

Accommodations: You are Important

Sight Accommodation

- We will say out loud everything substantive.
- Visual Interpreting available.
- Screen-reader friendly handout.
- High Visibility Slides.
- Large format handout.
- Reserved Seating up front.

Hearing Accommodation

- Subtitles.
- Presentation and notes provided.
- There are two kinds of Listening-assistive devices available.
 - The first is an amplifier that will make the speaking in this room louder.
 - The second is a broadcast device hooked up to the presenter's microphone.
- Reserved seating up front.

Other Kinds of available Accommodations

- Seats reserved up front for anyone who needs them.
- Fidgets on the table you may use for class. Please put them back so other people have access to them for other classes.
- Please feel free to use your fidget or focus devices. You do not need permission.
- Sit or stand anywhere and how you are comfortable. Feel free to move the furniture. Stand, sit, walk around.

Is there any other accommodation we can provide that would be helpful?

- Please ask, you are important.

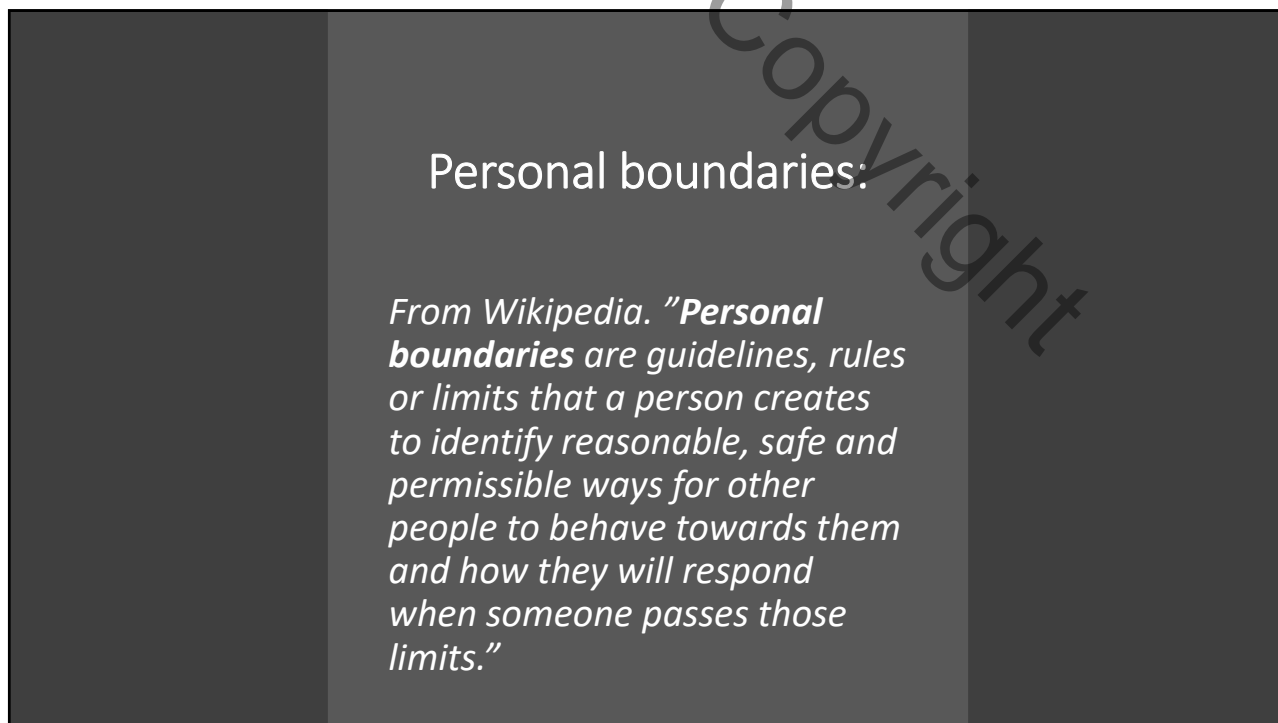
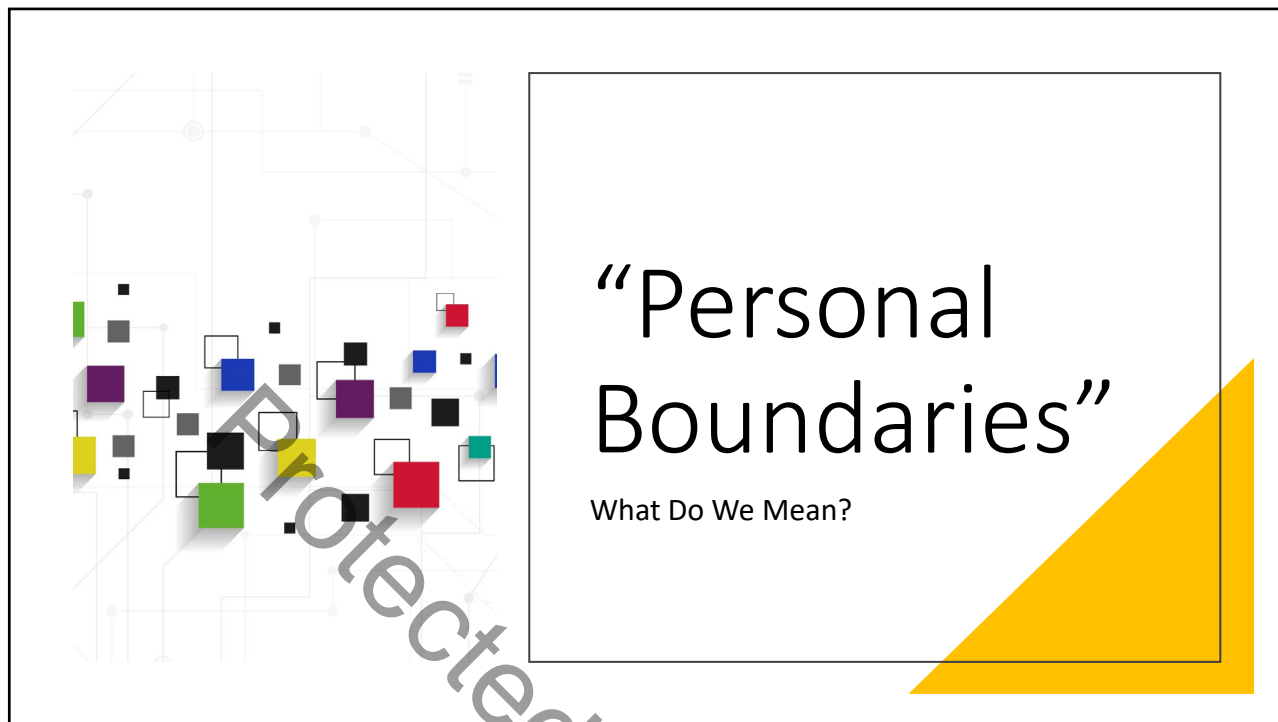
The Most Important Thing I Will Say

