



Coffee Chat: Confessions of an L&D Professional Resources Doc

- 11:00:47 From Connie Halvorsen : Happy Friday!
- 11:01:03 From Sarah Beideck : TGIF yall!
- 11:01:11 From Connie Halvorsen : Reacted to "TGIF yall!" with 👍
- 11:01:11 From Nicole Duclos : FriYAY
- 11:01:22 From Connie Halvorsen : Reacted to "FriYAY" with 😊
- 11:01:29 From Patti Swiech : I too had a crush on Davy Jones!!! 💕
- 11:01:46 From Connie Halvorsen : I need a party after this week! Lol.
- 11:01:48 From Sarah Beideck : i am now thinking of watching shrek with my little ones
after work today XD thanks Shannon!
- 11:02:00 From Connie Halvorsen : Ongoing!
- 11:02:09 From Cathy Brown : Is that the Monkees? Or a later version?
- 11:02:43 From Cathy Brown : Reacted to "Is that the Monkees? Or a later version?" with



11:03:13 From Sarah Beideck : where did 2026 go?

11:03:33 From Parker King : Reacted to "where did 2026 go?" with 🤔

11:03:52 From Connie Halvorsen : Reacted to "where did 2026 go?" with 👍

11:05:33 From Connie Halvorsen : Schedule a lunch appt with Rebel Learning Coffee Chat to put off a discussion I'm not thrilled I have to have! Lol.

11:05:44 From Andrew Vercouteren : Reacted to "Schedule a lunch appt with Rebel Learning Coffee Chat to put off a discussion I'm not thrilled I have to have! Lol." with 😂

11:05:49 From Parker King : Reacted to "Schedule a lunch a..." with 😂

11:06:01 From Andrew Vercouteren : Reacted to "where did 2026 go?" with 😐

11:06:02 From Parker King : It's my external knowledge workshops!

11:06:05 From Sandra Guzman : Reacted to "Schedule a lunch a..." with 😂

11:06:07 From Connie Halvorsen : Reacted to "It's my external knowledge workshops!" with ❤️

11:06:09 From Parker King : My name says Parker because I'm joining under Parker but my name is actually China lol

11:06:21 From Connie Halvorsen : Reacted to "My name says Parker because I'm joining under Parker but my name is actually China lol" with 😊

11:06:37 From Parker King : I forwarded that email so she could get in

11:08:19 From Parker King : Right you can't tell who is who

11:08:24 From Parker King : Mysterious

11:08:31 From Sarah Beideck : This kinda sounda bad, but i cancelled a meeting with a stakeholder cause i didnt want to sit a room asking for feedback for them to tell me i have no feedback and have no time to review training, and now i send things async cause i dont want to feel like im waisting my time either.

11:08:57 From Connie Halvorsen : Reacted to "This kinda sounda bad, but i cancelled a meeting with a stakeholder cause i didnt want to sit a room asking for feedback for them to tell me i have no feedback and have no time to review training, and now i send things async cause i dont want to feel like im waisting my time either." with 👍

11:08:59 From Betsy Spetich : Reacted to "This kinda sounda bad, but i cancelled a meeting with a stakeholder cause i didnt want to sit a room asking for feedback for them to tell me i have no feedback and have no time to review training, and now i send things async cause i dont want to feel like im waisting my time either." with 👍

11:09:09 From Regina Doeppel : Reacted to "This kinda sounda bad, but i cancelled a meeting with a stakeholder cause i didnt want to sit a room asking for feedback for them to tell me i have no feedback and have no time to review training, and now i send things async cause i dont want to feel like im waisting my time either." with 👍

11:09:14 From Heather Ross : Reacted to "This kinda sounda bad, but i cancelled a meeting with a stakeholder cause i didnt want to sit a room asking for feedback for them to tell me i have no feedback and have no time to review training, and now i send things async cause i dont want to feel like im waisting my time either." with 👍

11:09:18 From Parker King : Or asking for feedback from people who.... DONT give feedback that is valuable.

11:09:55 From Parker King : YES other me

11:09:58 From Sarah Beideck : how do you navigate that though

11:10:00 From Nicole Duclos : I have said something will take more hours than it actually does just because I need some breathing room. And lessen the expectation that I can turn things around quickly.

11:10:09 From Sandra Guzman : Reacted to "I have said someth..." with ✅

11:10:13 From Parker King : Reacted to "Or asking for feed..." with 🙌

11:10:18 From Betsy Spetich : Reacted to "I have said something will take more hours than it actually does just because I need some breathing room. And lessen the expectation that I can turn things around quickly." with 👍

11:10:19 From Sarah Beideck : Reacted to "I have said someth..." with ✅

11:10:20 From Regina Doeppel : Reacted to "I have said something will take more hours than it actually does just because I need some breathing room. And lessen the expectation that I can turn things around quickly." with 🙋

11:10:28 From Sarah Beideck : OH YES I WILL OVEREXAGGERATE TIMELINES

11:10:44 From Regina Doeppel : Reacted to "OH YES I WILL OVEREXAGGERATE TIMELINES" with 🙌

11:10:52 From Parker King : Replying to "how do you navigat..."

I'm still navigating through this but I realized to take what actually applies and if it doesn't apply, then let it go -China

11:10:53 From Andrew Vercouteren : Reacted to "OH YES I WILL OVEREXAGGERATE TIMELINES" with 🙌

11:11:00 From Connie Halvorsen : Reacted to "I have said something will take more hours than it actually does just because I need some breathing room. And lessen the expectation that I can turn things around quickly." with ❤️

11:11:04 From Parker King : Reacted to "OH YES I WILL OVER..." with 🙌

11:11:05 From Sarah Beideck : do the same with the hubby

11:11:06 From Connie Halvorsen : Reacted to "OH YES I WILL OVEREXAGGERATE TIMELINES" with 👍

11:11:08 From Sandra Guzman : Reacted to "OH YES I WILL OVER..." with 🙌

11:11:13 From Heather Ross : Oh, absolutely!

