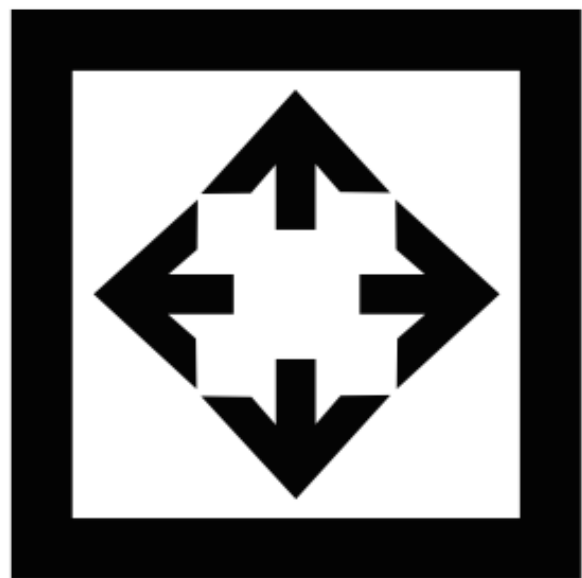
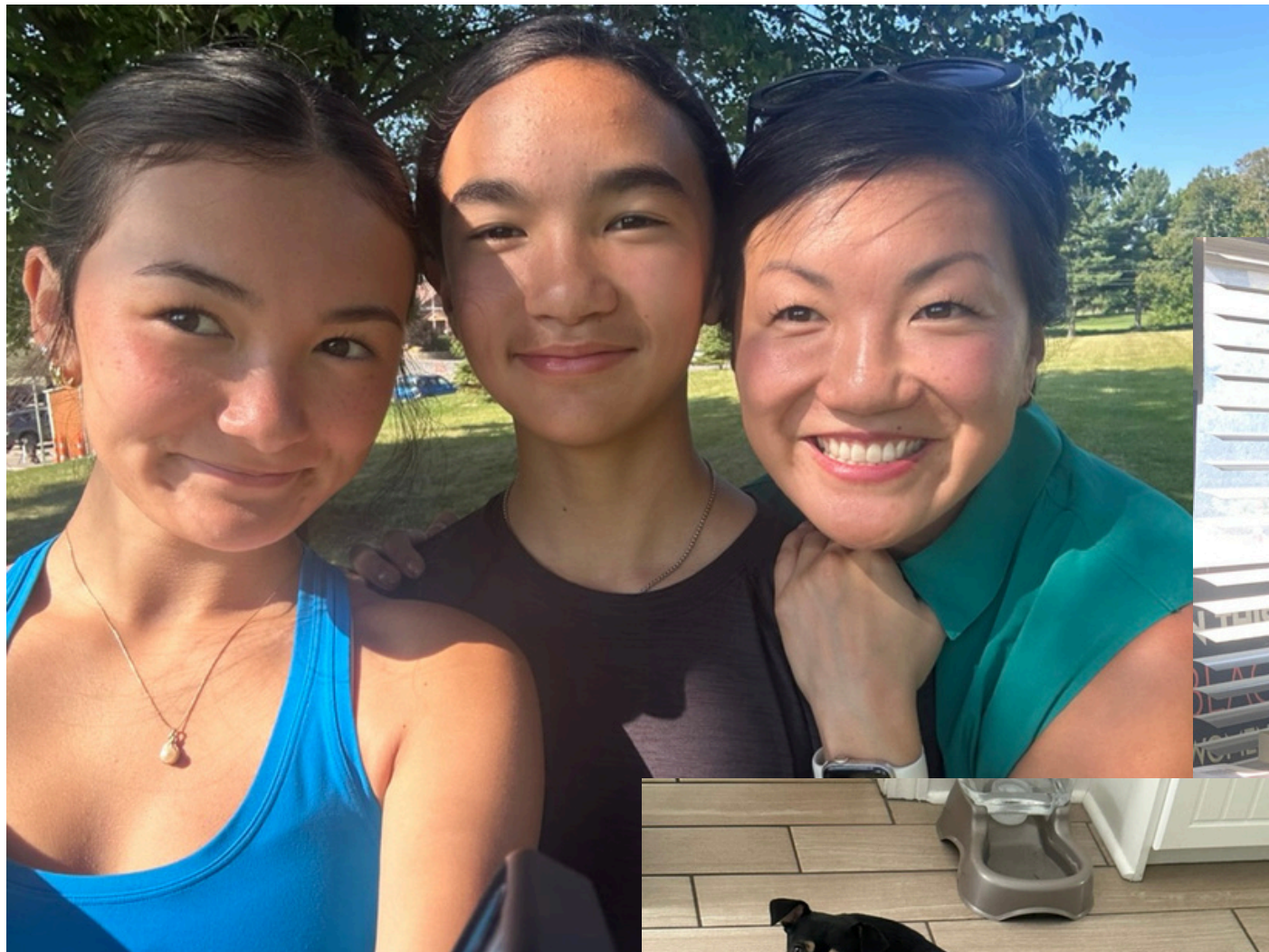


Leadership & Boundaries

HUMAN
SOLUTION



HELLO
MY NAME IS

Anna Baeten

- **Human Solution Group: Principal**
- **Educational Background: Biology & Professional Ethics**
- **Professional Background: Organizational Scaling, Marketing, & Leadership Development**
- **2 Kiddos (Emerson & Porter) + 1 Black Cat (Kimchi) + 2 Dogs (Kevin & Brian)**
- **Survivalist**

TODAY



How do we become more
skilled at **Navigating Discomfort?**

The Big Picture Process

**Understanding
ME
(self)**

**Understanding
YOU
(others)**

**Understanding
US
(interactions)**

FSDI ASSESSMENT

If you haven't had a chance to take the FSDI Assessment, feel free to do so now.