I speak how I live, but it is no way reflective of any judgement on the right way to live. If a word choice or pronoun doesn't apply to you, please feel free to substitute what does. I may relate things from my own experience, and it isn't meant to minimize your experience. My choices are what they are because that's how I live, so I speak and write in a way that is natural for me. I am not offended or put off by other folk's choices, and I hope you won't be either.

If, however, a word choice or example is exclusionary or offensive, please call me out - IN CLASS - so I can do a better job for you, and everyone in class can learn from my mistake. I promise, I will thank you.

Before we begin...

While MOST of this material is how I do things and my take on some complex issues, and is therefore MY opinion, I try to call out when my opinion may read as facts. I'm teaching you how I do things and my interpretation of things, not 'how things are done'. What is "right" is what works for you. Your way is RIGHT. My only goal today is to add tools to your toolbox.





Why are boundaries important?

Not having healthy boundaries generates anxiety.

Not having healthy boundaries can lead to a loss of self respect and self esteem.

Not having healthy boundaries creates incongruency between your actions and your internal beliefs.

Boundaries are preventative measures against being manipulated or becoming enmeshed with emotionally needy people.

If you feel mistreated, resentful, angry or exhausted after spending time with someone, you might need to set and enforce stronger boundaries with this person.

Not setting and maintaining firm, healthy boundaries is an open invitation for others to disrespect you.

Why Do We Struggle With Boundaries?

Some people are afraid to set boundaries because they want to *avoid angering others*. They are uncomfortable with conflict, compassionate and kind. They put others' feelings and needs ahead of their own and are often out of touch with themselves.

Others fail to set healthy boundaries due to feelings of *low self esteem and self worth*. They don't feel they deserve respectful treatment and are afraid that setting boundaries will jeopardize the relationship. Their self worth is tied to pleasing others, not taking care of themselves. If their low self esteem stems from childhood, it is possible that they never learned to have healthy boundaries.

What kind of boundaries challenge you?

Quiz

Boundaries Quiz: Do you know when to say YES and how to say NO in difficult situations?

Read through the 20 scenarios described below. At the end of each scenario, ask yourself how you typically respond based on past behavior. Be honest with yourself and select the answer that best coincides with how you usually respond to others.

NOTE: You may be tempted to mark what you think you should do. However, please mark down what you find yourself doing. If a situation doesn't apply to you, please make your best guess about how you would answer if that situation happened to you.

1. A friend invites you out to dinner, but you have other plans. Would you:
 - A. Tell your friend that you are busy and suggest a more convenient time.
 - B. Change your plans to avoid upsetting your friend.
 - C. Feel obligated to try and do both dinner and your other plans too.
2. Your partner (or someone you are in a similarly intimate relationship with) wants you to apologize for something you did. But, you don't think you've done anything wrong. Would you:
 - A. Avoid the discussion and cry on the shoulder of a friend or parent.
 - B. Apologize to maintain peace in the relationship.
 - C. Decline to apologize and ask for clarification instead.
3. Someone at your local club has asked you to fill in for them because they must do something else that day. You are already committed to a volunteer function that day and it would mean you miss an entire event. Would you:
 - A. Reply that you are not available to help out.
 - B. Work both volunteer shifts and decide you'd just enjoy the event next time.
 - C. Reply that you're already committed but feel guilty for leaving the other person in a bind.
4. While you are socializing at a play party, someone you are familiar with but aren't currently talking to begins to steer you away from the conversation you want to be in. Would you:
 - A. Shift your focus from your friends because clearly this person needs your attention.
 - B. Continue talking with your friends, and hope this person gets the hint.
 - C. Tell this person to that he is welcome to join your conversation, but you are enjoying your friends.
5. One of your friends says that he can't make his car payment this month, and you have lent him money a couple of times already. He asks you to loan him \$100. Would you:
 - A. Lend the money because you have it and would feel bad about saying "no."
 - B. Tell him that you can't give him money because you don't have any (at least not that you want to risk loaning to him, you think to yourself).
 - C. Tell him that you're not comfortable loaning money to him.