11:11:14 From Betsy Spetich : Reacted to "Oh, absolutely!" with 😊

11:11:16 From Andrew Vercouteren : Reacted to "do the same with the hubby" with 👍

11:11:19 From Parker King : Reacted to "I have said someth..." with ✅

11:11:19 From Regina Doeppel : Reacted to "do the same with the hubby" with 😂

11:11:20 From Nicole Duclos : My comment above was about projects, not feedback

11:11:21 From Parker King : Replying to "how do you navigat..."

If it is expected for me to ask... I give them more of a structured what im looking for.

11:11:22 From Betsy Spetich : Reacted to "do the same with the hubby" with 😂

11:11:36 From Andrew Vercouteren : Replying to "do the same with the hubby"

We tell my aunt to be there 1 hour before a family event starts...

11:11:41 From Connie Halvorsen : Reacted to "My comment above was about projects, not feedback" with 👍

11:11:47 From Connie Halvorsen : This was "confession" time, right? Lol.

11:11:56 From Sandra Guzman : Reacted to "We tell my aunt to..." with 🐸

11:12:01 From Sarah Beideck : Reacted to "We tell my aunt to..." with 🐸

11:12:03 From Parker King : Reacted to "This was "confessi..." with 😂

11:12:03 From Connie Halvorsen : Reacted to "We tell my aunt to be there 1 hour before a family event starts..." with 😊

11:12:21 From Sarah Beideck : Removed a 🐸 from "We tell my aunt to..."

11:12:21 From Cathy Brown : The feedback I got got better when I provided guidelines on

the type of feedback I was looking for - something actionable - with example of good and less valuable feedback

11:12:21 From Sarah Beideck : Reacted to "We tell my aunt to..." with 🤖

11:12:32 From Parker King : Reacted to "The feedback I got..." with ❤️

11:12:38 From Betsy Spetich : Reacted to "The feedback I got got better when I provided guidelines on the type of feedback I was looking for - something actionable - with example of good and less valuable feedback" with ❤️

11:12:41 From Sarah Beideck : Reacted to "The feedback I got..." with ❤️

11:12:42 From Parker King : Reacted to "The feedback I got..." with 🙌

11:12:44 From Regina Doeppel : Reacted to "The feedback I got got better when I provided guidelines on the type of feedback I was looking for - something actionable - with example of good and less valuable feedback" with ❤️

11:12:46 From Connie Halvorsen : Reacted to "The feedback I got got better when I provided guidelines on the type of feedback I was looking for - something actionable - with example of good and less valuable feedback" with ❤️

11:12:51 From Parker King : Replying to "The feedback I got..."

right! dont just tell me "you did great"

11:12:52 From Sandra Guzman : Reacted to "The feedback I got..." with 🎯

11:13:35 From Sarah Beideck : THAT

11:13:37 From Sarah Beideck : PREACH

11:13:42 From Betsy Spetich : Reacted to "PREACH" with 🙌

11:13:57 From Parker King : That is so frustrating to type out an email just for nobody to read it -China

11:14:03 From Connie Halvorsen : Reacted to "That is so frustrating to type out an email just for nobody to read it -China" with 👍

11:14:41 From Parker King : Trying to stay within the "bumper rails" of a corporate training.... when you know you can add to make it better

11:15:08 From Sarah Beideck : I will sometimes be petty and notice "risks" that i probably can work around as a means as to why projects might be on hold and call it "a need for perfection" or use it as a "if you want good work, this needs to get unblocked"

11:15:22 From Parker King : Replying to "Trying to stay wit..."

Other me you are on a roll! This is something I'm struggling with currently

11:15:29 From Sarah Beideck : the intention is to get all cross-teams to get on their stuff

11:15:33 From Connie Halvorsen : So many times, stakeholders have unreasonable expectations (they may not truly understand what is involved), so you do have to create that space for yourself and reframe the expectations for them.

11:15:35 From Nicole Duclos : Love that

11:15:37 From Heather Ross : I have learned the one particular SME needs to have time scheduled to go through feedback. If left to their own devices, they will not reply until it launches. Since they are a Senior position, their opinion matters, so I make the time.

11:15:47 From Sandra Guzman : If we read we succeed!!! Sending that out immediately!

11:16:07 From Connie Halvorsen : Reacted to "I will sometimes be petty and notice "risks" that i probably can work around as a means as to why projects might be on hold and call it "a need for perfection" or use it as a "if you want good work, this needs to get unblocked"" with 👍

11:16:11 From Heather Ross : Reacted to "I will sometimes be petty and notice "risks" that i probably can work around as a means as to why projects might be on hold and call it "a

need for perfection" or use it as a "if you want good work, this needs to get unblocked"" with 🌟

11:16:15 From Connie Halvorsen : Reacted to "Trying to stay within the "bumper rails" of a corporate training.... when you know you can add to make it better" with 👍

11:16:26 From Parker King : Reacted to "If we read we succ..." with 🙌

11:16:29 From Sarah Beideck : Reacted to "If we read we succ..." with 🙌

11:16:35 From Connie Halvorsen : Reacted to "I have learned the one particular SME needs to have time scheduled to go through feedback. If left to their own devices, they will not reply until it launches. Since they are a Senior position, their opinion matters, so I make the time." with 👍

11:16:48 From Parker King : Blocking out my calendar for.... ME TIME.

11:16:55 From Sandra Guzman : Reacted to "Blocking out my ca..." with 🙌

11:16:56 From Connie Halvorsen : Reacted to "Blocking out my calendar for.... ME TIME." with ❤️

11:17:01 From Parker King : Reacted to "Blocking out my ca..." with 🙌

11:17:11 From Sandra Guzman : I block out time for my lunches otherwise I would never eat!

