



Creating/Developing Boundaries
Webinar Chat
October 5, 2022

[introductions removed to reduce length of chat log]

00:52:07 Mika Aoki: How do you set boundaries with someone who demonstrates "unhealthy boundaries" behaviors in workplace?
00:52:43 trudy barnes: Always respect healthy boundaries. Give people space
00:52:50 Keri Brewster: How do you set boundaries with your management team?
00:55:10 Lupe Rocha: if im hungry after 7pm I drink tea, it helps me not to gain more weight and I feel better
00:55:35 Cindy Thomas: good one @Lupe
00:55:35 Samuel Gezehei: SLEEP AND SAYING YES Bit improvement. I will listen to my body and my need for rest. Plus, will response by saying "let me see and when do you need it by"
00:56:07 Elizabeth Gooden: I don't check email after a certain time.
00:56:11 nia douglas: One boundary I've set is that I don't party w/the people I work with & I don't socialize w/them on social media
00:56:12 Cindy Thomas: thanks for sharing with the group.
00:56:20 Candy George: Taking the time during the work day to step away, have lunch, and spend a few minutes for me.
00:56:26 Peyton Peyton: I have to physically step away from electronics after 6 pm or I'll just keep working
00:56:28 Danielle Solick: I don't interact with or "friend" colleagues on social media. Helps me keep my personal and professional lives separate. When you're working intense, long hours, that line gets blurry enough as it is!
00:56:35 Shelly Santa Cruz: setting do no disturb on my phone after 9. so I can concentrate on prepping for the next day and quality time with partner
00:56:37 manita fontaine: Good boundary: Keep my words or promise made to others
00:56:37 Cindy Thomas: @Candy I am trying to do the same
00:56:42 Matthew Kennene: I always take my lunch away from work
00:56:45 Aryn Spurgeon: Daily alone time to decompress and reflect. One day per week of rest without a scheduled event which sometimes means saying no to people I love to create selfcare
00:56:48 Crisarla Houston: 1. Family relationships 2. borrowing money. I do not really loan relatives money to avoid fracturing family relationships.
00:56:48 Mandy Wenzel: I no longer do anything related to work when I am at home... This has helped tremendously in my mental health life!
00:56:55 Hieu Pham: Phone on airplane mode after 10:30pm
00:57:05 Yane Nunez: I no longer watch TV after 8pm.
00:57:05 Donna Mack-Tatum: Saying "no"
00:57:11 Lori Parrott: I set boundaries on how other speak to me
00:57:17 Rebecca Carrico: Acceptance,physicllly & mentally healthy contentment
00:57:22 Cathy Weirick: Cathy Weirick here from Cherry Health.
00:57:22 Donna Mack-Tatum: Phone on DND after 10pm

00:57:25 Samantha Fixmer: Not accepting other's plans when they invade time I've set aside for myself

00:57:25 NANCY RYAN: aT HOME, NO CELL PHONES AT THE DINNER TABLE.

00:57:36 Stephanie Stewart: sleep; self care by walking in nature and listening to music to create joy!

00:57:39 Heather Gould: I am no longer on facebook, this as allowed me to be more intentional with the relationships I hold close. This has also allowed me to let go of quite a few insecurities in life.

00:57:45 Ernesto Guevara: limiting my time dedicated to work, by not working late all the time and/or weekends, resulting in less stress

00:57:50 Tricia Campbell: trying to go to the gym every morning, while my boyfriend lays in bed and sleeps

00:57:52 Danielle Solick: My work phone is on Do Not Disturb from 7p-6a unless I'm in emergency deployment.

00:57:53 Chanel Holland: I have placed a boundary on friends and how much access I allow them to have to me. Learning how to say No and not feeling bad about saying No and meaning it

00:57:56 Stephanie Morton: when someone is negative at work, I will listen however the boundary is I won't feed in. I will ask how we can make this a positive reaction

00:58:05 Aldeir Sotelo: Limiting social media to 30 minutes or less daily

00:58:06 Troy McLouth: I do not devalue myself based on others actions or feelings, but will use such feedback to prompt a self-reflection

00:58:07 Shelly Santa Cruz: with social media and coworkers, what if you were already connected and then became their boss?

00:58:09 Tina McConnell: I pay attention to how much I sit, and set a timer go get up and walk around regularly.

00:58:10 Keri Brewster: 1. No caffeine after 3pm and no more than 2 cups of coffee in the morning.
2. Closing my door and notifying coworkers when I'm in a meeting
3. When pressed to discuss something I'm not comfortable discussing with my spouse or family, I firmly repeat "No".
4. Having a weekly planning session that I never miss.

00:58:10 Daren Bush: Set boundaries with text messages

00:58:11 Aryn Spurgeon: Only working 40 hours per week to balance life with my family.

00:58:13 Vea Crawford: Health/Wellness Balance (exercise, meditation, staying hydrated (1 gal day), allow time out to reset. Yields a more productive day.