<http://www.su.vc/terryberry25>

**What is my most predictable response
when facing failure, stress, &
discomfort?**

The FSDI Archetypes

Warrior

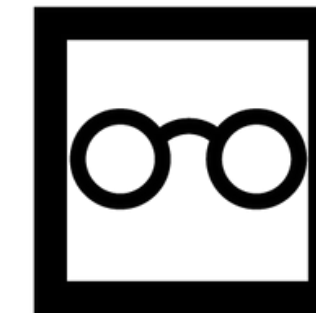
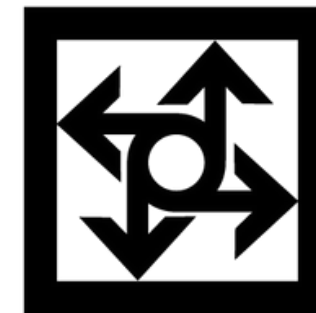
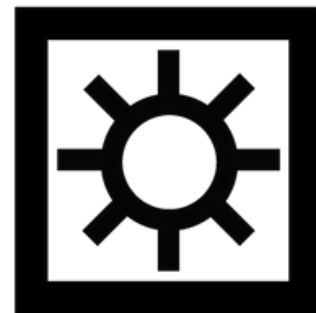
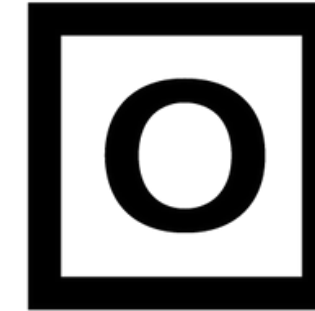
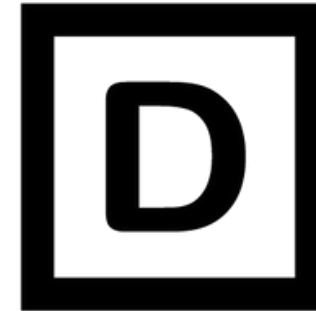
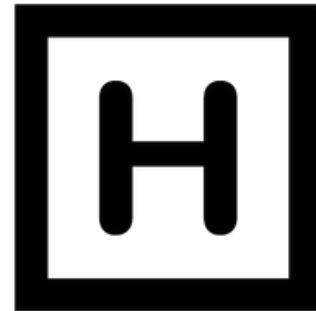
Survivalist

