

HOW TO MODEL HEALTHY BOUNDARIES AS A MANAGER

Why are boundaries important at work?

“Boundaries are practices that make you feel safe and comfortable in your relationships,” explains Nedra Glover Tawwab, licensed therapist and author.

“In the workplace, boundaries [protect] our ability to take care of ourselves without burning out.”

(Continued)

Why are boundaries important at work?

Boundaries improve our overall health, build trust within our relationships, and enables us to grow alongside others.

Effective boundaries empower our differences and allow us to work better together.

Culture is strategic. Boundaries help leaders cultivate community.

***SWIPE FOR
5 WAYS
TO START***



1

Identify your own boundaries

- + Know your limits
- + Pay attention to your feelings
- + Give yourself permission to set boundaries
- + Consider your environment

2

Communicate upfront

- + Communicate your limits
- + Outline your expectations with explicit behaviors
- + Own your missteps
- + Ask for clarity
- + "Paint me done"

3

Create clear structures

- + Communicate and stick to your scheduling availabilities
- + Use meetings strategically; send out the agenda before
- + Use your calendar strategically; build in time for breaks and personal needs
- + Allow time for processing, both individual and group

4

Advocate and delegate

- + Get to know your team's individual strengths and limits
- + Delegate accordingly
- + Respect diverse work patterns
- + Cultivate active listening skills

5

Automate and evaluate

- + Use technology as an aid
- + Being consistent is crucial
- + Pay attention to how you feel setting or respecting a boundary
- + Conflicts and transgressions offer opportunities to discuss needs and build trust

REFERENCES & RESOURCES

1. SET BOUNDARIES, FIND PEACE (NEDRA GLOVER TAWWAB)
2. DARE TO LEAD: THE BRAVING INVENTORY (BRENE BROWN)
3. SETTING BOUNDARIES AT YOUR NEW JOB WILL HELP YOU AVOID BURNOUT (FORTUNE)
4. EMPLOYEE BURNOUT: THE 5 MAIN CAUSES (GALLUP)
5. THE IMPORTANCE OF SETTING HEALTHY BOUNDARIES (FORBES)
6. 8 WAYS TO ESTABLISH HEALTHY BOUNDARIES AT WORK (CAREER CONTESSA)
7. SETTING BOUNDARIES AT WORK: WHY IT'S CRUCIAL (THOUGHTFUL LEADER)
8. HOW HEALTHY BOUNDARIES BUILD TRUST IN THE WORKPLACE (PWC)
9. DON'T LOSE MONEY TO BURNOUT BY SETTING BOUNDARIES AT WORK (MINT)
10. MAKING WORK HUMAN (WORKHUMAN)