11:17:19 From Sarah Beideck : Replying to "I have learned the..."

Yeah, and then i schedule those meetings, they dont show, or when they show they never looked at anything before...

11:17:20 From Andrew Vercouteren : Scheduling deep work time.

11:17:31 From Connie Halvorsen : Reacted to "Scheduling deep work time." with ❤️

11:17:43 From Sarah Beideck : I do that too, and i love how Teams will make me look busy when im just munching away at a chipotle bowl

11:17:57 From Doneen Childress : Reacted to "I do that too, and i love how Teams will make me look busy when im just munching away at a chipotle bowl" with 😂

11:17:58 From Connie Halvorsen : Reacted to "I do that too, and i love how Teams will make me look busy when im just munching away at a chipotle bowl" with 👍

11:18:05 From Sandra Guzman : Reacted to "I do that too, and..." with 😂

11:18:16 From Regina Doeppel : I block my calendar to walk my dogs because of where I live it has to be earlier during the summer.

11:18:21 From Betsy Spetich : Or watching a webinar.

11:18:22 From Doneen Childress : only on FRiday

11:18:22 From Sarah Beideck : i am hybrid

11:18:23 From Sandra Guzman : WFH

11:18:24 From Rhoda Green : working from home and love it

11:18:26 From Parker King : Hybrid

11:18:27 From Betsy Spetich : Hybrid

11:18:27 From Parker King : Hybrid 3/2

11:18:28 From Nicole Duclos : Remote 100%

11:18:29 From Connie Halvorsen : home

11:18:30 From Regina Doeppel : WFH

11:18:31 From Patti Swiech : Work from home

11:18:32 From Heather Ross : Hybrid, but mostly at home

11:18:36 From Andrew Vercouteren : WFH

11:18:42 From Doneen Childress : only on Friday

11:18:43 From Sarah Beideck : all you WTH folks, any openings? :P

11:18:43 From Cathy Brown : Home when I'm working

11:18:45 From Stella Lindeke : hybrid
11:18:49 From Patti Swiech : Reacted to "Home when I'm working" with 🤖
11:18:49 From Sarah Beideck : WFH**
11:19:07 From Sarah Beideck : Replying to "Home when I'm work..."

NOOOOO!!! :(

11:19:11 From Betsy Spetich : I do laundry on my one remote day a week.
11:19:32 From Heather Ross : My therapist said I have to step away when I eat, so walking away for lunch is doctor-ordered
11:19:41 From Andrew Vercouteren : Reacted to "My therapist said I have to step away when I eat, so walking away for lunch is doctor-ordered" with 👍
11:19:42 From Betsy Spetich : Reacted to "My therapist said I have to step away when I eat, so walking away for lunch is doctor-ordered" with 👍
11:19:43 From Patti Swiech : Reacted to "My therapist said I have to step away when I eat, so walking away for lunch is doctor-ordered" with 👍
11:19:44 From Sandra Guzman : Reacted to "My therapist said ..." with 👍
11:19:53 From Connie Halvorsen : If you don't block out time, others will demand your time 24/7 and you will find yourself completely burned out and unable to succeed.
11:19:54 From Sarah Beideck : Reacted to "My therapist said ..." with 👍
11:20:36 From Sandra Guzman : Reacted to "If you don't block..." with ❤️
11:21:18 From Cathy Brown : Back in the day we carried paper day planners - they were cumbersome - but the one benefit is that you own your own calendar. No one else can look at it. Not suggesting we move backwards, but we have to have better norms for scheduling time with others.

11:21:26 From Heather Ross : Replying to "all you WTH folks, any openings? :P"

Help me document what I do and what I can hand off

11:21:30 From Connie Halvorsen : Reacted to "Back in the day we carried paper day planners - they were cumbersome - but the one benefit is that you own your own calendar. No one else can look at it. Not suggesting we move backwards, but we have to have better norms for scheduling time with others." with 👍

11:21:37 From Parker King : Using Copilot on ALMOST all of my reports

11:21:38 From Sarah Beideck : offer a recorded webinar over an ILT MOST of the time and call it delivery consistency

11:21:41 From Regina Doeppel : Reacted to "Back in the day we carried paper day planners - they were cumbersome - but the one benefit is that you own your own calendar. No one else can look at it. Not suggesting we move backwards, but we have to have better norms for scheduling time with others." with 👍

11:21:46 From Parker King : we are expected to here

11:22:02 From Sarah Beideck : i just admit i used AI

11:22:11 From Connie Halvorsen : Reacted to "Using Copilot on ALMOST all of my reports" with 👍

11:22:12 From Regina Doeppel : I felt more organized with my Franklin Planner

11:22:15 From Sandra Guzman : Just started using AI and we are using full discloser when we are using AI.

11:22:21 From Cathy Brown : Reacted to "I felt more organized with my Franklin Planner" with 👍

11:22:30 From Parker King : I've never used AI this much and it's been an adjustment

11:22:33 From Patti Swiech : we are encouraged to use AI as it has been adopted by the company.

11:22:35 From Parker King : Luckily my company sees the benefit to it.

11:22:42 From Betsy Spetich : I tell my boss when I use AI to analyze, but don't always tell others who may see the report.

11:22:45 From Connie Halvorsen : Reacted to "we are encouraged to use AI as it has been adopted by the company." with 👍

11:22:46 From Sarah Beideck : i mean i find it safer to admit than not

11:22:52 From Sandra Guzman : Reacted to "Luckily my company..." with 👍

11:22:58 From Sarah Beideck : cause if there is something egregious i just say it

11:23:00 From Doneen Childress : Replying to "Back in the day we carried paper day planners - they were cumbersome - but the one benefit is that you own your own calendar. No one else can look at it. Not suggesting we move backwards, but we have to have better norms for scheduling time with others."