Happy Denier

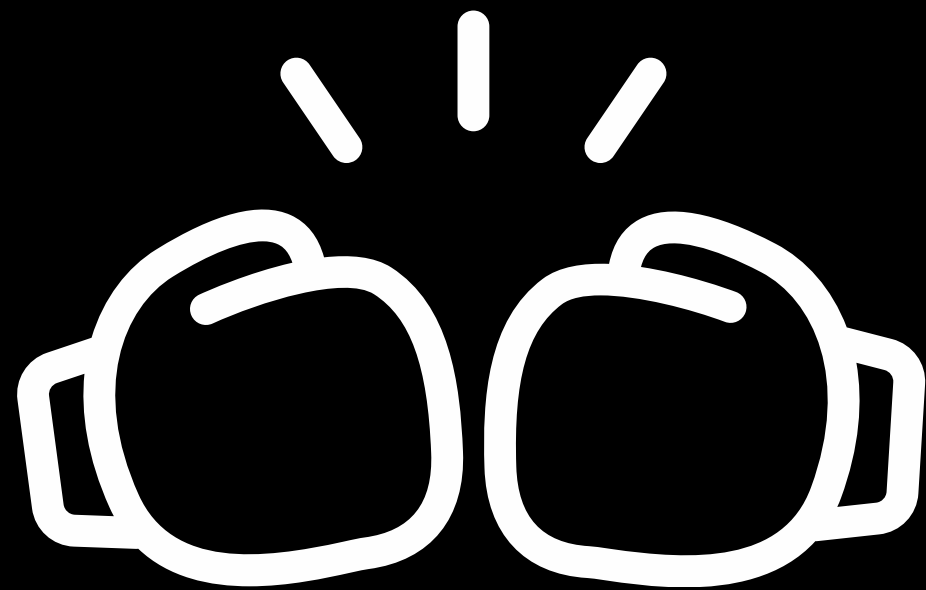
Deflector

Obsessor

Professor



FIGHT



FLIGHT



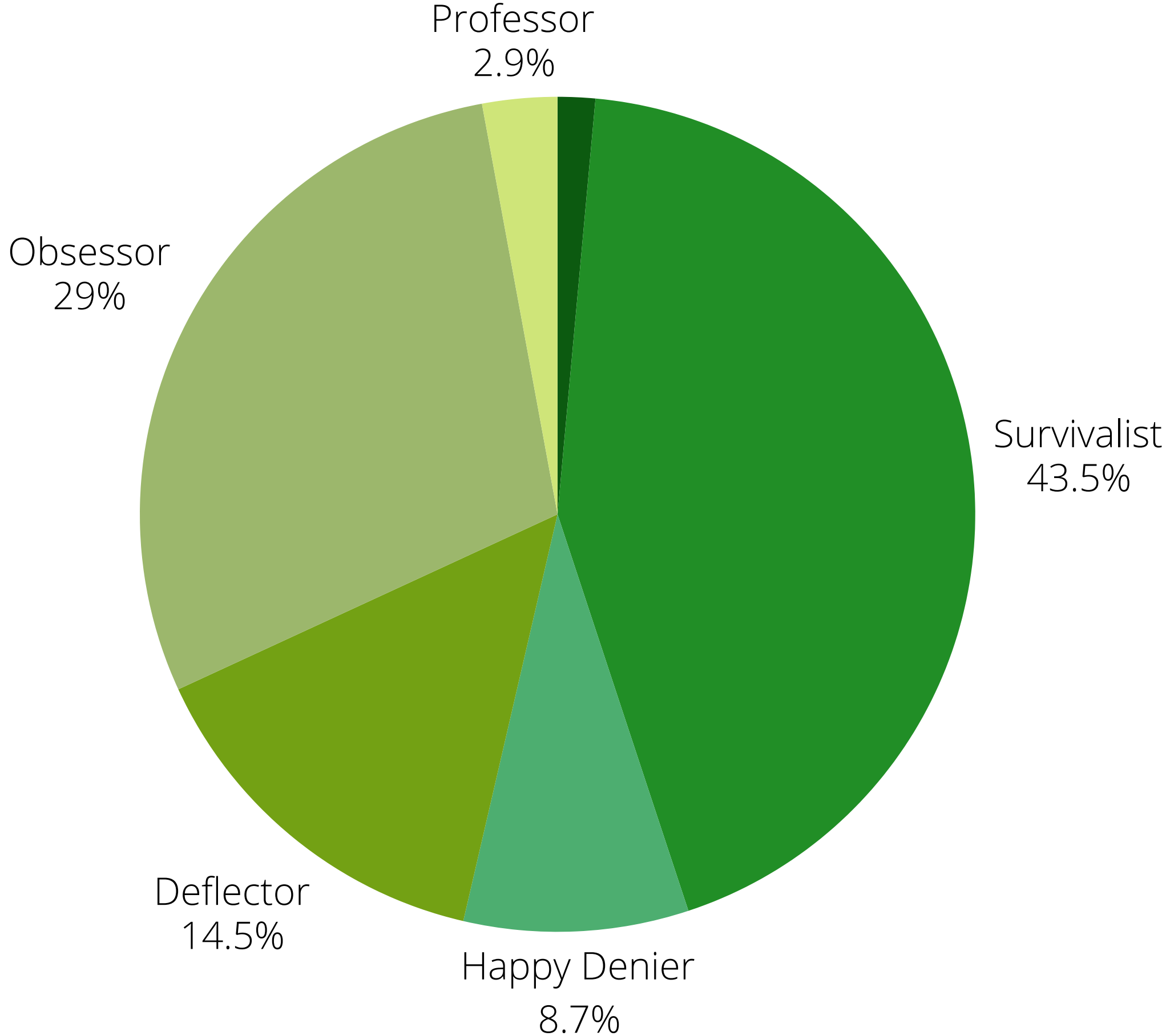
FREEZE



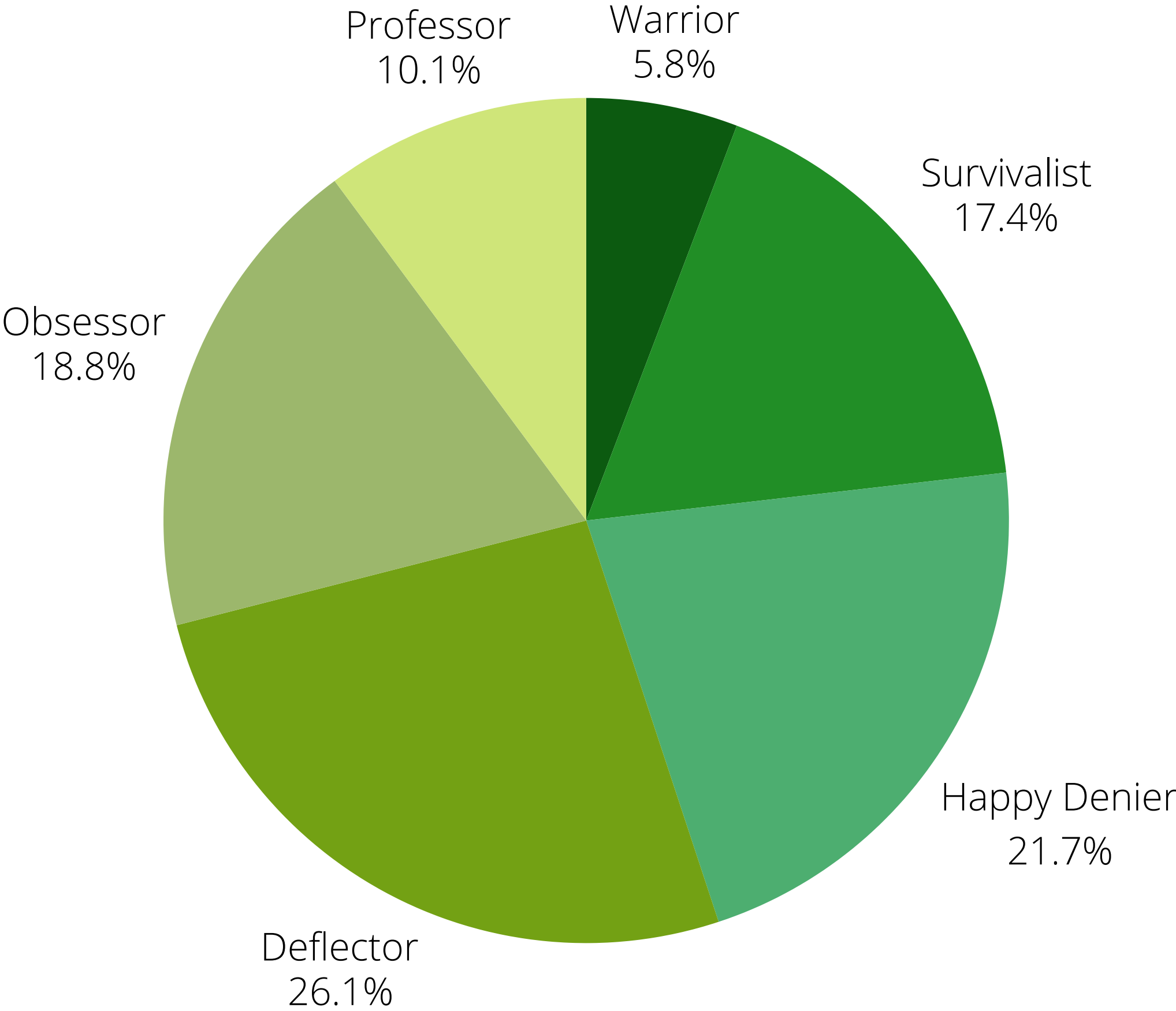
Archetype Summary

Warrior	Intense. Charismatic. Passionate.
Survivalist	Solution Driven. Intellectualizer.
Happy Denier	Peace Keeping. Positivity Driven.
Deflector	Charming. Redirecting.
