

Session 2 FAQs

- How do you set boundaries with someone who demonstrates unhealthy boundaries behaviors in the workplace
 - While you can give someone feedback on their boundaries and/or lack of boundaries, only the individual can be responsible for setting their own boundaries. Stand firm in yours and give more clarity regarding your boundaries as needed. Often, we set a boundary but aren't very clear about it with others. We need to continuously provide that clarity as we move forward and learn more ourselves.
- How do you set boundaries with your management team
 - I suggest explaining the 'why' – why is it important to set this boundary? What will the impact be if this boundary is implemented? How will it impact you personally/professionally and how will it impact the group? If there are negative consequences and/or problems created by setting this boundary, bring solutions to those when discussing the boundary.
- With social media, what if you were already connected and then became their boss
 - If you feel like it is best for you to not be connected since you are now their boss, simply approach them with this conversation. Be honest about why you don't want to be connected on social media.
- 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.
 - I suggest you be honest with this person. And be honest that you don't want to hurt their feelings in the process of setting some boundaries for yourself. Either attend or listen to the recording of the October 26th webinar on Giving and Receiving Feedback. We provide a great feedback model that can support you in providing this feedback to your staff member.
- How can you create uninterrupted work when no one else can do your work because they are not qualified?
 - This may be where you need to set new boundaries about what can and cannot get done by one individual. Start by having the conversation with your manager about what might be reasonable and unreasonable expectations and what the impact on you might be if this schedule continues.
- What's an example of a work style?
 - A work style can be collaborative or a preference to work autonomously. It could be detail oriented or big picture. It could be logical or free thinking. There are a variety of work styles.

- Do you have any reference for determining work style?
 - There are assessments, such as DiSC, that can provide you some information on your preferences. I suggest taking time to think about a work situation when you felt you were at your best. Write down what was happening for you? This story can give you a lot of information regarding your preferred work style and/or preferred type of work.