

Microlearning Summary - Compassionate Boundaries

Compassionate boundaries help us protect our time, energy, emotional wellbeing, and relationships. They allow us to act with clarity and integrity rather than resentment or exhaustion. This microlearning explores practical strategies for setting and maintaining boundaries in ways that are respectful, direct, and sustainable—supporting both personal wellbeing and healthy team culture.

Why This Matters

- Boundaries reduce stress and prevent compassion fatigue.
- Clear communication strengthens trust and reduces misunderstandings.
- Healthy boundaries support sustainable workloads and emotional balance.
- Teams with strong boundary practices experience less conflict and more psychological safety.

Link to Microlearning Video

Compassionate Boundaries [▶ School Compassionate Boundaries](#)

Compassionate Boundary Setting

to Build Compassion Resilience



Tips for Setting Compassionate Boundaries



1. **Know what you want to say "Yes"** to in your life (values, behaviors, and priorities).
2. **Be proactive.** Have "meetings" to discuss boundaries. Structure offers safety for both sides.
3. **Just say it!** Don't make them guess. Use simple and direct language.
4. Reinforce by pointing out the violations **IN THE MOMENT**.
5. **Give explanations that are specific,** relevant to the other person, and offer shared solutions.
6. **Back up your boundary with action.** If you give in, you invite people to ignore your needs.
7. **Remember your locus of control.** Boundaries aren't about perfection. When you must say "yes," look for where you have control.

Micro-Reflection for after the micro-learning

- [Compassionate Boundaries Reflection Questions for Staff](#)
- [Compassionate Boundaries Leadership Considerations](#)

Signals to Notice

You may need to set or reinforce a boundary when you observe:

Signal	What It Might Mean
You feel resentment building	A boundary is being crossed or ignored.
You say “yes” but feel dread	Your internal values and external actions are misaligned.
You feel overwhelmed or overextended	You may be taking on more than is sustainable.
You hope others “just know” what you need	A boundary needs to be communicated directly.
You avoid a conversation	A boundary needs clarity or reinforcement.

What This Looks Like in Practice

A teacher is frequently asked to cover last-minute duties. She says yes every time, even when it disrupts her planning or personal commitments. She begins feeling resentful and exhausted. After reflecting on her values—professionalism, reliability, and personal wellbeing—she decides to set a compassionate boundary. She communicates her availability proactively, uses simple and direct language, and reinforces the boundary when it’s crossed. Over time, her stress decreases, her relationships improve, and she feels more balanced and respected.

Grade-Band Strategies You Can Use Tomorrow

The following grade-band strategies offer quick, practical ways to apply this microlearning in your daily work. They are not required steps — simply additional options you can use to deepen the learning, strengthen resilience, and support students and colleagues in developmentally responsive ways. Choose the strategies that fit your role, your context, and your current needs.

K–2 Strategies

1. “Yes to This, No to That” Visuals
Steps: Use simple icons to show when you’re available and when you’re not; teach students what each symbol means.
Why it’s beneficial: Models healthy boundaries and reduces constant interruptions.
2. Predictable Help Times
Steps: Establish “helping moments” during the day; redirect students to those times.
Why it’s beneficial: Protects teacher focus and teaches students patience and independence.
3. Calm Communication Scripts
Steps: Use simple phrases like “I can help you after morning meeting.”
Why it’s beneficial: Shows children that boundaries can be kind and clear.
4. Space Boundaries
Steps: Create a teacher-only zone; teach students when it’s okay to enter.
Why it’s beneficial: Supports emotional regulation and reduces overstimulation.

3–5 Strategies

1. Proactive Expectations
Steps: Share your availability at the start of group work or transitions.
Why it’s beneficial: Prevents overwhelm and reduces repeated requests.
2. “I Statements” for Boundaries
Steps: Use phrases like “I need five minutes to finish this before I can help.”
Why it’s beneficial: Models assertive communication and emotional clarity.
3. Task Prioritization with Students
Steps: When asked for help, ask students to identify what they can try first.
Why it’s beneficial: Encourages independence and reduces over-functioning.
4. Reinforce in the Moment
Steps: Gently remind students when they interrupt or overstep.
Why it’s beneficial: Prevents resentment and teaches respectful communication.

6–8 Strategies

1. Values-Based Boundaries

Steps: Identify what matters most (e.g., fairness, respect, calm); align boundaries to those values.

Why it's beneficial: Increases consistency and reduces guilt.

2. Clarify Limits on Emotional Labor

Steps: When students share heavy emotions, listen with care but set limits (“I’m here to support you, and we’ll also loop in the counselor”).

Why it's beneficial: Prevents emotional exhaustion and role drift.

3. Collaborative Problem-Solving

Steps: When students push boundaries, co-create agreements.

Why it's beneficial: Builds ownership and reduces power struggles.

4. Time Boundaries

Steps: Set clear start/end times for extra help or conversations.

Why it's beneficial: Protects planning time and reduces burnout.

9–12 Strategies

1. Transparent Workload Boundaries

Steps: Communicate when you can take on additional tasks and when you cannot.

Why it's beneficial: Prevents overextension and models professional self-advocacy.

2. Emotional Boundaries with Students

Steps: Validate feelings without taking responsibility for solving the problem.

Why it's beneficial: Supports student autonomy and protects teacher wellbeing.

3. “Direct and Kind” Communication

Steps: Use clear language (“I’m not able to meet after school today, but I can tomorrow”).

Why it's beneficial: Reduces misunderstandings and builds trust.

4. Follow-Through Boundaries

Steps: If you set a limit, uphold it consistently.

Why it's beneficial: Reinforces credibility and reduces repeated boundary testing.