Boundaries Quiz: 2023

6. You're heading out to play for a long-awaited scene when a friend asks you to come and help them negotiate. Would you:
 - A. Respond that you're unavailable to spot for them until you are done playing.
 - B. Be a good friend and postpone your scene.
 - C. Meet in the middle and agree to help them find someone to help them before you play.

7. Your partner has a cell phone and loves to surf the web and text. Although you are paying the cell phone bill, your partner objects to you checking up on the usage. Would you:
 - A. Agree not to look at your partner's phone stats to avoid an argument about privacy.
 - B. Look at your partner's phone stats while they are sleeping.
 - C. Insist that you will look at your partner's phone despite the complaining

8. Your partner is overweight and has some health challenges, but really enjoys eating fried food. At dinner before heading to the movies, the other person is about to order a hamburger and fries. Would you:
 - A. Insist ordering a healthier option.
 - B. Mention you're concerned the health issues could negatively affect your relationship.
 - C. Give the other person the silent treatment while they eat fatty foods.

9. You invite a friend to stay at your home during a weekend get-together. But, as they leave, your home looks like a messy disaster area. Would you:
 - A. Ask your friend to help tidy up before they leave.
 - B. Look the other way, say you enjoyed the visit, and spend all your time cleaning up.
 - C. See the inside and never invite them back again.

10. Your partner has a habit of spending too much money and going into credit card debt. Would you:
 - A. Suggest developing a spending plan together.
 - B. Hide the credit cards from the other person.
 - C. Try to drop hints that you're upset with the current level of spending.

11. An education program in your local club needs an interim leader. There are plenty of people available, but no one is pitching in to help out. Your schedule is already full. Would you:
 - A. Decline the role even though it feels uncomfortable.
 - B. Accept the role and then try to rearrange your schedule to make things work.
 - C. Decline the role but feel guilty for not helping out.

12. Someone at a party tells several inappropriate stories that you feel are offensive. Would you:
 - A. Cringe and look away, hoping he'll pick up on your disapproval.
 - B. Pull him aside later and talk about your discomfort with what he said.
 - C. Say nothing because no one at the party seemed to mind.

Boundaries Quiz: 2023

13. A friend whom you have had play plans with for weeks, texts you at the last minute that they aren't going to be able to make it tonight. Your friend says to call them next week to reschedule. But, you turned down another play date for this, and now you don't have one. Would you:
- A. Tell your friend it's okay even though it doesn't feel okay to you.
 - B. Express your frustration and ask for an apology.
 - C. Ask them to take the initiative to reschedule.
14. When with a specific friend, this friend has a habit of telling your stories and speaking for you (without your consent), and often gets them wrong. Would you:
- A. Bite your tongue and smile to avoid rocking the boat.
 - B. Remind your friend that you have a voice and opinions of your own.
 - C. He is a good friend, and if his good qualities outweigh the bad, you would let it go.
15. Someone at a party is talking to you very suggestively even though you don't have a relationship with them, and you've not negotiated dirty talk. It is often a hit-and run, meaning...they say something suggestive and then exit. Would you:
- A. Create a reason to stay home from events because you dislike dealing with them.
 - B. Attend but avoid them, even trying to not be alone with them.
 - C. Go confidently and stop their retreat by saying something about how you are uncomfortable with the content of your interactions.
16. Your spouse or roommate hates to clean your home, so you have been doing more than your fair share of the housework. Would you:
- A. Let the dirty dishes and laundry pile up as a signal of your dissatisfaction
 - B. Talk about the housekeeping issue and ask to make a fair plan.
 - C. Keep cleaning for both of you because it's easier than creating an awkward situation or hurt feelings.
17. While you are riding in the car with a friend, she starts to text on her phone while driving. You feel unsafe and know that is illegal to text and drive in your state. Would you:*
- A. Cringe and bear it while making a mental note to do the driving next time.
 - B. Offer to do the text for her and hopes she hands over her phone.
 - C. Tell her to either stop texting or let you drive.
18. You go on a vacation with other people. As you plan an activity for the day, everyone else decides to do something that you dislike. Would you:
- A. Participate so that you're viewed as part of the group.
 - B. Say that you have other plans for the day and look forward to meeting later.
 - C. Go along with the activity but wish you had not gone.
19. One of your friends says something negative about you in public. Would you:
- A. Ignore the situation and try to let the comment roll off your back.
 - B. Feel hurt but believe the best in your friend.
 - C. Pull your friend aside and explain that you didn't appreciate what was said.

Boundaries Quiz: 2023

20. You're at a movie theater watching a new blockbuster when people in the row behind you start making noise and distracting your attention. Would you:
- A. Calmly ignore the disturbance and focus harder on watching the movie.
 - B. Sit quietly while fuming and hope someone else says something to the noise makers.
 - C. Ask the people to be quiet or go get a manager to handle the issue.

Scoring Your Quiz

Answers

Question	Your Answer	Point Value			Your Points
		A	B	C	
1		3	1	2	
2		2	1	3	
3		3	1	2	
4		1	2	3	
5		1	2	3	
6		3	1	2	
7		1	1	3	
8		1	2	1	
9		3	1	2	
10		3	1	1	
11		3	1	1	
12		1	3	1	
13		1	3	2	
14		1	3	1	
15		1	1	3	
16		1	2	1	
17		1	2	3	
18		1	3	1	
19		1	1	3	
20		1	1	3	
Total Points					

Your Quiz Score

If your total score
is: 20-34

- You may lack important boundaries in your life.
- Based on your answers, you tend to let other people dictate your life and your decision-making process. For example, do you fear the disapproval of others more than your own discomfort? Is "peace at any price" your personal motto? Consider how making everyone else happy may be wearing you out. Worse, you might feel like you don't have a voice in your own life.