00:58:17 Lisa Duncan: During height of COVID I only accepted/returned calls to clear people to return to work between noon and 5 pm Sunday so I could relax and get personal things done the rest of the weekend.

00:58:18 manita fontaine: Not answering my work phone pass 8pm

00:58:22 stephanie vang: taking care of myself. Being a little more selfish with my time with others. Major self care.

00:58:25 George Aguilar: budgeting and not spending on items that are not needed.

00:58:28 Monifa Roberts: No news before bed

00:58:28 vanessa rizo: Reminding them to address any concerns during work hours not when I'm clocked out

00:58:29 Samantha Fixmer: maintaining a 40 hr wwork week as much as possible

00:58:33 Chelsea Nieland: Holding people accountable to the expected standard.
Not allowing my son to dictate how I parent.
Allowing myself, self care opportunities.
Not putting up with Abuse.

00:58:34 Dionne Dyer: Stop working after 5:30

00:58:45 Dawn Murphy: Call me, no text messages

00:58:48 stephanie vang: Having an amazing work/life balance.

00:58:49 Kelly Salazar: New job, setting boundaries within my scope. Previous person in my role said "yes" to everything.

00:58:51 Rebecca Beyer: LOVE her!

00:58:53 NANCY RYAN: I realize now, thinking about this, I don't have many boundaries. I need to set some in all areas. This is a great eye opener. Thanks

00:58:56 Andrea Agalloco: social worker!

00:58:57 Tanya LeMire: Love Brene!

00:59:00 Shannon.Carver: Making sure to take at least 30 minutes a day for myself

00:59:00 Sommer Kaskowitz: Setting an alarm to go home by 6pm (sometimes works) :)

00:59:01 Rebecca Carrico: Time management, evade destructions. Know your self & be accountable.

00:59:03 Venus Roschi: love Brene!!

00:59:03 vanessa rizo: I don't answer my phone on weekends

00:59:04 Danielle Solick: @Shelly - undo it. Most social media doesn't notify people if they are unfriended. Or create separate personal and professional accounts, and that will help them to be mindful of how they're interacting with you.

00:59:08 Antonia Way: Community Health Network, Houston, Tx

00:59:33 vanessa rizo: Not answering work related messages on days scheduled to be out

00:59:40 Angela Rivera: No Social Media Use

00:59:41 Sandra Swisher:Sandy Swisher Ritchie Regional Health Center Parkersburg, WV

00:59:51 Crisarla Houston: Not answering work emails after hours

00:59:57 Laquisha Howard: Learning to separate work from home. As I like to remain and positive energy. Your peace is everything however others don't understand which can affect all overall being. So glad I have learned I've choose my peace of mind!

01:00:28 Cecilia Martinez: Cecilia Martinez MCC Minnesota

01:01:03 Kimberly Brown: Kimberly Brown, CO, Marianna Arkansas

01:01:06 nia douglas: Also, I don't have anything work related tied to my personal devices at home. My staff can text my cell if an emergency when I'm not in the office but that's it.

01:01:08 Chelsea Nieland: Fascinating.

01:01:26 Cierra Wilcox: i love this!

01:01:26 Rachel Maze: so good!

01:01:33 Tiffaney Burdick: So great!

01:01:39 Donna Mack-Tatum: So true!!

01:01:46 Andrea Salcedo: so true

01:01:52 syndalee villafuerte: wow that was great

01:01:53 Doryce Wilson: Facts

01:01:54 Jane Walmsley: very interesting!

01:01:57 Crisarla Houston: We are not kind and generous to people who walk all over us. Lifegiving words.

01:02:01 WANDA ACOSTA: 

01:02:06 Jamie Beiler-Courtade: Very powerful message

01:02:20 Crisarla Houston: Yes. The most compassionate people are the most boundaried people. What you say?

01:02:21 Cindy Thomas: @Crisarla YEEEESSSSS

01:02:31 Crisarla Houston: :) Cindy

01:02:33 Diego rivera: Awesome

01:03:01 Lori Parrott: Really good

01:03:27 isabel espinoza: Reference....Grant me the Serenity.....

01:03:54 Lora Ressler: wow that was good

01:03:56 Christine Angelo: that has been me...thank you for illumination

01:05:01 Candy George: You can't take care of others if you don't take care of yourself first.

01:05:09 Chelsea Nieland: This hits so close to home!

01:06:01 Tiffany Burdick: As a healthcare provider, I find it hard to hold good workplace boundaries because ultimately if certain things are not done, a patient suffers the consequences of that. We often times take on a lot more than we can handle to ensure the patients needs are always met.

01:06:27 Hetal Luhar: I love this one

01:06:49 Chelsea Nieland: This one is awesome!

01:06:57 Jennifer Infante: Love this Video!

01:07:25 Brenda Avalos: yes,

01:07:28 Keri Brewster: LOVE this concept!

