



## Compassionate boundary setting

In this section the group names expectations they hold for the behaviors of their colleagues in the workplace. This list becomes a description of expectations they hold for themselves – their goals or their “yeses.” Boundary setting is explored through the question of what barriers exist in the workplace to them acting in the ways that they have defined as desired. These barriers become their “nos.” They then practice setting a boundary by defining the yes and stating the no that will support that yes. An example is related to when a supervisee or student is becoming dysregulated and yelling about a current situation: “I want to work with you to figure this out (the yes). It will be hard to problem solve with this much emotion in the room (the no). It would be helpful for us to take a five-minute break and then talk it through.”

It will be very helpful for you as the leader to share an example of a boundary that you set in order to support your behavioral priorities. It will also be helpful for you to imagine with the team what it might look like for one of your team members to set a boundary with you. One example is related to a team member being assigned a new task: “Our agency goals for the year are important to me, and I need to discuss what can come off my plate or what I can do in a different manner in order to take on anything new. I am working on how to balance my family’s needs and my workload.”

Consider the impact of [power differentials discussed in Section 5](#) and how they can influence boundary setting conversations.