Still use a paper planner. I use it for multiple things.

11:23:04 From Cathy Brown : My last project it was required that we used ChatGPT to generate scripts. Pretty cool.

11:23:08 From Sarah Beideck : oh yeah i dont say that on emails

11:23:41 From Andrew Vercouteren : I use AI for ideation. No one needs to know that.

11:23:44 From Nicole Duclos : Me!

11:23:44 From Regina Doeppel : I use it for email. We are encouraged to use it and create agents, etc.

11:23:45 From Doneen Childress : I use AI to rewrite scripts so they sound more

professional.

11:23:48 From Connie Halvorsen : Reacted to "I use AI for ideation. No one needs to know that." with 👍

11:23:52 From Sarah Beideck : i mean i think it's almost understood across all industries that AI is being used

11:23:55 From Rhoda Green : I use ai all the time, emails, scripts, classes

11:24:02 From Cathy Brown : I just used it for a cover letter.

11:24:03 From Stella Lindeke : I am not a native English speaker ...with AI it sounds much better.

11:24:04 From Patti Swiech : I use it all the time!

11:24:13 From Sarah Beideck : Reacted to "I just used it for..." with 🙌

11:24:14 From Sandra Guzman : Not really using it for writing. I enjoy writing. But if I want to confirm how my messaging may be perceived... I'll bounce it off AI to see what it thinks.

11:24:23 From Parker King : only issue we are starting to see..... my participants are using AI to answer assessments.....

11:24:34 From Betsy Spetich : I haven't used it so much for email, but for just about everything else.

11:24:36 From Sarah Beideck : Reacted to "only issue we are ..." with 😊

11:24:40 From Nicole Duclos : Reacted to "Not really using it for writing. I enjoy writing. But if I want to confirm how my messaging may be perceived... I'll bounce it off AI to see what it thinks." with 👍

11:25:01 From Parker King : YES Same here I just facilitated a class and people would copy and paste from copilot. How do we navigate this as trainers? -China

11:25:17 From Sarah Beideck : you probably used AI to write the notice about not using

AI XD

11:25:19 From Sandra Guzman : I started hearing that people are providing fluffy feedback without much meaning because it's an AI written response.

11:25:24 From Andrew Vercouteren : Replying to "Not really using it for writing. I enjoy writing. But if I want to confirm how my messaging may be perceived... I'll bounce it off AI to see what it thinks."

I know that I can have blindspots, so I ask an AI to challenge my assumptions.

11:25:28 From Betsy Spetich : Reacted to "you probably used AI to write the notice about not using AI XD" with 😊

11:25:32 From Parker King : Reacted to "you probably used ..." with 😊

11:25:39 From Connie Halvorsen : Reacted to "I know that I can have blindspots, so I ask an AI to challenge my assumptions." with 👍

11:26:20 From Sarah Beideck : the best analogy about AI i have heard is that AI is a calculator you need skills to use it for the "right" answer

11:26:30 From Parker King : em dashes ALL OVER

11:26:37 From Andrew Vercouteren : Never use an AI's first result. Always challenge it's output.

11:26:42 From Sandra Guzman : Reacted to "em dashes ALL OVER" with 😂

11:26:59 From Parker King : Justice for Semi colons

11:27:04 From Sandra Guzman : Reacted to "Justice for Semi c..." with 😂

11:27:08 From Andrew Vercouteren : Reacted to "Justice for Semi colons" with 😂

11:27:12 From Regina Doeppel : Replying to "Never use an AI's first result. Always challenge it's output."

I have just started doing this

- 11:27:17 From Parker King : Reacted to "Justice for Semi c..." with 😂
- 11:27:20 From Betsy Spetich : Have one AI evaluate another AI's result
- 11:27:20 From Sarah Beideck : i used em dahses before the robots! pulls middle school papers out
- 11:27:46 From Connie Halvorsen : Reacted to "i used em dahses before the robots! pulls middle school papers out" with ❤️
- 11:27:51 From Stella Lindeke : AI is a bit like "my friend Fred"colleagues take my AI feedback easier when its from AI (and not from me).
- 11:27:53 From Parker King : Guess where AI learned that from.....
- 11:28:04 From Sarah Beideck : I will admit to reccomending ILT's last cause my social battery is dying with age
- 11:28:21 From Connie Halvorsen : Reacted to "I will admit to reccomending ILT's last cause my social battery is dying with age" with 👍
- 11:28:24 From Sarah Beideck : as a last resort
- 11:28:26 From Sarah Beideck : because
- 11:28:39 From Doneen Childress : Reacted to "I will admit to reccomending ILT's last cause my social battery is dying with age" with 👍
- 11:28:44 From Nicole Duclos : Ah yes, the social battery
- 11:28:50 From Sandra Guzman : That's how I feel on Fridays... I am done.
- 11:28:51 From Sarah Beideck : i could have used AI to write that better
- 11:29:05 From Doneen Childress : Reacted to "i could have used AI to write that better" with 😂

11:29:13 From Connie Halvorsen : I used to like people and now I just feel drained after most interactions with others! :(

11:29:15 From Heather Ross : Replying to "I will admit to recommending ILT's last cause my social battery is dying with age"

I feel this. I used to do full-week classes. Now I need a recovery day after a 2-day class.

11:29:24 From Andrew Vercouteren : Reacted to "I used to like people and now I just feel drained after most interactions with others! :(" with 👍

11:29:28 From Andrew Vercouteren : Removed a 👍 reaction from "I used to like people and now I just feel drained after most interactions with others! :("

11:29:29 From Regina Doeppel : ILTs are still my favorite. Probably because I never get to do them anymore.

11:29:29 From Parker King : Look up "spoon theory" for social battery, very interesting

11:29:30 From Andrew Vercouteren : Reacted to "I used to like people and now I just feel drained after most interactions with others! :(" with 🙌

11:29:31 From Rhoda Green : I produced for 8.5 hours yesterday and didn't have to be on camera all day. Just about kilt me.