01:07:28 Cierra Wilcox: yes

01:07:32 Carl Green: Interesting I said NO each time

01:07:41 trudy barnes: Great video

01:07:49 Bridie ohnson: what is the name of this video I missed it

01:08:07 Elizabeth Brasier: mayonaise jar

01:08:08 Leslie Pou: the mayonnaise jar

01:08:17 Elizabeth Brasier: audio is good

01:08:37 Thamary Correa: WOW!!! Thanks for sharing!

01:08:43 Chelsea Nieland: <https://www.youtube.com/watch?v=SqGRnlXplx0>

01:08:46 isabel espinosa: love these lessons.....different perspective

01:09:03 Natasha King: Love that video!

01:09:09 nia douglas: love it!!!!

01:09:09 Lupe Rocha: soo true, love the video

01:09:14 SHURLONE WRIGHT: I don't drink, but this was really good.

01:09:19 wendy romero: This is a life lesson

01:09:23 Tristian Douglass: 🥰

01:09:24 Tamara Crews: ❤️

01:09:25 Laura August: amazing

01:09:26 Lupe Rocha: great message

01:09:32 Bruce Schrader: I'm not crying...you're crying...

01:09:39 LAUREN MONTES: GREAT MESSAGE

01:09:45 Staci O'Kelley: Super great message

01:09:56 prasithab: such a great message

01:10:00 Beverly Hepburn: 👍

01:10:07 Lisbeth Carpio: ❤️

01:10:09 Sharon Martin: Recently saw a very similar presentation, but it did not include the beer analogy for time for friends. I think this is so important as well!

01:10:10 Crisarla Houston: AAYYYYYEE! He is on point!

01:10:20 Brenda Avalos: Great message!

01:10:37 Diana Barron: Great message!

01:12:30 Semiko Jacobs: Things that make me feel safe is working out and reading my bible

01:12:31 Lupe Rocha: family, job, husband, pets, home

01:12:40 Hetal Luhar: Can't each be both in and out of the circle depending on the circumstances?

01:12:56 gary darmofal: health

01:13:03 Elizabeth Gooden: Home, family, and good football game 🥰

01:13:08 Semiko Jacobs: Stress and discomfort having to many things on my plate and taking on too much

01:13:15 Lori Parrott: Inside circle; family, church, community, job

01:13:19 Carmen Ogles: Soft music, family and pets.

01:13:37 Jayapradha Nagenahalli: Safe: Family, Friends

01:13:42 Aldeir Sotelo: Martial arts, family, friends, music, and gaming

01:13:46 Elizabeth Pacheco: 1. Home, family, church

01:13:48 Octavia Savage: Stability Family, Friends, clear communication learning new things and cultures

01:13:54 nia douglas: I just had a conversation that my job, actually my career is my biggest Blessing & biggest headache...meaning I love what I do but some days I'm OVERWHELMED

01:13:55 Graciela Mendoza: family, praying, home

01:13:55 Daren Bush: Inside, church, talking to spiritual friends, long drives

01:13:56 Brandy Piper: What about the ones that land in both categories?

01:14:05 Stephanie Stewart: wife, home, nature, music, spirituality

01:14:06 Lupe Rocha: church and bible important in my life to make me feel safe

01:14:15 Tanya LeMire: I have some of those too, Brandy Piper!

01:14:20 Carmen Ogles: Discomfort: zoom meetings, monthly reports, bills.

01:14:20 Daren Bush: outside, employees constantly last minute requests

01:14:23 gary darmofal: apple sauce

01:14:38 Hetal Luhar: exactly, nia douglas

01:14:39 Lynn Bodine: Outside - When people appear to be listening to what you say but don't really hear you

01:14:44 Lori Parrott: Outside Circle; disrespect, yelling, bad language, entering into my personal space

01:14:59 Stephanie Stewart: poor sleep, people not pulling their weight,

01:15:06 Donna Mack-Tatum: inside: music, dog, beach, quiet
outside: people, dog, disrespect, excuses

01:15:14 Chanel Holland: Inside: Husband, Church, Family, Cooking in my Kitchen, sitting on the deck with a good book. Outside: Confusion, not enough sleep.

01:15:15 gary darmofal: always have phone

01:15:20 Katy Carey: if they land on both I put them on the line of circle- inside and outside

01:15:22 Carmen Ogles: Unexpected meetings, deadlines and less time to relax mentally and physically.

01:15:34 Shanika Johnson: When asked for input, but the information is not valued

01:15:40 Donna Mack-Tatum: Inside-Prayer makes me feel safe. Outside- Family and work can cause me discomfort, stress and annoyance.

01:15:42 Jayapradha Nagenahalli: Difficult subordinates, unable to figure out how to talk. Even after many encounters

01:15:45 Jessica Rebel: Bills, unrealistic expectations imposed on me, short staffing. Those are my outside.