If your total score
is: 35-48

- Your boundaries may come and go. How about a tune-up?
- Based on your answers, you're aware of the importance in setting limits with other people. However, you might say no sometimes, but then default back to people-pleasing. Certain situations or relationships may cause you to over-commit your time and resources, which makes you feel frustrated. For example, you might be comfortable setting boundaries at work but struggle to set boundaries at home – or vice-versa.

If your total score
is: 48-60

- You are comfortable setting boundaries in your life. You're ready for the next step!
- Based on your answers, you seem comfortable setting appropriate boundaries with other people. You recognize potential relationship traps and take steps to avoid them. Your life has a level of freedom that people without boundaries aren't able to experience.

YES

NO

Now What Do We Do About It?

How to Create Personal Boundaries

1	2	3	4	5	6	7	8
Identify your limits	Tune into your feelings, and practice being self aware	Learn how to tolerate the reactions of others	Give yourself permission	Be direct and assertive	Consider your past and present	Make self-care a priority	Seek support and ask for help!

1. Identify Your Limits

You can't set good boundaries if you're unsure of where you stand. So, identify your physical, emotional, mental and spiritual limits. Consider what you can tolerate and accept and what makes you feel uncomfortable or stressed. Those feelings help us identify what our limits are.

Think back to times where you were uncomfortable or stressed when interacting with other people. Identify where you could have minimized or eliminated those stressors. THAT is the beginning of a personal boundary.

2. Tune into your feelings, and practice being self aware.

- Two key feelings in others that are red flags or cues that we're letting go of our boundaries: discomfort and resentment. Think of these feelings on a continuum from one to 10. Six to 10 is in the higher zone.
- If you're at the higher end of this continuum, during an interaction or in a situation, ask yourself, what is causing that? What is it about this interaction, or the person's expectation that is bothering me?

How Are You Feeling?

2. Tune into your feelings, and practice being self aware.
Continued

- Resentment often comes from being taken advantage of or not appreciated. It's often a sign that we're pushing ourselves either beyond our own limits because we feel guilty, or someone else is imposing their expectations, views or values on us.
- When someone acts in a way that makes you feel uncomfortable, that's a cue to us they may be violating or crossing a boundary,
- Again, boundaries are all about homing in on your feelings and honoring them. If you notice yourself slipping and not sustaining your boundaries. Ask yourself: What's changed? Consider "What I am doing or [what is] the other person doing?" or "What is the situation eliciting that's making me resentful or stressed?" Then, mull over your options: "What am I going to do about the situation? What do I have control over?"

How Are You Feeling?

3. Learn how to tolerate the reactions of others.

The reality is that whenever you set boundaries with people, they may not have a pleasant reaction (change can be hard!). However, you still can work to firmly maintain the boundaries that you have set.

Setting boundaries with people can help to improve your relationships in the long run. If you do not respect your personal boundaries (perhaps in fear of someone else's reaction), it is likely to lead to bitterness and resentment over time.

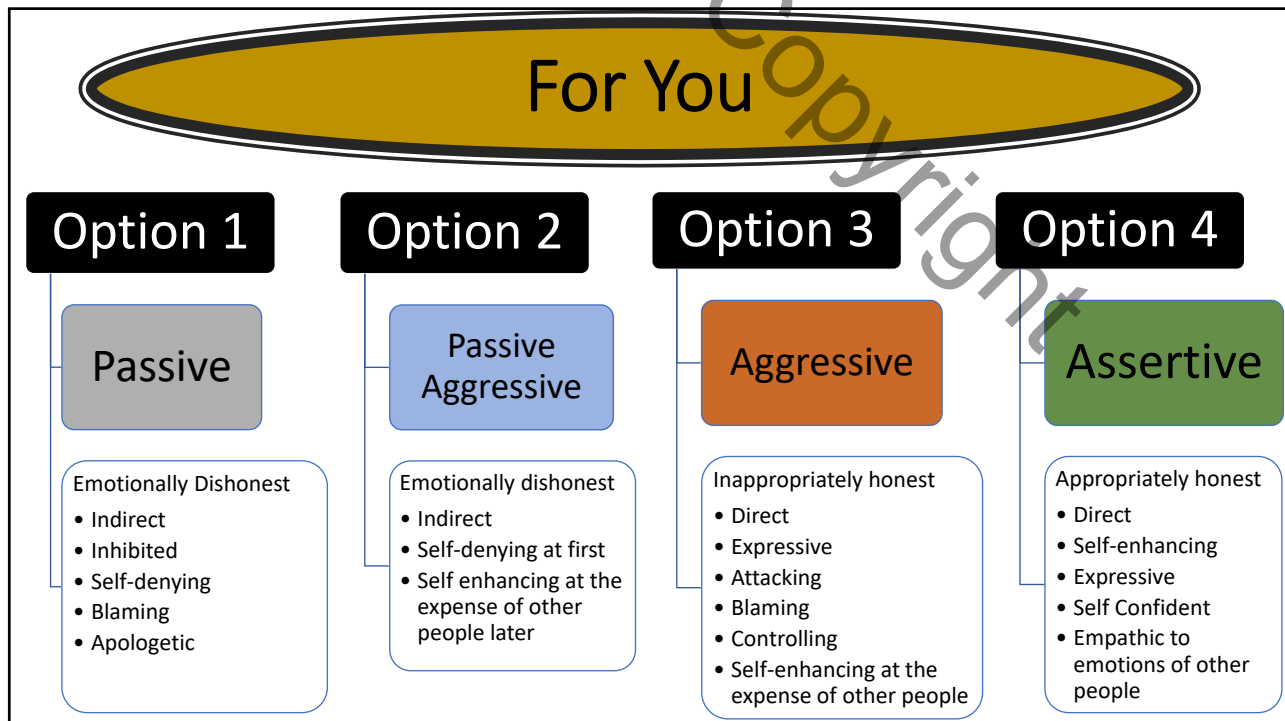
The people you want to surround yourself with are those who will respect your boundaries, even if they initially feel upset or disappointed.