11:29:36 From Regina Doeppel : Reacted to "I used to like people and now I just feel drained after most interactions with others! :(" with 🙌

11:29:39 From Sarah Beideck : im done vanna whitting this concept XD

11:29:40 From Heather Ross : Reacted to "I used to like people and now I just feel drained after most interactions with others! :(" with 🙌

11:30:03 From Heather Ross : Reacted to "im done vanna whitting this concept XD" with



11:30:11 From Regina Doeppel : Reacted to "im done vanna whitting this concept XD" with 😊

11:30:12 From Sarah Beideck : self paced learning for the win!

11:30:18 From Patti Swiech : Reacted to "I used to like people and now I just feel drained after most interactions with others! :(" with 🤔

11:30:18 From Sandra Guzman : Reacted to "self paced learnin..." with 🎯

11:30:55 From Doneen Childress : I love my ILT classes. We only schedule them twice a month and not on Monday or Friday.

11:31:08 From Betsy Spetich : Reacted to "I love my ILT classes. We only schedule them twice a month and not on Monday or Friday." with 👍

11:31:12 From Sarah Beideck : you're saying you can recharge your social battery? 😞

11:31:14 From Parker King : Everything in moderation

11:31:16 From Sarah Beideck : Reacted to "I love my ILT clas..." with 👍

11:31:27 From Connie Halvorsen : Reacted to "Everything in moderation" with ❤️

11:31:35 From Sandra Guzman : I run my vILT clases on Mon, Wed, Thurs. Feel like it's the sweet spot.

11:31:38 From Heather Ross : VILTs are really killing me because nobody gets on camera or responds

11:31:56 From Parker King : Reacted to "VILTs are really k..." with 🙌

11:32:03 From Heather Ross : Ambivert?

11:32:11 From Connie Halvorsen : Reacted to "Ambivert?" with ❤️

11:32:13 From Parker King : I'm doing virtual now and WHEW -China

11:32:16 From Sarah Beideck : my favorite line when no one responds in a vILT is "i'll take crickets as im doing a good job..."

11:32:34 From Parker King : Reacted to "my favorite line w..." with ❤️

11:32:37 From Connie Halvorsen : Reacted to "my favorite line when no one responds in a vILT is "i'll take crickets as im doing a good job..." with ❤️

11:32:37 From Doneen Childress : If you recharge by yourself, you are an introvert, but you know how to be with people. My husband is like this.

11:32:40 From Sandra Guzman : Reacted to "my favorite line w..." with 😂

11:32:50 From Betsy Spetich : I hate VILTs and do whatever I can to avoid them.

11:32:53 From Parker King : It takes SO MUCH ENERGY especially if you're doing multiple classes a day -China

11:32:57 From Heather Ross : Reacted to "my favorite line when no one responds in a vILT is "i'll take crickets as im doing a good job..." with 😂

11:33:02 From Connie Halvorsen : Reacted to "It takes SO MUCH ENERGY especially if you're doing multiple classes a day -China" with 👍

11:33:10 From Sandra Guzman : It still requires the same level of energy to be on and ready to go for a vILT and even a little more because you have to pull the engagement sometimes.

11:33:23 From Connie Halvorsen : Reacted to "It still requires the same level of energy to be on and ready to go for a vILT and even a little more because you have to pull the engagement sometimes." with 👍

11:33:27 From Parker King : And talking to yourself isn't fun lol -China

11:33:38 From Parker King : I need people and interactions. I think its just like this call. how many do we have on camer/off. Is that an indicator of Extroverts/Introverts

11:33:43 From Heather Ross : Has anyone done improv classes to try to work on crowd interactions?

11:33:51 From Regina Doeppel : Replying to "And talking to yourself isn't fun lol -China"

I don't know. I get the best answers that way 😊

11:34:00 From Doneen Childress : Replying to "I need people and interactions. I think its just like this call. how many do we have on camer/off. Is that an indicator of Extroverts/Introverts"

Extravert

11:34:01 From Sandra Guzman : The chat is on fire!

11:34:02 From Sarah Beideck : Replying to "Has anyone done im..."

no but i should!

11:34:06 From Andrew Vercouteren : Everyone has two different scales: one for introversion and one for extroversion. They are not two ends of one scale.

How introverted or extroverted you are changes based on context. Different contexts drain you or charge you up differently.

11:34:11 From Parker King : Reacted to "I don't know. I ge..." with 😊

11:34:48 From Parker King : Reacted to "my favorite line w..." with 😊

11:34:55 From Sarah Beideck : LOL

11:34:56 From Sandra Guzman : Haven't done improv but maybe that a future session we could have Shannon? We all do 3 minute improv.

11:35:01 From Parker King : NEVER.....

11:35:02 From Regina Doeppel : There is no office near me

11:35:03 From Rhoda Green : heck, I'm late every day

11:35:03 From Connie Halvorsen : I'm not answering that one! Lol

11:35:08 From Parker King : Reacted to "NEVER....." with 😂

11:35:09 From Heather Ross : Reacted to "Haven't done improv but maybe that a future session we could have Shannon? We all do 3 minute improv." with 🙌

11:35:09 From Sarah Beideck : or the "my internet is out"

11:35:09 From Patti Swiech : always blame someone in the family!!!

11:35:14 From Connie Halvorsen : Reacted to "always blame someone in the family!!!" with 😊

11:35:15 From Sandra Guzman : I don't have an office near me.

11:35:19 From Betsy Spetich : Replying to "heck, I'm late every day"

Me too

11:35:21 From Parker King : Reacted to "always blame someo..." with 😊

11:35:22 From Andrew Vercouteren : I can't come into the office because I have nothing to wear!