Obsessor	Contemplative. Selectively Ruminating.
Professor	Depth & Knowledge Driven. Focused.

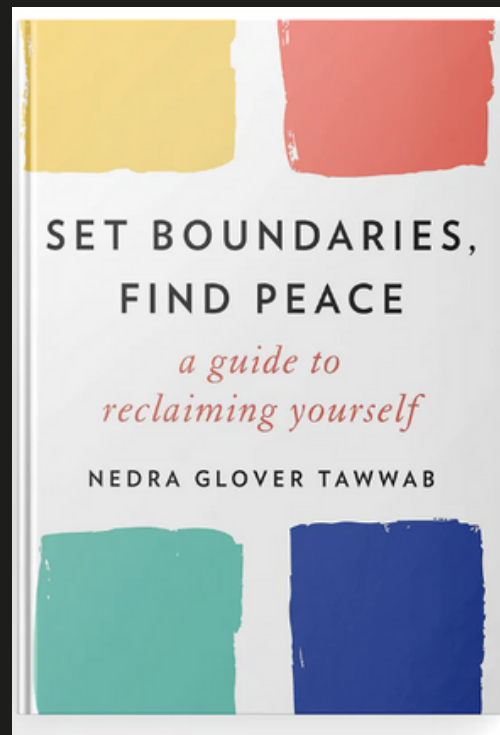
Terryberry Primary Archetypes



Terryberry Secondary Archetypes



“A lot of boundaries that we’re missing are the boundaries that we need with ourselves, around how we operate in our relationships with other people, and how we operate in our relationship with ourselves.”