01:15:45 Ernesto Guevara: Religion is a stressor for me, due to discrimination

01:15:48 Kerri Warner: outside: people asking for you to do something for them, just because they dont want to learn to do it themselves. This happens frequently at work.

01:15:51 Laquisha Howard: Inside: Home & Retail Shopping

01:15:52 Lupe Rocha: traffic, people with bad attitudes, rude people outside circle

01:15:58 Arnetta Hewlin: inside weekend, family and church, outside poor communication,

01:16:01 stephanie vang: I have friends on the inside and outside.

01:16:02 Jennifer Infante: safe: car rides, family, friends, music, beach, games. stress: having me on speaker, disrespect, not communicating, unreasonable excuses.

01:16:10 gary darmofal: negativity

01:16:20 Carmen Ogles: Inside: walks and hikes

01:16:20 Katherine Rodriguez: Inside: husband, church, sitting on the porch, massages, hair maintenance

01:16:25 Shanika Johnson: Not feeling appreciated or valued

01:16:33 gary darmofal: fishing

01:16:36 Carmen Ogles: Inside: prayer

01:16:38 SHURLONE WRIGHT: Spending time with God, reading my Bible, family. These will be inside the circle. Outside the circle would be complaints, gossip, disrespect, sneaky people.

01:16:39 Jane Walmsley: outside - not being valued and treated with disrespect (especially when the contribution is valuable and worthy of consideration)

01:16:42 Dionne Dyer: Inside- Home, family, friends. Playing tennis, being outdoors. Lake, Beach, Gardening. Outside- lazy people, disrespectful people, children in need, public speaking, nagging behavior.

01:16:44 Samuel Gezehei: 1. Good soccer; biking; Hiking; pleasant friends; spirituality, my partner; brothers 2. credit taken for work done, foul mouth; inconsiderate requests in short timeline; not feeling appreciated.

01:16:46 Shanika Johnson: Inside: Children, family, friends, personal/selfcare days

01:16:46 Katherine Rodriguez: Outside: People refusal to pay upfront, inconsiderate people, last minute requests

01:16:47 Kristina Leath: Inside: Some family members, my dog, beach, travel, music, sunflowers

01:16:52 stephanie vang: I agree with you Jennifer. I have boundaries with my friends too. Don't get me wrong, I love my friends however, I do have my boundaries with them.

01:17:09 Linda Deeming: It is similar to "an unguarded strength is your greatest weakness".... It takes constant reflection.

01:17:35 Beverly Hepburn: Last minute deadlines

01:17:36 Carmen Ogles: Set time limits for work.

01:17:45 Stephanie Stewart: travel yes, would love to travel for career

01:17:49 Keri Brewster: My area to focus on is to stop saying Yes all the time. Or at least saying Yes before I've had time to count the cost of that Yes

01:18:04 Audra Davidson: There is so much good information in these chats! Can we get a copy of it?

01:18:12 Angie Schlanger: Setting boundaries with your college kids - can be very stressful if not.

01:18:39 Cindy Thomas: @Audra, we can post with the recordings

01:19:03 stephanie vang: Yes!! I agree.

01:19:11 Patricia Gutierrez: I agree.

01:19:20 Audra Davidson: @cindy, thank you!

01:19:34 Hetal Luhar: this is so common yet so neglected

01:19:43 SHURLONE WRIGHT: I agree with you. I have decided that I will not make my job my life.

01:20:24 Shannon Bacon: I would love to normalize uninterrupted work time to foster that flow

01:20:31 Laura Renteria: set time for uninterrupted work time is a great idea!

01:20:53 Angi Arnett: When in a position of leadership, how do you set those boundaries with staff regarding communication? Ex: one of my staff tells me she feels very comfortable talking to me about work things, but sometimes tends to complain about other staff members. I tell my staff they can reach out to me when needed, but she tends to send multiple messages about other staff members, etc. I think she needs to vent sometimes, but I need a gentle way (her feelings get hurt a bit easily) to let her know there are boundaries there and, while I'm okay with my staff talking to me, it's not so they can spout negativity about their co-workers, my staff.

01:21:03 Keri Brewster: I block off time in my Outlook calendar for work tasks that need my full focus.

01:21:16 Leslie Pou: how can you create uninterrupted work when no one else can do your work because they are not qualified?

01:21:31 Hetal Luhar: I sometimes use Microsoft Viva to set up focus time for myself

01:22:05 Kerri Warner: @Keri Brewster I do the same thing with outlook.

01:22:12 Diego rivera: absolutely

01:22:18 SHURLONE WRIGHT: I have learned that "No" is a complete sentence.

01:22:22 Cierra Wilcox: @leslie Pou, I struggle with the same

01:22:23 Laura Renteria: it feels sometimes everyone needs to talk to you at the same time

01:22:31 Samantha Fixmer: I will schedule Focus Time in my Outlook calendar, and during those times I put my phone on do not disturb (as recommended by my supervisor).

01:22:34 Chelsea Nieland: Thoughtful Meditation has helped me - 100% back the calm app!