11:35:29 From Connie Halvorsen : Reacted to "I can't come into the office because I have nothing to wear!" with ❤️

11:35:31 From Rhoda Green : Replying to "heck, I'm late every day"



11:35:32 From Patti Swiech : Reacted to "I can't come into the office because I have nothing to wear!" with 😊

11:35:34 From Sarah Beideck : Reacted to "I can't come into ..." with 😊

11:35:34 From Sandra Guzman : Reacted to "I can't come into ..." with 😂

11:35:34 From Sarah Beideck : Reacted to "I can't come into ..." with ❤️

11:35:39 From Sarah Beideck : I CANT ANDREW

11:35:39 From Heather Ross : Replying to "There is no office near me"

I have worked for a few places where I was the only one in the state.

11:35:54 From Sandra Guzman : Lots of nice tops. Business on top... pjs on bottom.

11:36:09 From Connie Halvorsen : Reacted to "Lots of nice tops. Business on top... pjs on bottom." with 😊

11:37:19 From Parker King : LOLLL

11:37:45 From Sarah Beideck : when i got a new role in may and went hybrid i was dreading the trips to TJMAXX

11:37:58 From Nicole Duclos : Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess

11:38:06 From Patti Swiech : Reacted to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess" with 👍

11:38:07 From Heather Ross : Reacted to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess" with ❤️

11:38:08 From Regina Doeppel : Reacted to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess" with 👍

11:38:12 From Sarah Beideck : Reacted to "Working remotely, ..." with ❤️

11:38:13 From Sarah Beideck : Reacted to "Working remotely, ..." with 👍

11:38:16 From Parker King : Reacted to "Working remotely, ..." with 👍

11:38:20 From Sarah Beideck : Replying to "Working remotely, ..."

mad respect!

11:38:24 From Sandra Guzman : Reacted to "Working remotely, ..." with ❤️

11:38:26 From Andrew Vercouteren : Reacted to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess" with 👍

11:38:26 From Parker King : It's the shoes

11:38:30 From Jason Dreyer : Reacted to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess" with 👍

11:38:42 From Jason Dreyer : Replying to "It's the shoes"

It's gotta be the shoes

11:38:55 From Nicole Duclos : Replying to "It's the shoes"

I make sure they are comfortable office shoes 😊

11:38:57 From Betsy Spetich : Replying to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess"

Our policy for remote work requires us to be dressed as if we were in the office.

11:38:58 From Connie Halvorsen : Replying to "Working remotely, I still dress for the office - top to bottom 🙋 Puts me in the right mind space I guess"

I used to, but this year, I "let it go" for some reason I guess life got to me. I agree that it is a good thing though.

11:39:10 From Jason Dreyer : So I shouldn't just wear my crocs?

11:39:28 From Connie Halvorsen : Reacted to "So I shouldn't just wear my crocs?" with



11:39:31 From Sarah Beideck : or if youre working from home in a hoodie but have a customer training you change 2 mins before into that shirt

11:39:38 From Parker King : Reacted to "or if youre workin..." with 😄

11:39:49 From Parker King : I also can't with heels

11:39:51 From Betsy Spetich : I'm with you on heels

11:39:57 From Jason Dreyer : Reacted to "I also can't with heels" with ❤️

11:40:11 From Heather Ross : Replying to "or if youre working from home in a hoodie but have a customer training you change 2 mins before into that shirt"

I absolutely switched out my hoodie for a cardi yesterday

11:40:12 From Parker King : the hair gets brushed while room loads!

11:40:15 From Nicole Duclos : Replying to "Working remotely, I ..."

It's casual office attire, no suits, skirts etc

11:40:21 From Patti Swiech : I am wearing them now (heels) to break them in and get used to them for my daughters' wedding in 2 weeks!!!

11:40:34 From Connie Halvorsen : Reacted to "I am wearing them now (heels) to break them in and get used to them for my daughters' wedding in 2 weeks!!!" with ❤️

11:40:39 From Nicole Duclos : Reacted to "I am wearing them now (heels) to break them in and get used to them for my daughters' wedding in 2 weeks!!!" with 👠

11:40:44 From Rhoda Green : I shower on break normally

11:40:56 From Jason Dreyer : I prefer the mid-day nap

11:41:04 From Parker King : Reacted to "I prefer the mid-d..." with 😊

11:41:07 From Heather Ross : Reacted to "I am wearing them now (heels) to break them in and get used to them for my daughters' wedding in 2 weeks!!!" with ❤️

11:41:08 From Connie Halvorsen : Reacted to "Our policy for remote work requires us to be dressed as if we were in the office." with 👍

11:41:24 From Betsy Spetich : Reacted to "I prefer the mid-day nap" with 😊

11:41:47 From Sandra Guzman : Mental Framing: "Shoes create a psychological boundary between lounging and working, making you feel more put-together and focused." - Auger, DPM ... my focus is peak after my morning coffee!

11:42:04 From Parker King : articulate as a whole....

11:42:23 From Connie Halvorsen : Reacted to "Mental Framing: "Shoes create a psychological boundary between lounging and working, making you feel more put-together and focused." - Auger, DPM ... my focus is peak after my morning coffee!" with ❤️

11:42:53 From Betsy Spetich : No one know anything about Articulate except me so they don't know what to ask for.

11:42:53 From Heather Ross : I love Captivate, but I mostly use it for video editing, then drop that in Storyline

11:43:04 From Doneen Childress : Reacted to "I love Captivate, but I mostly use it for video editing, then drop that in Storyline" with 👍

11:43:06 From Connie Halvorsen : Reacted to "I love Captivate, but I mostly use it for video editing, then drop that in Storyline" with 👍

11:43:11 From Patti Swiech : Reacted to "I love Captivate, but I mostly use it for video editing, then drop that in Storyline" with 👍

11:43:30 From Parker King : Reacted to "Mental Framing: "S..." with ❤️

11:43:35 From Sandra Guzman : We don't have the AI functionality and it's slow anyway...
but I want it!