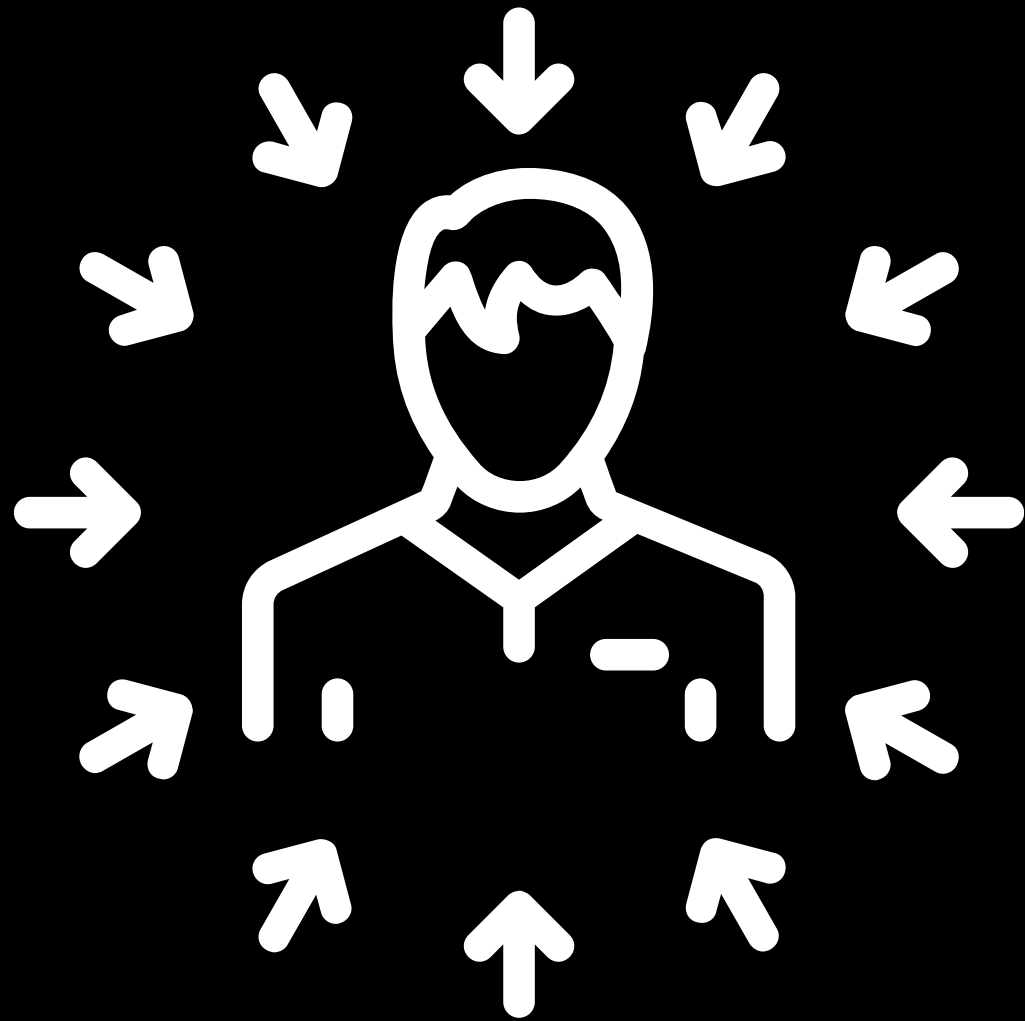


Nedra Glover Tawwab
(Set Boundaries, Find Peace)