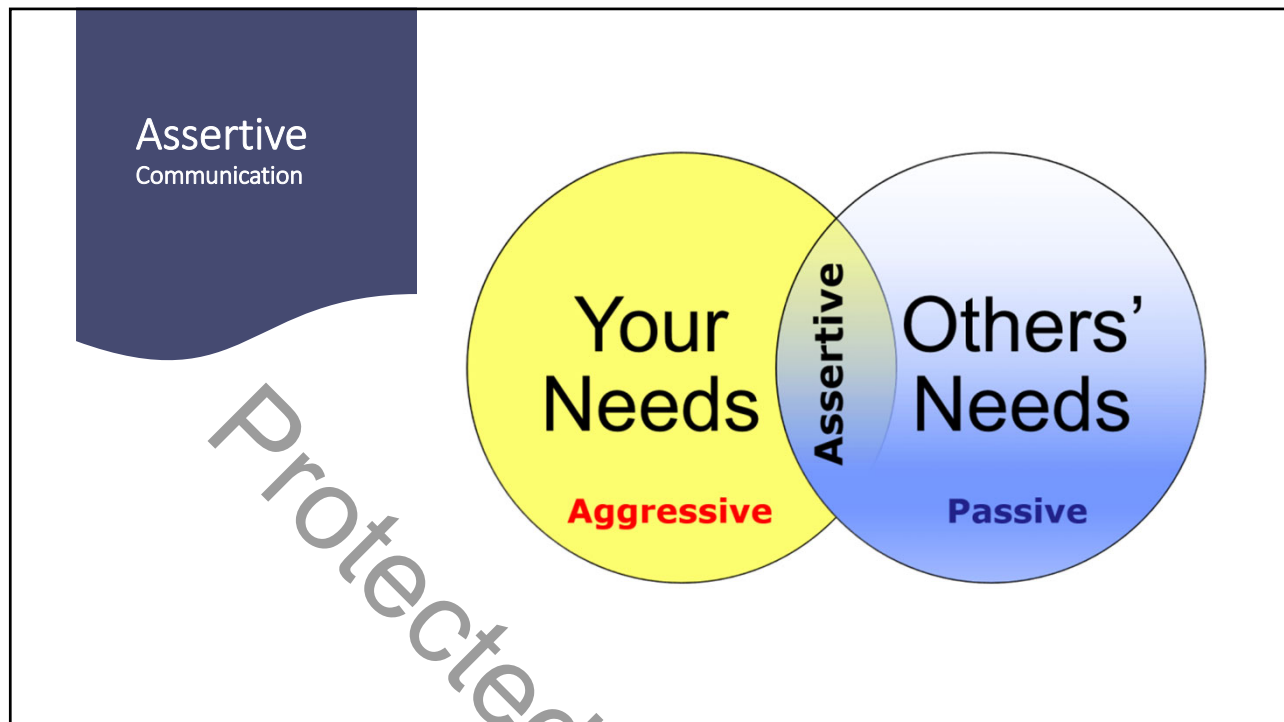
4. Give yourself permission.

- Fear, guilt and self-doubt are big potential pitfalls. We might fear the other person's response if we set and enforce our boundaries. We might feel guilty by speaking up or saying no to a family member. Many believe that they should be able to cope with a situation or say yes because they're a person, even though they "feel drained or taken advantage of." We might wonder if we even deserve to have boundaries in the first place.
- Boundaries aren't just a sign of a healthy relationship; they're a sign of self-respect. So, give yourself the permission to set boundaries and work to preserve them.
- We all have an inner sense of wisdom, which intuitively tells us when something is a yes or a no. The problem arises when we ignore or argue with that inner voice. If you are not used to tuning into your intuition, it is important to practice paying attention to how you are feeling in the moment.

5. Be direct and assertive.

- There are other times you might need to be direct. For instance, in a romantic relationship, time can become a boundary issue. Partners might need to talk about how much time they need to maintain their sense of self and how much time to spend together.
- Of course, we know that it's not enough to create boundaries; we must follow through. Even though we know intellectually that people aren't mind readers, we still expect others to know what hurts us. Since they don't, it's important to assertively communicate with the other person when they've crossed a boundary.
- In a respectful way, let the other person know what is bothersome to you and that you can work together to address it.





How you were raised along with your role in your family can become additional obstacles in setting and preserving boundaries. If you held the role of caretaker, you learned to focus on others, letting yourself be drained emotionally or physically. Ignoring your own needs might have become the norm for you.

Also, think about the people you surround yourself with, she said. "Are the relationships reciprocal?" Is there a healthy give and take?

