

The LOVE-LED™ Leadership Lab Chat

Transcript 1.23.2026

00:01:41 Joanne Clement: Happy Friday everyone

00:02:27 Joanne Clement: We have so and very cold

00:02:43 Lanette Kuhn: ICE storm coming to me!!

00:02:47 Linda Salzwedel: We aren't getting the snow, but we have -40 wind chill going on right now here in central Wisconsin!

00:03:08 Robin McCabe: YAY! Welcome!

00:03:09 andrea simanson: Joining from the State of Washington.
Happy Friday!
Stay warm all you South Easterners.

00:03:12 Kerrie LeBlanc: Reacted to "We aren't getting th..." with 🙄

00:03:15 Chris McIntyre: 6-12" of snow plus ice/sleet and cold here in AR. 🙄

00:03:16 Cindy Templeton: Welcome!!!!

00:03:18 Lindsay Ault: woohoo welcome!

00:03:22 Ashley DeLauro: welcome welcome everyone <3

00:03:24 Kerrie LeBlanc: Me

00:03:26 Chris McIntyre: Me

00:03:31 Joanne Clement: Welcome

00:03:38 Sue Ruggerio: Me

00:03:52 Susana Garcia Betancourt: Welcome everyone

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00:03:53 Chris Wenstrom: Chris

00:04:14 Katie Fite: Me

00:11:49 Ashley DeLauro: mess me up with that !!!!

00:13:15 Cindy Templeton: Excellent! Looking forward to that experience.

00:13:21 Kerrie LeBlanc: Very excited for all of this!!

00:13:52 Joanne Clement: So looking forward for that

00:13:54 Sue Ruggerio: Excited for this!

00:15:11Cindy Templeton: Now that I know my true mask...I'm finding myself resisting taking it off. It felt safe...

00:17:19 Marjorie Kauffman: Me, too!! Im a teacher and a performer!

00:17:43 Kerrie LeBlanc: I've noticed my teacher mask is way more engrained than I thought. I'm having some resistance around asking questions. Feels like I'm interrogating...like maybe people don't want to divulge the information...

00:18:34 Sue Ruggerio: Reacted to "I've noticed my teac..." with ❤️

00:18:57 Sue Ruggerio: Replying to "I've noticed my teac..."

I feel that too! Hadn't noticed it was my teacher mask, but you're right!

00:19:30 Joanne Clement: I think my mask was back on after the Holidays....I felt discourage. My rhythm was slower during the Holidays so it was hard for me to get back on track after...felt stock. But when I got back to the rhythm, the Core 4, every thing came back in a positive way...the excitement of getting back in action everyday with intention.

00:19:56 Karen Lovegrove: Cindy I can so relate to you!

00:20:25 Robin McCabe: We love you Cindy!

00:20:33 Cindy Templeton: Reacted to "We love you Cindy!" with ❤️

00:20:36 Cindy Templeton: Reacted to "Cindy I can so relat..." with ❤️

00:20:44 Cindy Templeton: Reacted to "Me, too!! Im a teach..." with 🙌

00:20:56 Lindsay Ault: teacher

00:20:57 Lanette Kuhn: teacher

00:20:57 Linda Salzwedel: teacher

00:21:00 Marjorie Kauffman: teacher

00:21:00 Diane Nix: T

00:21:01 Sue Ruggerio: Teacher

00:21:02 Diane Eskey: Teacher

00:21:02 Rivane Virgo:teacher

00:21:02 Sandy Job-Rivera: teacher

00:21:02 Kiersten Vavrina: Teacher

00:21:04 Traci Pyrz: Me

00:21:04 Allisen Levin: Teacher

00:21:06 Linda schymik: Teacher

00:21:06 Jennifer Cumbie: Teacher!!!

00:21:06 Terri Temple: Teacher
00:21:08 Cindy Templeton: Reacted to "I think my mask was ..." with 👍
00:21:09 Krista Tavares: teacher
00:21:09 Emily Titov: Teacher....pusher traits
00:21:21 Susana Garcia Betancourt: Is it bad to be a Teacher inside my clients community??
00:21:52 Chris McIntyre: My SHIFT mask was Disconnected. That resonated with me because I tend to be surface level to stay safe.
But LLG showed me I was a Performer. I always thought I was a no fluff kind of person so that surprised me. But I'm actually able to see it in a lot of interactions with people, not just my business.
00:22:23 Cindy Templeton: Reacted to "My SHIFT mask was Di..." with ❤️
00:23:09 Cindy Templeton: Replying to "My SHIFT mask was Di..."

