! Thus, the mask!

00:19:16 Bonnie Schnautz, ND: I needed to hear this as I've been leading my team in performance mode. I have so many professionals in my business that need to be love led by me being transparent and ask hard questions.

00:19:34 Dale & Jim Hatchell: Reacted to "I needed to hear thi..." with ❤️

00:19:36 Ben Lo: Thank you, Shannon and Bob, this is a powerful and insightful conversation and example

00:19:45 Tracy Donald: I feel the same Bonnie!! This has been an amazing conversation!

00:19:50 Ben Lo: Reacted to "I needed to hear thi..." with ❤️

00:19:52 Bonnie Schnautz, ND: Reacted to "I feel the same Bonn..." with ❤️

00:20:26 Coach Danielle Cole: You got this Shannon - I am excited for you!

00:20:35 gwyneth: WOW!!!  
00:22:34 Deborah Farkash: OMG- feel like I've been busted! This is so me and my mask!  
00:22:45 gwyneth: Mine too!  
00:23:30 Dale & Jim Hatchell: Bob is stepping on the toes of all us performers! Eek!  
00:23:44 Kim Henry: Reacted to "Bob is stepping on t..." with 🤔  
00:23:49 Beth Strauss: Replying to "Bob is stepping on t..."

for sure!!

00:23:53 Bonnie Schnautz, ND: Reacted to "Bob is stepping on t..." with 🤔  
00:23:57 Bonnie Schnautz, ND: Replying to "Bob is stepping on t..."

yes he is!

00:24:08 Margo Ericson: OMG That is me.  
00:24:34 Tracy Donald: This is SO powerful!! I am so grateful to lean in and learn MORE MORE MORE about all of this!  
00:24:50 Bonnie Schnautz, ND: Reacted to "This is SO powerful!..." with ❤️  
00:25:56 Coach Danielle Cole: In Phase 4 you get a bonus called Mask-Specific Leadership Guide.  
00:26:13 Kim Henry: Reacted to "In Phase 4 you get a..." with 👍  
00:26:54 Dale & Jim Hatchell: Reacted to "In Phase 4 you get a..." with ❤️  
00:26:55 Bonnie Schnautz, ND: I've been writing my book for 14 years. LOL  
00:27:24 Tracy Donald: All things for a reason!!! Goosepumps!!  
00:27:25 Dale & Jim Hatchell: WOW! God has the perfect timing!  
00:27:25 Chris McIntyre: Dang man... I just got chills.  
Timing is SOOO important!  
00:27:31 gwyneth: Halellujah!  
00:27:52 Catherine Fite: God's timing is always perfect.  
00:27:54 Amy Gregory: Thank you for sharing that! I'm literally experiencing something like this right now.  
00:27:54 Annette Aguiar: I also feel like I can finally start writing again!  
00:28:47 Ben Lo: Thank you, Bob! Excited for the book and what this could mean for the industry as well as our teams!

00:28:52 Chris McIntyre: @Bob Heilig .... this isn't just about a profession. This is PERSONALLY impactful for so many people!!

00:28:52 Susie Wolford: I can't wait for your book!

00:29:02 gwyneth: Replying to "Thank you, Bob! Exc..."

Ditto

00:29:17 Margo Ericson: We appreciaate you!!

00:29:31 Kim Henry: Get to it Bob! You can do it.

00:29:43 Bonnie Schnautz, ND: I'm not laughing at you but with you!!

00:29:44 Coach Shannon Gleason: we know what you'll be doing the next 2 weeks Bob LOL

00:29:56 Amy Gregory: Reacted to "I'm not laughing at ..." with 😊

00:30:01 Beth Strauss: its in he universe

00:31:03 Amy Gregory: me

00:31:05 Bonnie Schnautz, ND: Me

00:31:08 Deborah Farkash: me

00:31:24 Coach Shannon Gleason: Reacted to "Yay!! I am glad she ..." with ❤️

00:32:35 Lizzie George: I reached out when a customer bought a product online. We had some messages but I feel I really messed up finding out their problem.

00:33:00 Coach Shannon Gleason: Reacted to "Bob is stepping on t..." with 😂

00:33:03 Coach Shannon Gleason: Reacted to "yes he is!" with 👍

00:33:06 Coach Shannon Gleason: Reacted to "for sure!!" with 👍

00:33:27 Coach Shannon Gleason: Reacted to "In Phase 4 you get a..." with ❤️

00:33:39 Coach Shannon Gleason: Reacted to "I've been writing my..." with ❤️

00:33:45 Coach Shannon Gleason: Reacted to "All things for a rea..." with ❤️

00:33:51 Coach Shannon Gleason: Reacted to "WOW! God has the per..." with ❤️

00:33:56 Coach Shannon Gleason: Reacted to "Dang man... I just got..." with ❤️

00:36:15 Tracy Donald: Oh gosh when this happens my teach mask is so clear! I love what you said Bob - Just leave it! Walk away

00:38:59 Coach Shannon Gleason: Buffering, right Megan?

00:39:08 Coach Danielle Cole: Reacted to "Buffering, right Meg..." with ❤️

00:39:12 Megan Weisheipl: Replying to "Buffering, right Meg..."

Yes

00:39:12 Tracy Donald: Ok on this call I've realized how prominent teacher, performer and discounted masks are for me 🤔

00:39:14 Megan Weisheipl: Reacted to "Buffering, right Meg..." with ❤️

00:39:25 Coach Shannon Gleason: Reacted to "Ok on this call I've..." with 😂

00:40:19 Coach Shannon Gleason: anecdote is LOVE LED

00:40:49 Bonnie Schnautz, ND: I've not been doing the reflection!