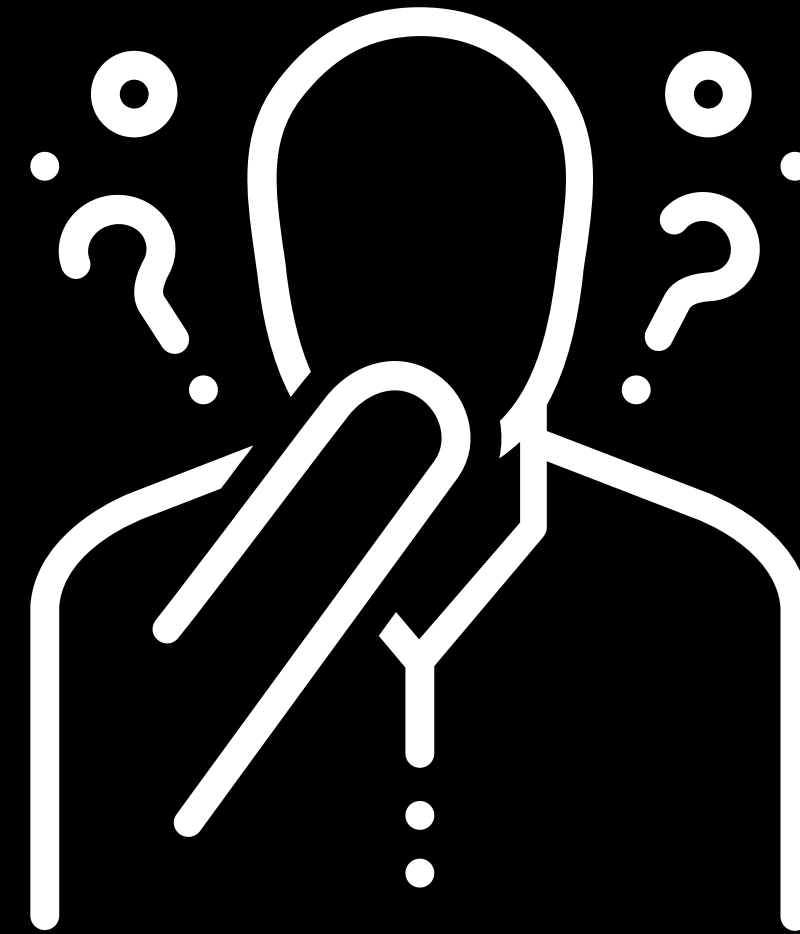
Boundaries: Staying in Our Lane



Awareness & Curiosity

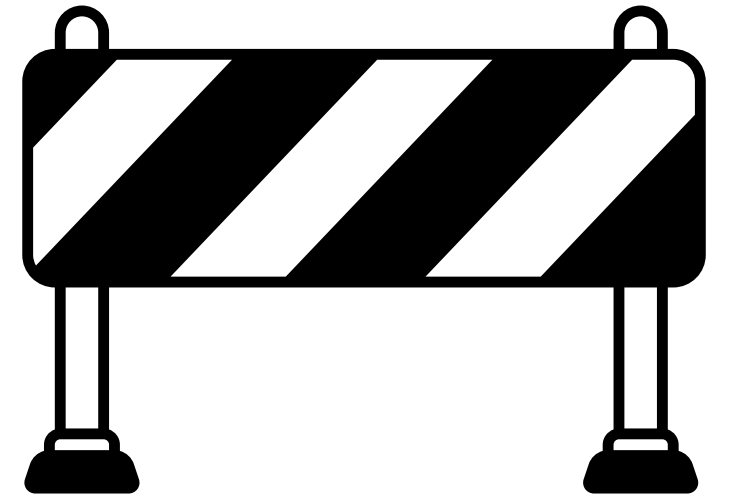
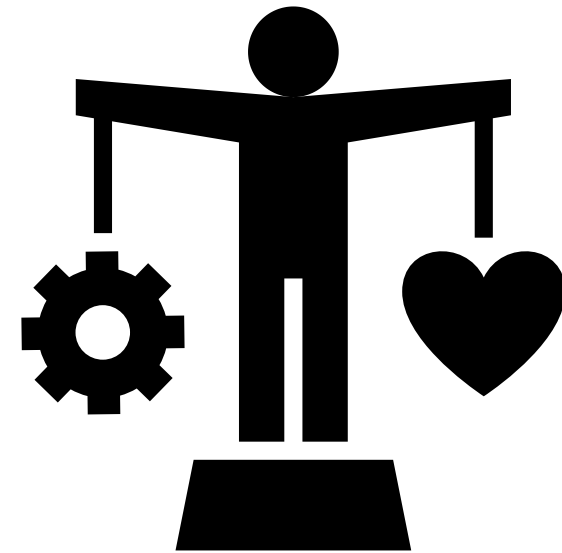
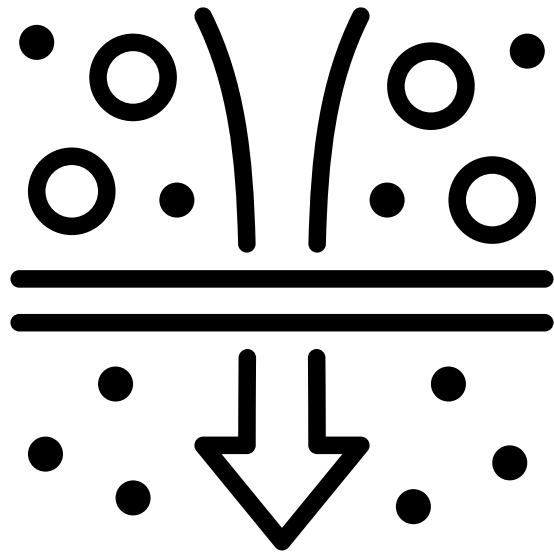


Awareness (of Self)