Beyond relationships, your environment might be unhealthy, too. For instance, if your workday is eight hours a day, but your co-workers stay at least 10 to 11, "there's an implicit expectation to go above and beyond" at work. It can be challenging being the only one or one of a few trying to maintain healthy boundaries. Again, this is where tuning into your feelings and needs and honoring them becomes critical.

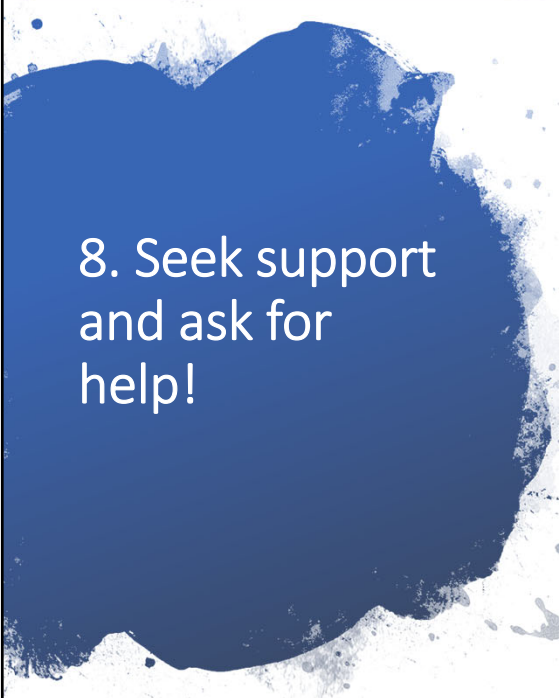
6. Consider your past and present.

7. Make self-care a priority.

The first step to effective boundaries is learning to respect, love and value ourselves. Caring about yourself will provide you with the courage to risk the conflict that might occur when you begin to set boundaries.

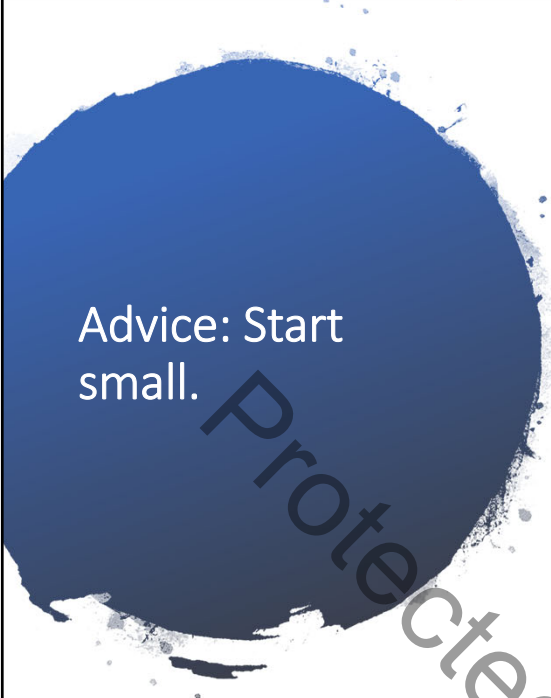
When we put ourselves first, our desire to set boundaries becomes stronger. Your feelings are important, they are your cues about your well being.

Putting yourself first also gives you the “energy, peace of mind and positive outlook to be more present with others and be there” for them.” When we’re in a better place, we can be a better everything. Dana Gionta, Ph.D.



8. Seek support and ask for help!

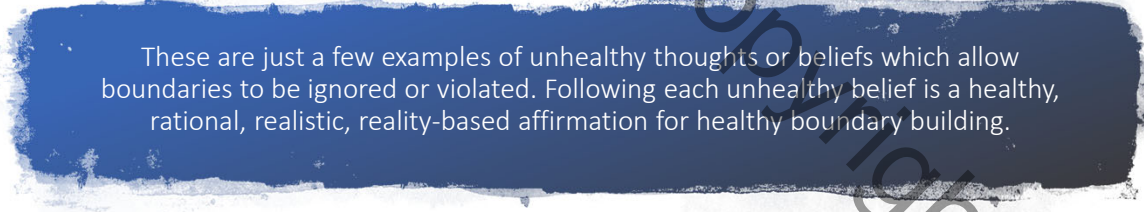
If setting and enforcing boundaries is difficult or new to you, it is helpful to have supportive people backing you up. Let them know what you are attempting to do so they can reinforce your efforts.



Advice: Start small.



Like any new skill, assertively communicating your boundaries takes practice. Start with a small boundary that isn't threatening to you, and then incrementally increasing to more challenging boundaries. Build upon your success, and [at first] try not to take on something that feels overwhelming.

Setting boundaries takes courage, practice and support. And remember that it's a skill you can master.



These are just a few examples of unhealthy thoughts or beliefs which allow boundaries to be ignored or violated. Following each unhealthy belief is a healthy, rational, realistic, reality-based affirmation for healthy boundary building.

- I don't want to be rude.
- This person is important to me.
- I want them to like me.
- I don't want them to be angry.
- I'm being selfish.
- What they want is more important than what I want.