01:22:42 Chelsea Nieland: My kids love it too

01:23:02 Hartley Newell-Acero: maybe not positive and negative consequences but pleasant and unpleasant? Is the consequence negative or just unpleasant?

01:23:05 Laquisha Howard: Only if this was realistic lol...

01:23:34 Geli King-Brown: this is hard when the responsibilities keep changing based on current need.

01:23:43 Cierra Wilcox: I listen to Brown Noise on headphones while working so I cant hear the background conversations and then my co workers try not to bother me ...

01:23:47 Leslie Pou: @ Angi, our clinic has a procedure if you have a problem with someone. speak to the person one-on-one and if that doesn't work or they don't feel comfortable approaching that person, then we ask the supervisor to be present, but she doesn't intervene on the conversation unless she feels it is necessary.

01:24:10 Geli King-Brown: when I really need to focus I turn on music and tune out as much as I can

01:24:25 Leslie Pou: Music is a great way to get away

01:24:55 Zayra Trejo: I agree music is a great way

01:25:10 Dawn Murphy: Interruptions are a huge challenge

01:25:11 Jayapradha Nagenahalli: Listening to music on my Airpods helps me to work better

01:25:42 Kimberly Sunderland: I love the sound of silence

01:26:14 Clarece Johnson: Music is always good

01:26:16 Sherece Dyer Hill: distraction is definitely part of my problem

01:26:17 Daren Bush: challenges-teams messages all day for quick questions that are end up being long a drawn out.

01:26:22 NANCY RYAN: My work style really changed, and for the better, when all the medical coders were sent home to work. I don't feel like I have to dress to impress, like I did, and it shows in my work now. It's much better.

01:26:26 Diego rivera: learning to truly identify your needs and how to improve my self first will have a big impact on everything you encounter

01:26:30 Kasey Oines: whats an example of a work style?

01:26:34 Charles Klein: music makes me get up and dance on my desk

01:26:48 Leslie Pou: ANA Titer & Pattern to be performed, CBC w/diff to be performed, CMP to be performed, Creatine Kinase (CK), MB/Total to be performed and Sed rate to be performed.

01:26:51 Lori Parrott: challenges could be not having enough staff to do the job, or overworking staff that I have, burnout could be another challenge

01:26:52 Kristina Leath: Interrupting my work space is a huge challenge

01:26:53 Donna Mack-Tatum: 1. Managing people, Credentialing and Provider enrollment
2. Employees not following proper procedures, leadership not providing the support needed, personal health/sickness/family
3. General required info to do regular task, staff to provide complete details, etc.
4. Depends on the task I am working on

01:26:54 Semiko Jacobs: music

01:27:00 Crystal McNaughton: Can you list the different work styles?

01:27:14 Jayapradha Nagenahalli: The quality of information is also very important to get the work done.

01:27:24 Chelsea Nieland: To recruit and ensure the staff is fully supported, in place and retained
Recreate a culture of value and support - that they currently don't have
Ensure employees are compliant and held accountable

Partner with my peer to ensure we are on the same page and providing the same communication

Questioning "Well, this is always how it's been done."

To lead all learning and development improvements should be handled

Rewriting E.Handbook, and mitigate drama

01:27:26 Candice Rowland: Do you have any reference for determining work style?

01:27:34 gary darmofal: teamwork??

01:27:47 Christina Osman: Setting focus time can be difficult depending on how busy we all are. When it's a meeting heavy week I have to delegate, which makes me feel guilty for "dumping" work on my staff, or have to consider it lost productivity.

01:27:47 Leslie Pou: How can you create uninterrupted work when no one else can do your work because they are not qualified?

01:27:54 Linda Barfield: optimal work style:

01:27:55 Lori Parrott: In order to do my best work, I need to know what the expectations are

01:28:02 Jennifer Infante: I supervise staff. challenges are staff attitude, call outs. I need to be aware of changes and new information in order to do my best work. optimal work style is working from home 1 day/ week, and great communication with staff.

01:28:29 Linda Barfield: learn, train, share the knowledge, empower staff with knowledge, do not micromanage. set a foundation and expectation

01:28:29 Kristina Leath: My main role is to maintain a smooth daily clinic workflow

01:28:40 Stephanie Stewart: music in the evening because I'm a night person. Silence is best at work. Big ideas, big picture person

01:29:03 Kasey Oines: "other duties as assigned"

01:29:10 Antoinette Ramirez: Follow directives/rule follower. Get irritated when staff doesn't follow directions or rules.

01:29:54 gary darmofal: i feel work as a team and i am there to be sure the team has what they need to succeed

01:29:56 Carrie Wenzel: best work - knowing goals, knowing expectations, having proper working equipment - optimal, less distractions, less interruptions

01:30:06 Semiko Jacobs: Having everyone work as a team

01:30:13 Patricia Gregor: remembering everything is not a battle, knowing when to let go

01:30:25 Aryn Spurgeon: Having a system that doesn't breakdown on a daily basis. lol

01:30:57 Laird Culver: I too

01:31:32 Veia Crawford: I like the bandwidth statement

01:31:36 Laird Culver: LC supporting LC

01:31:37 Kelly Salazar: I have heard that everything said before "but" gets negated. I try to phrase things without the word "but".