11:43:43 From Rhoda Green : not a fib, Rise's automatic captions are fantastic and easy
to edit

11:44:23 From Patti Swiech : Reacted to "not a fib, Rise's automatic captions are fantastic
and easy to edit" with 👍

11:44:30 From Betsy Spetich : Me too Jason

11:45:25 From Connie Halvorsen : Reacted to "not a fib, Rise's automatic captions are
fantastic and easy to edit" with 👍

11:45:30 From Heather Ross : What? You want interaction and scoring? That's gonna
take time

11:45:32 From Parker King : if you tell them a week, they expect it everytime at a week
OR less

11:45:46 From Shannon Tipton : Reacted to "if you tell them a week, they expect it
everytime at a week OR less" with 100

11:45:58 From Leslie fritz : I use non-approved Apps on my personal laptop and then
send stuff to my government laptop. Personal laptop sits next to my work laptop. Why struggle?

11:46:12 From Betsy Spetich : Reacted to "I use non-approved Apps on my personal
laptop and then send stuff to my government laptop. Personal laptop sits next to my work
laptop. Why struggle?" with 100

11:46:16 From Heather Ross : Reacted to "I use non-approved Apps on my personal
laptop and then send stuff to my government laptop. Personal laptop sits next to my work
laptop. Why struggle?" with 100

11:46:26 From Connie Halvorsen : Reacted to "I use non-approved Apps on my personal

laptop and then send stuff to my government laptop. Personal laptop sits next to my work laptop. Why struggle?" with 👍

11:46:45 From Parker King : Reacted to "I use non-approved..." with 🏆

11:47:04 From Parker King : Pivot

11:47:07 From Connie Halvorsen : Don't box us in!

11:47:18 From Patti Swiech : We are RESOURCEFUL!!

11:47:23 From Connie Halvorsen : Reacted to "We are RESOURCEFUL!!" with ❤️

11:47:33 From Parker King : I do that sometimes -China

11:47:35 From Betsy Spetich : ME!

11:47:37 From Connie Halvorsen : Thankfully, I have full freedom on the work laptop

11:47:41 From Leslie fritz : Always using my personal. Can't talk —at the government office. Not written by AI

11:47:44 From Sandra Guzman : Reacted to "Thankfully, I have..." with 👍

11:47:47 From Patti Swiech : Reacted to "Thankfully, I have full freedom on the work laptop" with 💕

11:47:53 From Rhoda Green : I do it, but am honest. My boss has his hands over his ears.

11:47:56 From Parker King : Reacted to "Always using my pe..." with 😂

11:47:59 From Connie Halvorsen : Reacted to "I do it, but am honest. My boss has his hands over his ears." with 👍

11:48:04 From Jason Dreyer : Reacted to "I do it, but am honest. My boss has his hands over his ears." with 😂

11:48:20 From Sandra Guzman : We are restricted to our tech stack. But it works for me.

11:48:21 From Connie Halvorsen : Reacted to "Always using my personal. Can't talk —at

the government office. Not written by AI" with 👍

11:49:17 From Nicole Duclos : Fake it until you make it

11:49:17 From Parker King : PIVOT

11:49:21 From Betsy Spetich : I can always learn.

11:49:27 From Nicole Duclos : Reacted to "I can always learn." with 👍

11:49:34 From Parker King : Im a trainer, not a SME

11:49:34 From Connie Halvorsen : Reacted to "PIVOT" with ❤️

11:49:38 From Connie Halvorsen : Reacted to "Fake it until you make it" with 👍

11:49:43 From Connie Halvorsen : Reacted to "I can always learn." with 👍

11:49:56 From Heather Ross : I have learned so many things because we needed it

11:50:03 From Betsy Spetich : YouTube is my friend

11:50:10 From Parker King : Reacted to "YouTube is my frie..." with ❤️

11:50:12 From Patti Swiech : Reacted to "YouTube is my friend" with 🤖

11:50:12 From Sandra Guzman : Same. If I don't know something... I am researching my way to knowing what I need to know.

11:50:13 From Rhoda Green : Reacted to "YouTube is my friend" with 👍

11:50:13 From Connie Halvorsen : Reacted to "I have learned so many things because we needed it" with ❤️

11:50:18 From Connie Halvorsen : Reacted to "YouTube is my friend" with ❤️

11:50:21 From Regina Doeppel : I am faking that I am a good at editing video. I get by, thank you YouTube

11:50:21 From Leslie fritz : I say "I'll figure it out" — my superpower

11:50:22 From Cathy Brown : Interested in the answers here because I have not done eLearning development in all my years of instructional design. I don't say I have experience -

but wondering what tool I should pick up. Articulate/Rise?

11:50:32 From Rhoda Green : gemini can figure out anything

11:50:34 From Connie Halvorsen : Reacted to "I say "I'll figure it out' — my superpower" with ❤️

11:50:41 From Connie Halvorsen : Replying to "I say "I'll figure it out' — my superpower"

Mine too!

11:51:00 From Leslie fritz : Reacted to "I have learned so many things because we needed it" with 🙌

11:51:06 From Parker King : Replying to "Interested in the ..."

Articulate is great. Used widely

11:51:14 From Cathy Brown : Reacted to "Articulate is great. Used widely" with 👍

11:51:14 From Rhoda Green : Replying to "Interested in the answers here because I have not done eLearning development in all my years of instructional design. I don't say I have experience - but wondering what tool I should pick up. Articulate/Rise?"

start with Rise

11:51:21 From Connie Halvorsen : Reacted to "gemini can figure out anything" with 😁

11:51:24 From Cathy Brown : Reacted to "start with Rise" with 👍

11:51:31 From Parker King : Reacted to "gemini can figure ..." with 😁

11:51:38 From Sandra Guzman : Reacted to "start with Rise" with 🎯

11:52:21 From Regina Doeppel : CoPilot helped me write my first macro for Excel.