Curious vs Judgemental

BOUNDARIES

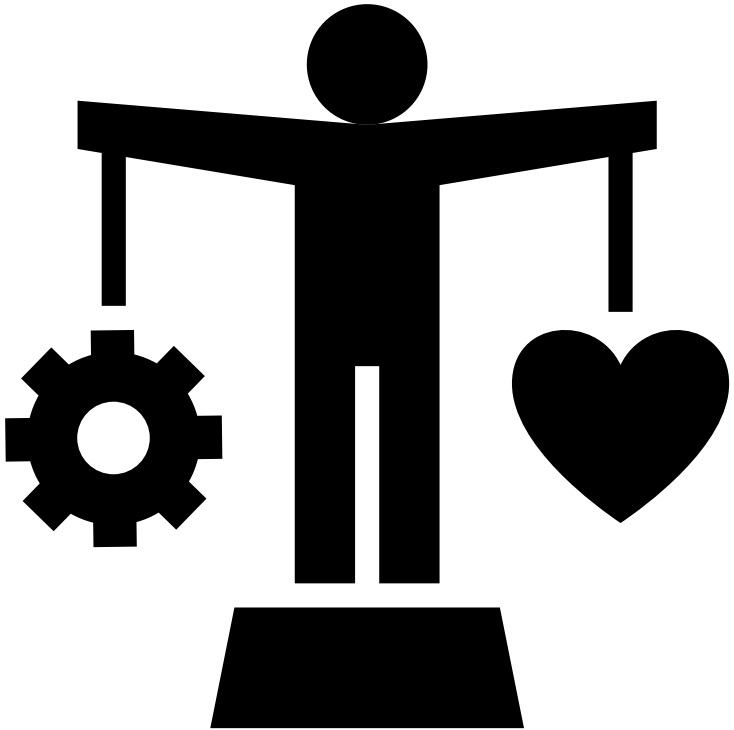
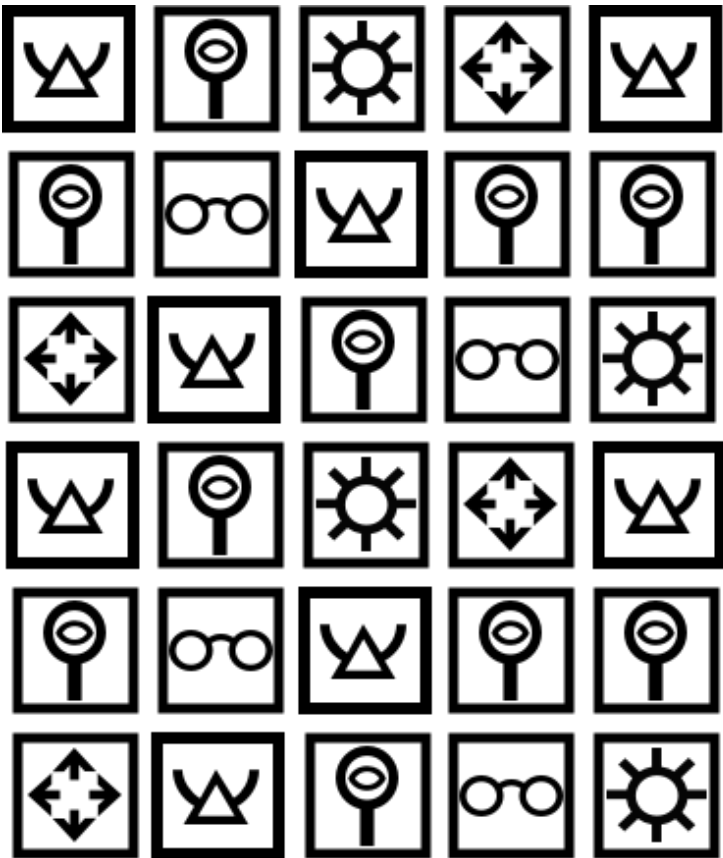


POROUS

HEALTHY

RIGID

Archetype Tendencies + Boundary Tendencies



Boundary Breach/Imbalance = Stress & Discomfort

“Givers need to set limits because takers rarely do.”