01:31:49 Tonya Ames: I try to set boundaries on the "can you complete this" and I am unfortunately met with its an agency priority

01:32:09 Tonya Ames: Meetings are always held during our lunch breaks

01:32:42 Andrea Agalloco: These sentences would all work with "and" instead of "but" which could help @Kelly

01:32:57 Andrea Agalloco: good point

01:33:15 Jeneil Jolley: At my agency, I try to schedule meetings in the morning so team members can you their day for their tasks and still have time to practice their work flow

01:33:35 Danielle Solick: When someone is scheduling meetings over breaks, I don't think you have to justify why, I think that's a standard practice that leadership needs to take accountability for.

01:33:36 Aryn Spurgeon: Instead of traveling to share education to a large group of people, reaching out to a point person and asking for clarification over a video chat saved 2 hours of time.

01:33:53 Laquisha Howard: These are great languages however, I can see a lot of kick-back with some of these responses as other are not as considerate regarding certain situations. How to you pivot around this so many people make things difficult.

01:33:54 ginam: I have been asked to do a project. I asked when does it need to be done by because I am a planner. The response was "as soon as humanly possible." Well, that project hasn't been completed.

01:34:35 Danielle Solick: *justify why not* as in why you're rejecting those meeting invitations

01:35:34 Brenda Carter-King: I would like to be able to support this project; at this time my plate is full.

01:35:36 Chelsea Nieland: "I am just as equitable in my role, as my counter-part to have the same distro access and be included in the same communication."

01:35:48 nia douglas: 1. "No" 2. "I'm not able to go over it right now but will at my earliest convenience, I will message you & let you know"

01:36:02 Aryn Spurgeon: For multiple asks, I like to request which one is a higher priority...or, of my current activities, what can be put on hold to make this a higher priority with the least amount of impact.

01:36:12 Crisarla Houston: No. Unfortunately, I am not in a position to do that.

01:36:18 Lori Parrott: I would be glad to talk about this situation, so can we set up a meeting? Now is not a good time for me, but I would like to speak with you later

01:36:27 Sherece Dyer Hill: I'm not available today but you can ask....to help you with that

01:36:35 Crisarla Houston: When I am asked to do too much or something I should not be asked to do.

01:36:38 Jayapradha Nagenahalli: 1. No

01:36:39 Lora Ressler: What is the expectation of when Project X needs to be done? Can I deprioritize if need be and is there someone I can pivot to for help if I won't make the deadline?

01:37:01 Chelsea Nieland: I respectfully disagree with your decision, and here are the reasons why... (provide the documentation and evidence as such)

01:37:07 Jayapradha Nagenahalli: Prioritize

01:37:08 Christina Osman: It can be difficult to prioritize what is important when leadership changes their mind so often, sometimes even mid-week. If the update isn't communicated then we work off of old information.

01:37:10 Whitney Pearce: 😊

01:37:13 Omar Torres: Lets see what we can come up with

01:37:30 Carrie Wenzel: It's late, since you're messaging me at 9pm, I will look at this tomorrow

01:37:34 Aldeir Sotelo: I need more information about the project. Can we set up a 30 minute meeting or call to discuss?

01:37:34 Lupe Rocha: I will be happy to get someone that can help you :)

01:37:36 Semiko Jacobs: What is the timeframe to have the Project completed and what does it intel.

01:37:41 Donna Mack-Tatum: I appreciate your assistance; however, I already have those processes in place.

01:37:46 Samantha Fixmer: Unfortunately, there are some chief officers that you just can't say no to

01:37:51 Crisarla Houston: Why would one even answer at 9 PM message unless it is critical?

01:38:13 Linda Barfield: because boundaries have been set, people ask for permission and timelines.

01:38:21 Crisarla Houston: You can indeed say no to C-Suite level executives. That is the work of boundary setting.

01:38:23 NANCY RYAN: I usually get told it has to be done now. I have to say when I finish what I'm working on now.

01:38:25 Beverly Hepburn: What would you suggest that would help complete the assignment on time.

01:39:28 Andrea Agalloco: Yes, my boundaries related to work also related to how I'm caring for my toddler and especially our morning routine

01:39:38 Chanel Holland: That disagreements is something else....LOL

01:40:12 Ernesto Guevara: as soon as possible is as ethereal as unicorns, every one has a different interpretation of such

01:41:27 Tonya Ames: I completely struggle with one individual who fails to adhere or respect my boundaries. I need help help in this area

01:42:24 Crisarla Houston: Tonya, check out the book Boundaries by Cloud

01:42:40 Crisarla Houston: I am sorry to hear of your struggles

01:42:59 Tonya Ames: Thank you Crisarla!