<p>Unhealthy Belief : I can never say "no" to others.</p>	<h2 style="margin: 0;">Rational Boundary-Building Thinking</h2> <p>These are just a few examples of unhealthy thoughts or beliefs which allow boundaries to be ignored or violated. Following each unhealthy belief is a healthy, rational, realistic, reality-based affirmation for healthy boundary building.</p>
<p>Healthy Boundary Builder : I have a right to say "no" to others if it is an invasion of my space or a violation of my rights.</p>	
	
<p>Unhealthy Belief: I should do everything I can to spend as much time together with you or else we won't be a healthy family or group.</p>	
<p>Healthy Boundary Builder: I have a right and a need to explore my own interests, hobbies and outlets so that I can bring back to this family or group my unique personality to enrich our lives rather than be lost in a closed and over enmeshed system.</p>	
	
<p>Unhealthy Belief: I'd rather not pay attention to what is happening to me in this relationship which is overly intrusive, smothering and violating my privacy. In this way I don't have to feel the pain and hurt that comes from such a violation.</p>	
<p>Healthy Boundary Builder: I choose no longer to disassociate from my feelings when I am being treated in a negatively painful way so that I can be aware of what is happening to me and assertively protect myself from further violation or hurt.</p>	

<h2 style="margin: 0;">Some Work</h2>	<p>What are some situations where you have a regular challenge setting boundaries?</p>
	<p>Do the same things come up over and over again?</p>
	<p>Don't try to think of everything, just think of your top 1 or 3, or most recent, or what is bothering you most.</p>
	<p>Ask yourself:</p> <ul style="list-style-type: none"> What are you tolerating today? What moments make you cringe inside? What makes your heart sink? What would you like to live without?

Practice Setting a Boundary

- 1

Imagine yourself setting the boundary. We are here if you aren't sure how that looks.
- 2

What do you think the person would say? If it's distressful, tap on the reaction you imagine.
- 3

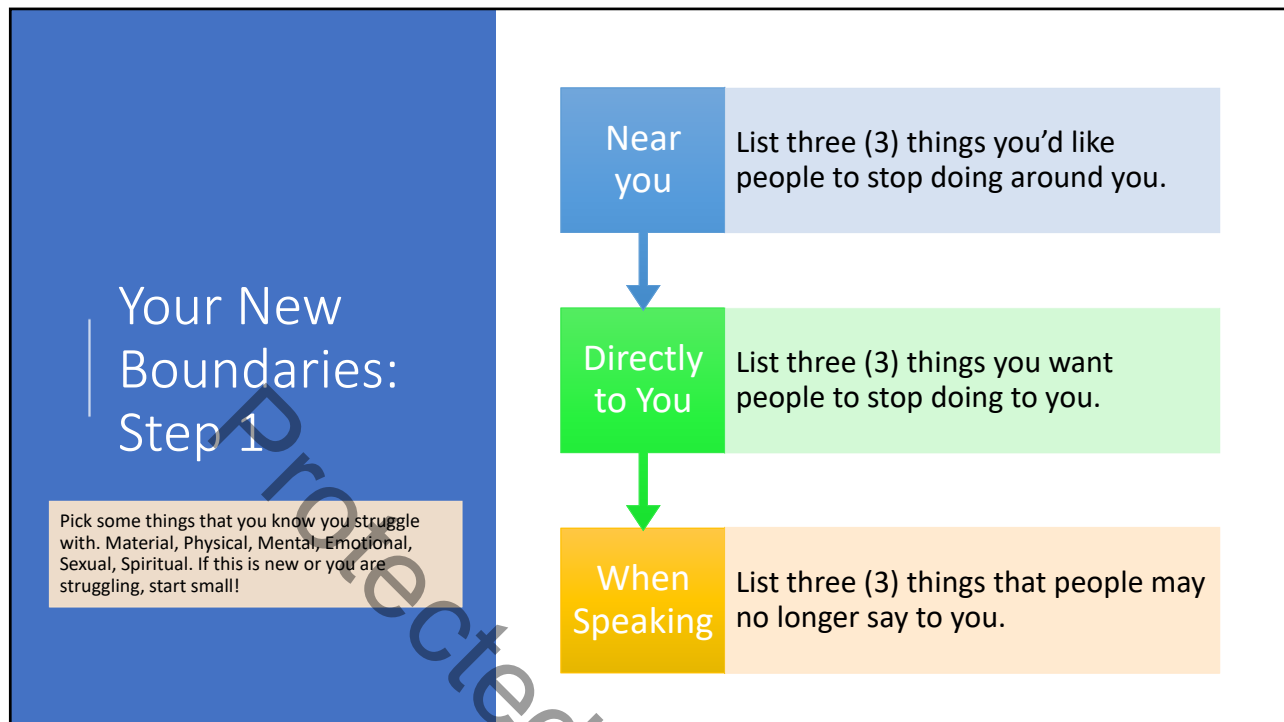
Go back and start again.
- 4

Keep practicing until it feels good or at least neutral, no matter how "they" might react.

Are You Prepared to Start?

Exercise





Examples:

Write each of those in declarative sentences.

- My office hours are from 9:00am to 6:00pm
- I will volunteer X days each week.
- I will not sign off on bad behavior by keeping quiet.
- I will now allow people to continue conversations that I find objectionable.
- I will not allow my time to be disregarded by allowing other people to make commitments for me.
- I've not consented to your touching me, please don't do that unless we negotiate it.

Your Boundaries: Step 3

Prepare	Prepare yourself to say those words. Say them OUT LOUD in the mirror, even if you feel silly.
Plan	Plan...do you need to specifically speak to anyone about any of those boundaries? Often, a proactive conversation will help you.
Give Notice	Make those people aware you are working on setting boundaries for yourself, and that you appreciate their support.