I know exactly what you are saying. I was disconnected teacher and LSG brought me into finding I was a performer.

00:25:18 Cindy Templeton: Oh my gosh! This used to happen to me for guest events all of the time. That makes so much sense. Yet I was happy to have them there so I could "perform".
00:25:45 Traci Pyrz: Eek this is me!!
00:26:13 Robin McCabe: Replying to "Eek this is me!!"

That has happened to me too.

00:26:26 Cindy Templeton: Reacted to "Eek this is me!!" with 👍
00:26:30 Cindy Templeton: Reacted to "That has happened to..." with 👍
00:27:32 Joanne Clement: That s a great win to realize that Kerrie
00:27:50 Mandy & Wayne Hudson: I cannot relate to this at all, LOL!!!
00:27:59 Cindy Templeton: Reacted to "I cannot relate to t..." with 😊
00:28:01 Chris McIntyre: Reacted to "I know exactly what ..." with 👍
00:28:09 sue Paige: me too- mic drop!!
00:28:42 Mandy & Wayne Hudson: Adults.... (LOL)
00:29:10 andrea simanson: It's vulnerable to take off the performer or teacher mask and start asking questions. This happened with me in a client interaction this past week. I paused and didn't give an answer and asked a question instead.

00:29:28 Cindy Templeton: Reacted to "It's vulnerable to t..." with 🙌
00:29:48 Robin McCabe: Reacted to "I cannot relate to t..." with 😅
00:33:32 Jim Hatchell: Kerrie, I get this because in music, I always felt totally comfortable and happy in my own skin with children and also in music therapy with seniors. Special ed means you are an amazing person!
00:33:52 Kerrie LeBlanc: Reacted to "Kerrie, I get this b..." with ❤️
00:34:31 Kerrie LeBlanc: Replying to "Kerrie, I get this b..."

Thank you, Jim. Appreciate the encouragement.

00:34:36 Allisen Levin: Replying to "It's vulnerable to t..."
Thanks for sharing. I had a conversation that the friend started asking me questions and I answered, then the friend started to lead with questions. My teacher mask felt comfortable and great reminder to pause.

00:34:43 Traci Pyrz: Reacted to "That has happened to..." with ❤️
00:35:09 Dale and Jim Hatchell: Replying to "Kerrie, I get this b..."

You're welcome and this is Dale. Just updated our name here lol

00:35:15 Dale and Jim Hatchell: Reacted to "Thank you, Jim. Appr..." with ❤️
00:36:19 Mandy & Wayne Hudson: Interesting - "challenge" is "mask language"
00:36:39 Robin McCabe: Reacted to "Interesting - "chall..." with 🤖
00:36:40 Sandy Job-Rivera: Reacted to "Interesting - "chall..." with 👍
00:36:56 Mandy & Wayne Hudson: Whoa..
00:38:11 Cindy Templeton: Mic drop!
00:38:24 Robin McCabe: Be present.
00:38:30 Cindy Templeton: Reacted to "Be present." with ❤️
00:39:01 Allisen Levin: Yes that's me
00:39:03 Joanne Clement: It s like you do an audio message or video for content....doing it several times bring the mask on
00:39:04 Meghan Lyons King:Mm yes I love this!!
00:39:16 andrea simanson: Presence can be just listening or pausing which can be uncomfortable.
00:40:21 Mandy & Wayne Hudson: Yes! Love that - I used to try to "prepare" for a meeting with questions rather than validating and then asking questions as I am present in the conversation

00:41:18 Robin McCabe: This is so good. That's EXACTLY what I've learned over the last 6 months here. Allowing the space for someone. The space that I wish was available for me, too.

00:41:32 Kerrie LeBlanc: Reacted to "This is so good. Tha..." with ❤️

00:41:32 Mandy & Wayne Hudson: Reacted to "This is so good. Tha..." with ❤️

00:41:44 Lindsay Ault: Reacted to "This is so good. Tha..." with ❤️

00:41:48 Joanne Clement: Reacted to "This is so good. Tha..." with ❤️

00:42:05 Mandy & Wayne Hudson: I am still asking myself that! 😬

00:42:07 Joanne Clement: Replying to "This is so good. Tha..."

Same here

00:43:57 Kerrie LeBlanc: I can relate to that, Allison

00:44:13 Sue Ruggerio: I can really relate to that Allisen!