01:43:08 Crisarla Houston: You're welcome.

01:43:14 Crisarla Houston: We teach people how to treat us.

01:43:21 Kimberly Sunderland: Saying no has always been a challenge for me. Even growing up I always had a hard time saying no.

01:43:22 Crisarla Houston: Is that Maya Angelou?

01:43:30 Nancy Dee Paschal: Marcom person here. THIS IS SO REAL.

01:43:32 Celena Taylor: So true! @crisarla

01:44:03 Daren Bush: Disagreements and fear

01:44:18 Jayapradha Nagenahalli: Its Difficult to set boundaries, if they are not followed

01:44:25 Peyton Peyton: people pleasing

01:44:28 Diamond Carter: upsetting someone

01:44:34 DeJernel Adams: push back and disagreements

01:44:36 Kimberly Sunderland: Everyone comes to me because they know I can't say no.

01:44:40 Andrea Salcedo: being inconvenient

01:44:41 Jane Walmsley: I think staying calm and professional goes a long way to overcoming the boundary challenges.

01:44:46 Crisarla Houston: 1. fear of the consequences; 2. Choose the battles and/or overcome the fear and stick to the boundary

01:44:50 Dawn Murphy: Learn to say no at times

01:44:51 Cecilia Perez: Disagreements and always saying yes

01:44:53 Lora Ressler: My time is as important. What am I teaching people in how they treat/see me and my role?

01:45:03 Donna Mack-Tatum: not respecting my personal time outside of work hours

01:45:06 Jayapradha Nagenahalli: Mutual respect is important.

01:45:10 DeJernel Adams: Don't give into pressure. Stand firm while being respectful

01:45:11 Sherece Dyer Hill: 2. be resolute in your decision to put that boundary in place

01:45:13 Crisarla Houston: Always be calm and professional as well as reasonable and firm when setting work boundaries.

01:45:15 Samuel Gezehei: I like that @ Lora.

01:45:16 Sonia Alvarado: the fear and also misunderstandings with my coworkers

01:45:21 Jennifer Infante: time and always saying yes to almost every request.

01:45:25 Lori Parrott: Giving the staff the benefit of doubt, too trusting

01:45:36 Rosalio Espinoza: Disagreements - Try to understand their side and also help them understand my side. Compromise would probably be the solution.

01:45:36 Dionne Dyer: Stay calm and professional

01:45:39 nia douglas: 1. Fear: afraid to go against what everyone else in the group has agreed to 2. Excuses: Why changed were made within your office but wasn't communicated to you first

01:45:40 Catherine bonuke: Limitation of having respect and trust

01:45:48 Daren Bush: I do have that problem giving a benefit of a doubt to everyone.

01:45:53 Crisarla Houston: I have been taught by other lawyers to practice a scripted response. Ex: I am sorry. I am not in a position to do that.

01:46:03 Jennifer Infante: I can be communicative with other to show respect for each others time.

01:46:06 Kristina Leath: Not respecting my personal time. Getting calls and text after hour

01:46:30 Aryn Spurgeon: Fear. Prior leadership wounds do not mean that current leadership is the same. Open communication with current leadership to build trust.

01:46:45 Ellen Cross: Patterns and belief; Respect that not everyone holds to my belief and value system; Know what I am not willing to compromise on and be willing to walk away.

01:46:47 Crisarla Houston: Don't answer after hours calls and texts unless your job truly demands such. There is no requirement that one does that for most jobs.

01:46:50 Jayapradha Nagenahalli: How to do deal with frequent excuses

01:46:53 Crisarla Houston: We teach people how to treat us.

01:46:53 Candy George: @ Aryn - YES!!

01:46:58 Joyvell Henry: Boundary: feeling as if I need to say yes to everyone, since I am young in my career, and want to ensure job security

01:47:07 Daren Bush: I would need to let everyone know what my expectations

01:47:14 Anthony Rodriguez: Thank you for the seminar this week. I have to sign off for a staff meeting. Very helpful and powerful. Not just boundaries at work but with friends and family as well. Thank you again

01:47:17 Aryn Spurgeon: @joyvall same. :)

01:47:18 Venus Roschi: practice communication skills and do not self serve

01:47:20 Sara Grambach: The Year of No! :)

01:47:21 Crisarla Houston: Saying yes to everyone is one way to jeopardize your job security.

01:47:23 Beverly Hepburn: A colleague sharing an issue when you are focused on completing a time sensitive assignment

01:47:26 Sonia Alvarado: for line #2 to go ahead and challenge myself and also speak clearly as to what I want

01:47:38 Crisarla Houston: Overwhelming yourself is one way to take on so much that work quality suffers

01:47:40 Lakisha Myrick: YES. It is powerful to set boundaries. It helps us protect ourselves.