11:52:46 From Connie Halvorsen : I have to get off for a meeting! Thanks for the session!

You all are my tribe!

11:52:59 From Patti Swiech : Reacted to "I have to get off for a meeting! Thanks for the session! You all are my tribe!" with 

11:53:32 From Deb Duty : looked up how to do a pivot table and then found out that it is built into excel now

11:53:33 From Betsy Spetich : Replying to "Interested in the answers here because I have not done eLearning development in all my years of instructional design. I don't say I have experience - but wondering what tool I should pick up. Articulate/Rise?"

Rise and Storyline are both in Articulate 360. Rise is more limited, but easier to learn than Storyline. I have used AI to develop courses for use in Storyline, but sometimes have to work out bugs.

11:53:50 From Cathy Brown : Replying to "Interested in the answers here because I have not done eLearning development in all my years of instructional design. I don't say I have experience - but wondering what tool I should pick up. Articulate/Rise?"

Thank you Betsy!

11:54:10 From Sarah Beideck : lol i say i can use iframe in some of my techncial software trainings without knowing how to do it

11:54:32 From Nicole Duclos : Same

11:54:41 From Cathy Brown : So what happens when the hiring party asks for an example of the work?

11:54:46 From Deb Duty : same

11:54:57 From Parker King : that why there is a saying in L&D "Accidental Trainers"

11:56:27 From Sandra Guzman : I have always been open about what I know and don't. I am always willing to learn... I think I have proven that I will learn and deliver. It's like on the job learning.

11:56:35 From Betsy Spetich : Why would you be doing work if not for an employer. How can proprietary get old?

11:56:47 From Doneen Childress : Replying to "I have always been open about what I know and don't. I am always willing to learn... I think I have proven that I will learn and deliver. It's like on the job learning."

same

11:56:53 From Rhoda Green : Reacted to "I have always been open about what I know and don't. I am always willing to learn... I think I have proven that I will learn and deliver. It's like on the job learning." with 👍

11:57:16 From Rhoda Green : Replying to "I have always been open about what I know and don't. I am always willing to learn... I think I have proven that I will learn and deliver. It's like on the job learning."

me too

11:57:43 From Stella Lindeke : Thank you for the meeting. I have to go.

11:58:56 From Sarah Beideck : lol ai JUST started

11:59:00 From Sarah Beideck : calm down

11:59:06 From Cathy Brown : Replying to "lol ai JUST started"

True!

11:59:09 From Jason Dreyer : Replying to "calm down"

Right!!

11:59:17 From Parker King : Masters degree for a starting position.....

11:59:26 From Cathy Brown : Reacted to "Masters degree for a starting position....." with


11:59:28 From Sarah Beideck : Reacted to "Masters degree for..." with 🤔

11:59:58 From Cathy Brown : Powerful questions are great!

12:00:01 From Betsy Spetich : Reacted to "Masters degree for a starting position....." with


12:00:04 From Sandra Guzman : Reacted to "Masters degree for..." with 🎯

12:00:09 From Parker King : I literally saw a posting that asked for a doctorate.... It started
at 60k

12:00:21 From Regina Doeppel : Have a great weekend everyone! Thanks for the laughs
to start my weekend.

12:00:27 From Patti Swiech : Reacted to "Have a great weekend everyone! Thanks for
the laughs to start my weekend." with 💖

12:00:57 From Cathy Brown : Replying to "I literally saw a posting that asked for a
doctorate.... It started at 60k"

Awesome! I call things like that "kitchen sink" postings. Everything and the kitchen sink. LOL!

12:01:28 From Heather Ross : Hey, hey, hey, I didn't show up to get called out like that

12:01:38 From Sandra Guzman : Reacted to "Putting You First ..." with 💖

12:01:41 From kelly Martin : I think reframing "time management" as "energy mangement"

is helpful.

12:01:48 From Sandra Guzman : Reacted to "I think reframing ..." with ❤️

12:01:48 From Cathy Brown : Reacted to "I think reframing "time management" as "energy mangement" is helpful." with 👍

12:01:49 From Betsy Spetich : Reacted to "I think reframing "time management" as "energy mangement" is helpful." with 🙌

12:01:57 From kelly Martin : Reacted to "Hey, hey, hey, I didn't show up to get called out like that" with 😊

12:02:23 From Nicole Duclos : Thank you - have a nice weekend!

12:02:31 From Cathy Brown : Great hearing from everyone! See you again I hope!

12:02:49 From Parker King : Reacted to "I think reframing ..." with ❤️

12:02:54 From Andrew Vercouteren : These Coffee Chats are a breath of fresh air with my favorite peeps!

12:02:57 From Nicole Duclos : Dang - I'll be out of the office next time!

12:03:02 From Sandra Guzman : Great coffee chat, funny laughs and checklist! Thanks Shannon! Hope everyone has a great weekend and get ready for September!

12:03:18 From Sarah Beideck : Thank you!

12:03:31 From Deb Duty : Thanks all! Be well.

12:03:32 From Nicole Duclos : Thanks for taking time to do these for us!

12:03:38 From Parker King : Going to sleep

12:03:44 From Cathy Brown : Reacted to "Going to sleep" with 👍

12:03:54 From Parker King : Atlantaaa

12:04:02 From Cathy Brown : Replying to "Atlantaaa"

Me too!

12:04:11 From Nicole Duclos : Alaska - my day just started

12:04:16 From Parker King : Twinsss LOL

12:04:37 From Shannon Tipton :

<https://us02web.zoom.us/meeting/register/6eLRvrHwRtalJGmztgEfXw>

12:04:38 From kelly Martin : Reacted to "Alaska - my day just started" with 