Implement ASSA

Alert	Alert the individual that you need to talk to them.
State	State your issue by revealing to the person what the problem is. Tell them why it's an issue.
Sell	Sell the advantages to them for acting better towards you. For example, "you will be a more supportive partner". "You will be a friend that supports my having healthy boundaries."
Agree	Agree. Seek agreement for doing things differently in future.

Participating in Consent: Drawing Good Boundaries

Worksheet: Your New Boundaries

Pick some things that you know you struggle with. Material, Physical, Mental, Emotional, Sexual, Spiritual. If this is new or you are struggling, start small!

Near you: List three (3) things you'd like people to stop doing around you.

1

2

3

To You: List three (3) things you want people to stop doing to you.

1

2

3

When Speaking: List three (3) things that people may no longer say to you.

1

2

3

Now write Each of those in a declarative sentence

Near you: List three (3) things you'd like people to stop doing around you.

1

2

3

To You: List three (3) things you want people to stop doing to you.

1

2

3


When Speaking: List three (3) things that people may no longer say to you.

1

2

3

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Learning to say “No”

- When you say NO, you teach people how to treat you.
- It's not easy to go from being uncomfortable with saying No, to being able to say No confidently. Practice is the only way you will get better at this. But the good news is each time you say NO, it becomes easier.
- Begin respecting yourself by refusing to waste your time, space, and energy on things you don't value, people who don't appreciate you, or activities that don't lift you up.
- Saying NO to what you don't want is the key to being able to say YES to what is important and valuable.



Saying “No”

- Things you need to know:
 - It is OK to say “No”.
 - It doesn't make you rude
 - People will still like you!

How to Say
"No" ...

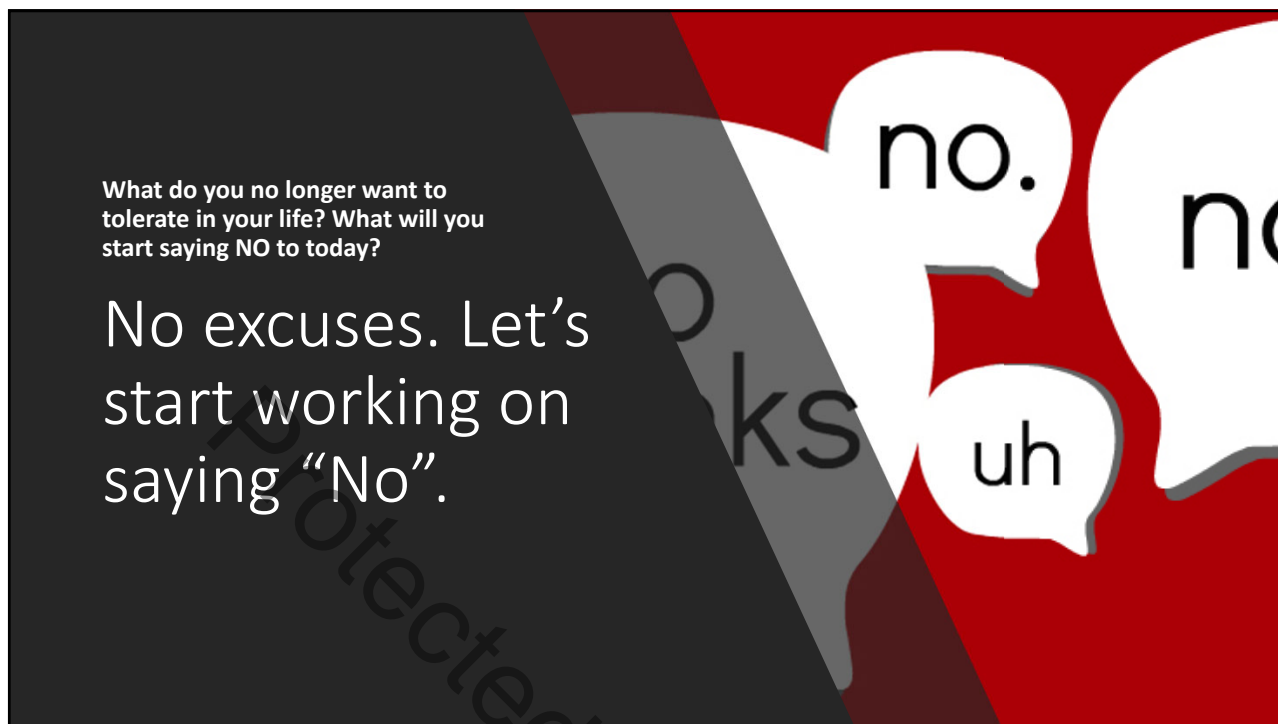
Practice!
I know it sounds
dumb.

It is acceptable to ask
for more time

A "Good"
No...

- Start with gratitude
- Say No
- End with encouragement

• Example: "Thank you so much for being interested in me, but I am not interested in playing with you. I am really flattered that you would ask, and I wish you luck in finding a partner."



Books

Boundaries & Emotional Development: Boost Self Esteem & Assertiveness for Healthier Relationships with Inner Child Healing (Codependency, Emotional healing) by Sebastian Goff

Boundaries Updated and Expanded Edition: When to Say Yes, How to Say No To Take Control of Your by Henry Cloud and John Townsend

Boundaries: Where You End and I Begin— - How to Recognize and Set Healthy Boundaries by Anne Katherine

Where to Draw the Line: How to Set Healthy Boundaries Every Day by Anne Katherine

Transform Your Boundaries by Sarri Gilman

The Art of Extreme Self-Care: Transform Your Life One Month at a Time by Cheryl Richardson

