

# Boundary Setting To Strengthen Teams

Boundaries define what's sacred, important and valuable. They define what needs protecting and upholding. They define what's your responsibility and what's not. They help you set your priorities and honor your limits. Boundaries demonstrate self respect and respect for others.

Notice how your feelings leave clues. They act as your guide, inviting you to set a boundary or loosen one that's too firm. Feelings like overwhelm, irritation, resentment, anger, powerlessness, tiredness and anxiety are all signs that boundaries would be helpful.

Remember that what you tolerate you get more of. So set healthy limits and loosen ones that keep you from growing.

1. What are my priorities in my specific role at work? Make sure your priorities are clear. If you're unclear, have a conversation with someone who can clarify. And make sure the expectations you have of yourself are realistic, otherwise you'll constantly feel like a failure, inadequate and like you're doing enough.
2. What boundary could I set that would help me honor those priorities? You could set a boundary with yourself or with someone else.
3. Where is the opportunity to compromise and be more flexible in my boundaries? Often our plans are interrupted. Sometimes we're asked to give when we don't feel like it. Where could you stretch to let something helpful enter your life or stretch to help someone else?

### **Examples of clear boundaries:**

- Instead of worrying or ruminating about scheduling or a troublesome event at work, set a boundary in your thoughts. Choose to trust and make a plan of action
- Stop believing all the stories and assumptions in your head and instead have a conversation to find out the truth
- Stop taking part in gossip by listening to it and start switching the topic
- Start making yourself take breaks (time use boundary) to get off your feet and eat
- Refrain from taking care of the simple everyday tasks the rest of the team is responsible for and stay in your lane. This one may mean you need to find your value and worth in other areas of life, not just from your work.
- Recognize your emotions and practice better managing them at work
- Address certain behaviors in the office that negatively impact the rest of the team and possibly patients as well (instead of hoping the behaviors will improve over time)

### **Examples of more flexible boundaries:**

- Let yourself relax
- Choose to trust others and let them slowly take on some of the work you really don't need to be doing
- Ask for help
- Practice receiving help instead of always being the giver
- Ask for advice instead of trying to figure it out on your own
- Take feedback to keep growing (instead of trying to prove that you know everything that there ever is to know)
- Speak up about your idea or feeling instead of staying silent