00:45:46 Linda schymik: I am with MAKE as well ! I pulled back an feel blessed

00:47:04 Allisen Levin: Reacted to "I am with MAKE as we..." with ❤️

00:47:09 Allisen Levin: Reacted to "I can really relate ..." with ❤️

00:47:12 Allisen Levin: Reacted to "I can relate to that..." with ❤️

00:47:29 Allisen Levin: Reacted to "This is so good. Tha..." with ❤️

00:47:42 Allisen Levin: Reacted to "Yes! Love that - I u..." with ❤️

00:47:46 Allisen Levin: Reacted to "Presence can be just..." with ❤️

00:48:23 andrea simanson: Making someone else feel seen and understood. So good.

00:48:32 Allisen Levin: Reacted to "Making someone else ..." with ❤️

00:48:51 Cindy Templeton: That is the real definition of leadership!

00:49:01 Kerrie LeBlanc: Wow... so many ah ha moments with this call.

00:49:09 Allisen Levin: Replying to "I am with MAKE as we..."

Hi Lisa! ❤️ Im here too

00:49:22 Allisen Levin: Reacted to "Wow... so many ah ha m..." with ❤️

00:49:25 Allisen Levin: Reacted to "That is the real def..." with ❤️

00:50:09 Cindy Templeton: Reacted to "Wow... so many ah ha m..." with ❤️

00:50:25 Rivane Virgo: Sooooooooo It seems I'm always wearing my mask then 😬

im always having those thoughts and pressure. 😬

00:50:28 Rivane Virgo: Reacted to "Wow... so many ah ha m..." with ❤️

00:50:38 Kerrie LeBlanc: Reacted to "Sooooooooo It seems I..." with ❤️

00:50:39 Theresa R's iPhone: Replying to "I am with MAKE as we..."

Our small Make Wellness team at LSG! ❤️❤️❤️.

00:51:06 Kerrie LeBlanc: Replying to "Sooooo It seems I..."

I'm making this realization today as well.

00:51:09 Sue Ruggerio: Wow! That's me too... it takes me so long to make a post, as I second guess everything. That's the mask! I see that now...

00:52:16 Laura Trimble: Oh boy

00:52:18 Allisen Levin: This Non negotiable is soooo hard 😬🤔

00:52:24 Mandy & Wayne Hudson: Reacted to "Oh boy" with 🤔

00:52:29 Ashley DeLauro: damnnnn called out

00:52:31 Mandy & Wayne Hudson: Replying to "Oh boy"

Right???

00:52:37 Rivane Virgo: Replying to "damnnnn called out"

IKR!

00:52:38 Dale and Jim Hatchell: NO!!!!!!

00:52:40 Mandy & Wayne Hudson: Reacted to "damnnnn called out" with 🤔

00:52:42 Susana Garcia Betancourt: What are your thoughts on showing as a teacher inside my customers community as a way to providing value to their journey????

00:52:46 Sue Ruggerio: That's so hard... 😬 But I get it! You're right.

00:52:48 Laura Trimble: Yep.....guilty

00:52:56 Kerrie LeBlanc: Yes, sometimes Chat misses the boat entirely and I have to tell her to stop being such a robot lol

00:53:03 Ashley DeLauro: honesly no lol

00:53:03 Allisen Levin: Oh no

00:53:07 Allisen Levin: 🤔

00:53:12 Jennifer Cumbie: I think I already know!! 😊

00:53:25 Dale and Jim Hatchell: no

00:53:27 Allisen Levin: 🙋yes

00:53:29 Karen Lovegrove: Yes

00:53:30 Emily Titov: no

00:53:30 Cindy Templeton: yes

00:53:30 Sandy Job-Rivera: yes

00:53:31 Sue Ruggerio: Uh oh... yep

00:53:31 Rivane Virgo: Sometimes

00:53:32 Joanne Clement: Sometimes

00:53:32 Robin McCabe: Reacted to "I think I already kn..." with 😊

00:53:33 Alicia Raley: Yes

00:53:33 Laura Trimble: occationally

00:53:35 Robin McCabe: sometimes

00:53:36 Diane Eskey: No just for my posts

00:53:39 Terri Temple: yes

00:53:43 sue Paige: sometimes

00:53:50 Susana Garcia Betancourt: Yes. I was using it until you told me to not do so.

00:54:08 Jennifer Cumbie: Yes and have done them less since our meeting 😊

00:54:12 Diane Eskey: Your not being present

00:54:12 Emily Titov: wait I lied !!!

00:54:20 Robin McCabe: So true.

00:54:22 Kerrie LeBlanc: Chat is a teacher lol

00:54:26 Allisen Levin: Reacted to "Chat is a teacher lo..." with 😊

00:54:31 Emily Titov: I have to reword my text to sound more polished

00:54:39 andrea simanson: So good, Bob. Thank you for this directive!