00:41:02 Coach Shannon Gleason: we are right where we need to be which is so healing in and of itself

00:41:11 Bonnie Schnautz, ND: Reacted to "Ok on this call I've..." with 🔥

00:41:18 Ben Lo: Borrowed belief rented from your results -- wow

00:45:00 gwyneth: Thank you, Amy!

00:46:39 Amy Gregory: Reacted to "Oh gosh when this ha..." with ❤️

00:47:08 Amy Gregory: Reacted to "Ok on this call I've..." with 😊

00:47:17 Amy Gregory: Reacted to "anecdote is LOVE LED" with ❤️

00:47:23 Amy Gregory: Reacted to "I've not been doing ..." with ❤️

00:47:32 Amy Gregory: Reacted to "I've not been doing ..." with 💖

00:47:55 Amy Gregory: Replying to "I've not been doing ..."

Me either! I definitely need to do that.

00:48:07 Amy Gregory: Reacted to "we are right where w..." with ❤️

00:48:11 Amy Gregory: Reacted to "Borrowed belief rent..." with ❤️

00:48:14 Amy Gregory: Reacted to "Thank you, Amy!" with ❤️

00:48:25 Coach Danielle Cole: Replying to "Borrowed belief rent..."

Powerful

00:48:31 Amy Gregory: Reacted to "Powerful" with 💖

00:48:56 Coach Danielle Cole: We can't hear your pug Lizzie

00:49:46 Dale & Jim Hatchell: If anyone follows Jefferson Fisher, he did a wonderful video about letting people empty their cup before you start pouring into their cup. Dale

00:50:57 Amy Gregory: Reacted to "If anyone follows Je..." with 😊

00:51:36 Dale & Jim Hatchell: Replying to "If anyone follows Je..."

If not, their cup will overflow and they will not listen

00:53:37 Amy Gregory: Reacted to "If not, their cup wi..." with ❤️

00:57:43 Janae Stephens: Where does perfectionism come in to the discussion of masks?

00:58:51 Coach Danielle Cole: Replying to "Where does perfectio..."

The performer mask.

00:59:44 Coach Danielle Cole: Replying to "Where does perfectio..."

Start with sharing something imperfect.

01:00:17 gwyneth: Thank you, Lizzie!

01:00:22 Amy Gregory: Thank you!

01:00:23 Dale & Jim Hatchell: So, those of us in wellness can also use this message. Thank you, Bob! I need to chew on this for sure. It's not the science or the facts. It's the transformation and all the things that people are struggling with. Dale

01:00:24 Ben Lo: Thank you all! Great discussion!

01:00:31 Amy Gregory: Reacted to "So, those of us in w..." with ❤️

01:00:32 Coach Danielle Cole: The Jan calendar will be up in the next day or two.

01:00:36 Ben Lo: Reacted to "So, those of us in w..." with ❤️

01:00:41 Janae Stephens: Reacted to "The Jan calendar wil..." with ❤️

01:00:44 Tracy Donald: Total mic drop call!!!

01:00:52 Coach Danielle Cole: Replying to "Total mic drop call!..."

Soooo good.

01:00:57 Chris McIntyre: So glad I joined today! Thanks Bob and all you ladies that opened up!

01:01:03 Coach Danielle Cole: Reacted to "So glad I joined tod..." with ❤️

01:01:05 Amy Gregory: Reacted to "So glad I joined tod..." with ❤️

01:01:13 Amy Gregory: Reacted to "Total mic drop call!..." with ❤️

01:01:17 Catherine Fite: Reacted to "So glad I joined tod..." with ❤️

01:01:25 Bonnie Schnautz, ND: I'm praying what direction to go!

01:01:41 Dale & Jim Hatchell: YES!!! enjoying my trip with our family will take ALL my focus and love!

01:01:50	Coach Danielle Cole:	Reacted to "YES!!! enjoying my t..." with ❤️
01:02:20	Bonnie Schnautz, ND:	Oh that's really good reminder to practice what we are preaching.
01:02:30	Amy Gregory:	Reacted to "YES!!! enjoying my t..." with ❤️
01:02:32	Amy Gregory:	Reacted to "Oh that's really goo..." with ❤️
01:02:35	Coach Danielle Cole:	Reacted to "Oh that's really goo..." with ❤️
01:02:47	Beth Strauss:	good stuff
01:02:54	Dale & Jim Hatchell:	Reacted to "I'm praying what dir..." with ❤️
01:02:54	Bonnie Schnautz, ND:	Sending prayers Bob for your book endeavors this week!
01:03:07	Bonnie Schnautz, ND:	Thank you to you and your team!!
01:03:14	Dale & Jim Hatchell:	merry Christmas!
01:03:14	Coach Danielle Cole:	Reacted to "Thank you to you and..." with ❤️
01:03:19	Angie Purcell:	thank you Merry Christmas
01:03:20	Ben Lo:	Thank you all! 🙏
01:03:23	Toni Saarinen-Jorden:	Thank you
01:03:24	Deborah Farkash:	Thank you
01:03:24	Janae Stephens:	THank you all!
01:03:24	Bonnie Schnautz, ND:	Merry Christmas All!
01:03:25	Margo Ericson:	Thank you so much for these calls..it really helps!!