01:47:56 Christina Osman: Being able to deactivate the "work profile" on my phone at any time is so important. I let others know that I do this too so they are aware that I will not see their messages until the next day.

01:48:13 Crisarla Houston: Difficult Conversations is a book that helps us talk through hard things

01:48:13 Donna Mack-Tatum: fear of job security if leadership is not in agreement with personal boundaries

01:48:25 Linda Barfield: misunderstandings, Ignorance. Anticipate, apply clarity to the challenge so there is no misunderstanding. Be positive and face whatever challenges as an overcomer.

01:48:38 Beverly Hepburn: Start the day stating I have to get this project completed today so I'm going to be quiet and focused today

01:48:38 Crisarla Houston: I do not even get work emails on my personal phone. I set that boundary long ago.

01:48:39 Kelly Salazar: I agree that being ready to offer a solutions-based response helps when setting boundaries. Reducing the "S" denominator!

01:48:45 Claudia guevara: Question # 2 Build trust with supervisor , be transparent with boundaries

01:49:14 Glendelle Crosby: Prepared and preparation is defiantly key.

01:49:23 Crisarla Houston: Demand respect from supervisor ... set boundaries

01:50:12 Leslie Pou: I love these examples as I am not great with words. I am too direct

01:50:33 Christina Osman: We also taught senior leadership how to use the "schedule send" function on email so that they can work at night as they are comfortable but the messages don't appear in our inboxes until the next work day.

01:51:09 Jennifer Reynolds: I like that Christina!

01:51:11 Nancy Dee Paschal: I can get you a proof of something in a short amount of time. I cannot get you through 87,000 revisions and production in 2 days. That's not reasonable.

01:52:11 Crisarla Houston: That lion!!! My idol! Lionhearted courage is needed here.

01:52:13 Crisarla Houston: :)

01:52:23 Andrea Welsh: I was one told in regards to setting boundaries that "people will not do what you expect they will do what you tolerate."

01:52:30 Angela Rivera: Love that quote!

01:52:30 Lora Ressler: wow that quote at the bottom defines me to a degree

01:52:40 Sandra Algarin: Are we getting the recording of this training to watch it again?

01:52:52 Omar Alba: I hope so! this is very inspirational.

01:52:59 Rosalba Mendoza: Love the Quote!!

01:53:11 Tina McConnell: Hearing you; try turning off your video.

01:53:18 Aryn Spurgeon: That is a great quote... :) How many times have I set myself on fire for others...my team feels it too.

01:53:22 Janell Kangas: I am leading an Al-Anon group tonight and I chose the topic of "People pleasing" so the timing of this boundaries presentation is insane!

01:53:23 Sonia Alvarado: lol

01:53:24 Carl Green: LOL

01:53:24 Beverly Hepburn: 👍

01:53:28 Diego rivera: Great information

01:53:38 Don Wagner: Great Info!

01:53:43 Jayapradha Nagenahalli: True. Language is very important to set boundaries.

01:55:25 Tiffaney Burdick: Our employers would really need to adopt these principals and support them on all levels in order for this to be effective. Otherwise, staff would be terminated for setting healthier boundaries.

01:55:58 Donna Mack-Tatum: I tend to say nothing a lot

01:56:50 Donna Mack-Tatum: 👍

01:56:53 Dionne Dyer: Say Nothing

01:57:16 Laura August: This is all great however, when you try not to micromanage and have staffing issues it seems the same few people work on the long list of initiatives or they will never get done. Any suggestions?

01:57:19 NANCY RYAN: I need to work on Boundary and Scheduling

01:57:20 Tina Keel: *tired

01:58:05 Chelsea Nieland: I absolutely love this.

01:58:41 Chelsea Nieland: It's okay to readdress a conversation with understanding that there will be follow up.

01:58:42 Daren Bush: This is very good!

01:58:45 Monifa Roberts: I live by "Would you..."

01:59:25 Chelsea Nieland: "I am not comfortable - or am not prepared to have this conversation right now, but we can circle back on XX date."

01:59:41 Sherece Dyer Hill: setting boundaries is self care!!

01:59:44 Christina Osman: Laura, are there others who can be delegated to? Do those people need more training on how to do the tasks?

02:00:12 Laura August: We continue to retrain and are dealing with turnover, the great HC resignation, ghosting etc.

02:00:35 Chelsea Nieland: Getting overly emotional in a professional relationships can be career ending - take the time to logically think through

02:00:57 Hartley Newell-Acero: Holy Moly!! Such good stuff.

02:00:57 Monifa Roberts: Thank you! See you next time!

02:01:08 Julie Meiman: This has been a magical experience! Thank you!!

02:01:08 Cassandra Acoff: Thank you. Excellent presentation.

02:01:09 Jennifer Reynolds: Thank you this was really great!

02:01:11 CAITLIN SHEARER: Thank you - this was eye opening for sure.

02:02:13 Christina Osman: I'll be sharing the workbooks with my staff! Thanks!