00:54:50 Cindy Templeton: It helped me to see my performer/teacher when responding. I thought...

00:55:03 Allisen Levin: I feel seen 🙏🏻🙌🏻

00:55:06 Rivane Virgo: Truth bomb. Thanks Bob

00:55:12 sue Paige: that is so true!!!

00:55:28 andrea simanson: Boom! 🌟

00:55:35 Emily Titov: The weekly leadership loops have been so impactful. It leaves me a blubbering mess in a good and growing way, but it has been reflecting my fears back to me.

00:55:38 Joanne Clement: I hear you....it s sooo much sincere coming from the heart

00:55:39 Sue Ruggerio: Oh boy... I feel like if I do it on my own I'll for sure fall out of being love led 🙏🏻

00:55:49 Allisen Levin: Reacted to "Yes, sometimes Chat ..." with 😊
00:55:50 Marjorie Kauffman: BUT YOU are human.... We like you. (You already have a name, too! Haha)
00:55:53 Sandy Job-Rivera: Sometimes I want to know if I'm being too abrupt I my responses.
00:55:58 Cindy Templeton: Reacted to "Oh boy... I feel lik..." with 🙌
00:56:07 Cindy Templeton: Replying to "Oh boy... I feel lik..."

me too

00:56:18 andrea simanson: So how do we use it without it becoming a crutch?
00:56:28 Kerrie LeBlanc: Reacted to "So how do we use it ..." with ❤️
00:56:32 Karen Lovegrove: Replying to "Oh boy... I feel lik..."
Me three!
00:56:37 Cindy Templeton: Reacted to "So how do we use it ..." with 👍
00:56:45 Dale and Jim Hatchell: Trust ourselves - Yep!
00:56:47 Rivane Virgo: Replying to "So how do we use it ..."

Great question. Following

00:56:54 Robin McCabe: 🎤👉
00:56:55 Wendy Warawa: Reacted to "So how do we use it ..." with 👍
00:56:59 Kerrie LeBlanc: Reacted to "🎤👉" with ❤️
00:57:02 Cindy Templeton: Reacted to "🎤👉" with 🙌
00:57:06 Allisen Levin: Reacted to "🎤👉" with 🙌
00:57:07 Ashley DeLauro: dropping bombs right now
00:57:23 Theresa R's iPhone: Eroding your trust in your leadership! Holy moly that's true!
00:57:24 Allisen Levin: Reacted to "Oh boy... I feel lik..." with 🙌
00:57:31 andrea simanson: Reacted to "dropping bombs right..." with 🎤
00:57:42 Allisen Levin: Replying to "Oh boy... I feel lik..."

Same and thankful we are here to outgrow our masks

00:58:02 Allisen Levin: Reacted to "dropping bombs right..." with ❤️
00:58:10 Cindy Templeton: Reacted to "Me three!" with 🙌
00:58:14 Cindy Templeton: Reacted to "Same and thankful we..." with 🙌

00:58:15 Joanne Clement: Great call...we always need to be reminded for so many things.

00:58:18 Sandy Job-Rivera: Replying to "Oh boy... I feel lik..."

That's my thought!

00:58:23 Ashley DeLauro: great callll

00:58:29 Mandy & Wayne Hudson: Great stuff! Thank you!

00:58:34 Robin McCabe: So good today. Thank you so much Bob!

00:58:37 Ashley DeLauro: thank uu cu in feb <33

00:58:45 Kerrie LeBlanc: Thank you! This was great. What a fabulous way to end the week.

00:58:47 Allisen Levin: Welcome new members again and Thank you Bob. Sooo good today. Glad I was able to join 

00:58:48 Dale and Jim Hatchell: Thank you, Bob! We are prepping for this storm. Stay safe everyone!!!

00:58:50 sue Paige: it feels so good to be back!! Thank you Bob!

00:58:57 Rivane Virgo:Friday at 3?

00:59:00 Susana Garcia Betancourt: Thank you so much. This was an amazing call and an eye opener.

00:59:02 Dale and Jim Hatchell: Reacted to "Welcome new members ..." with 

00:59:11 Rivane Virgo:Thank you sooo much

00:59:14 Cindy Templeton: Wow! Thank you!!

00:59:14 Rivane Virgo:Needed this

00:59:15 Emily Titov: Thanks BOB.

00:59:15 Dale and Jim Hatchell: Ice!!!

00:59:16 Terri Temple: Thank you so much great call.

00:59:16 Meghan Lyons King:Looking forward to it! Thank you!