Porous/PeoplePleasing

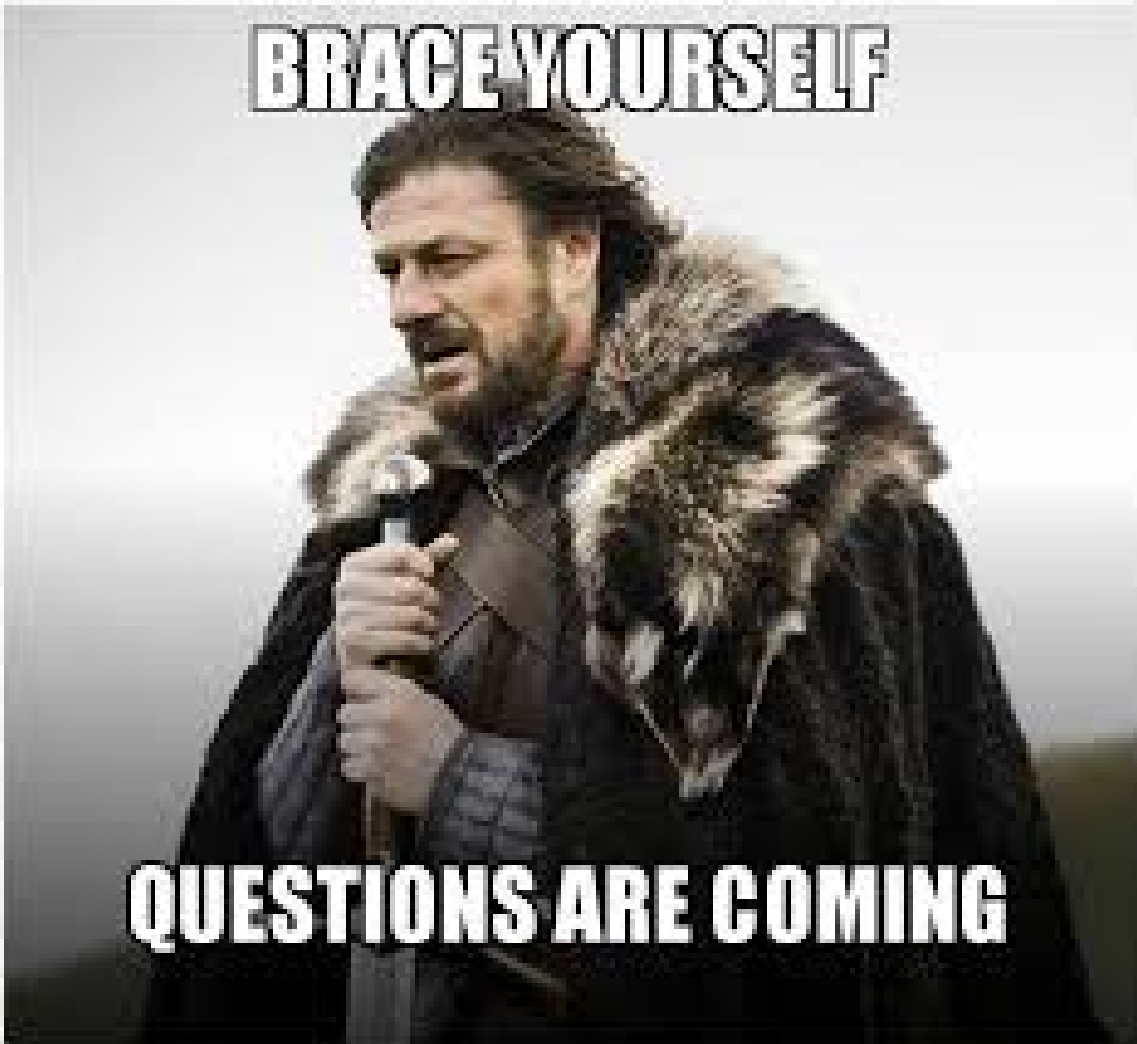
Rachel Wolchin, Author & Artist

“One reason we rush to judgement... is it spares us from the harder, messier work of empathy and understanding.”

Rigid/Performance

Edited excerpt from Tim Kreider

BRACE YOURSELF

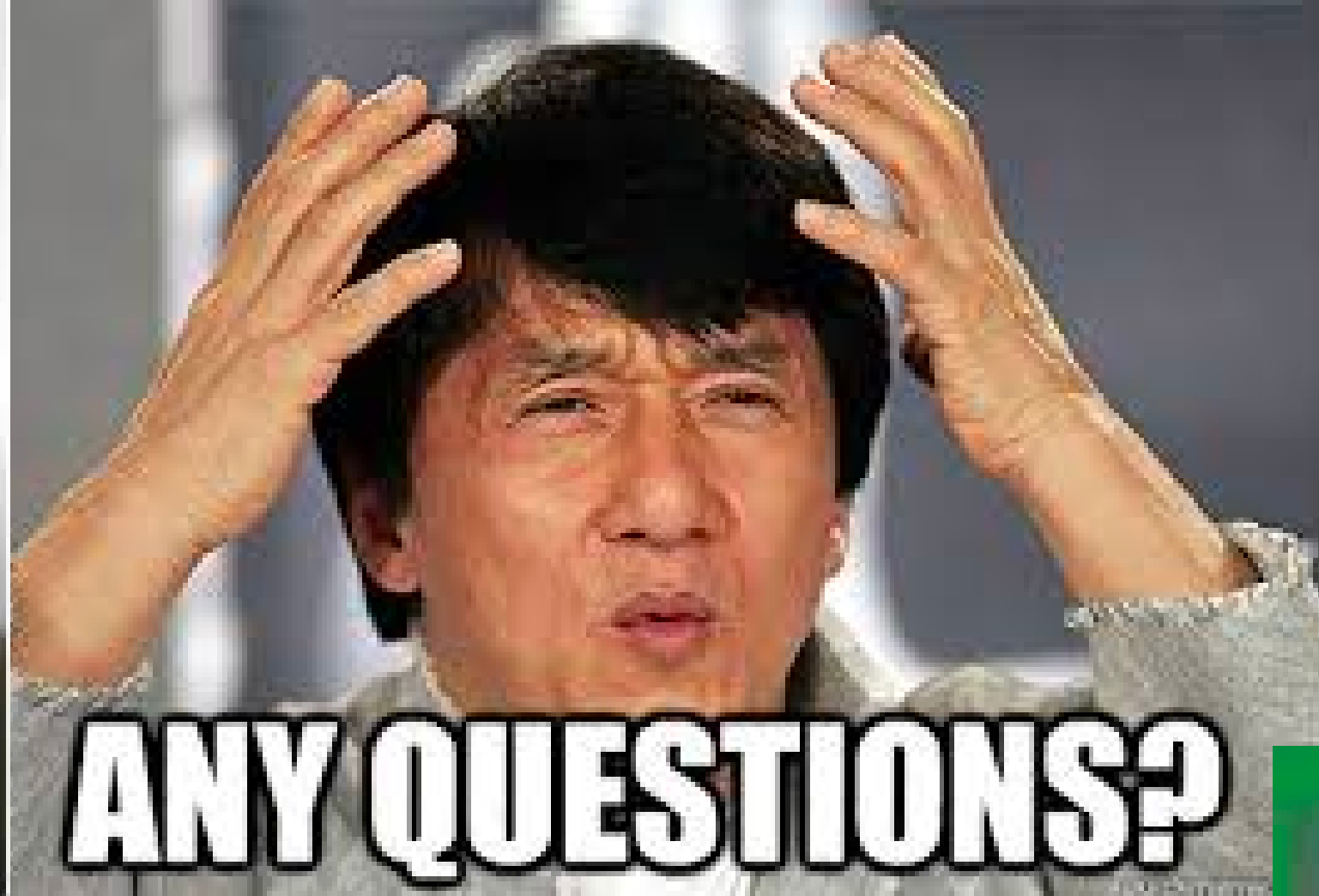


QUESTIONS ARE COMING

YA'LL GOT ANY

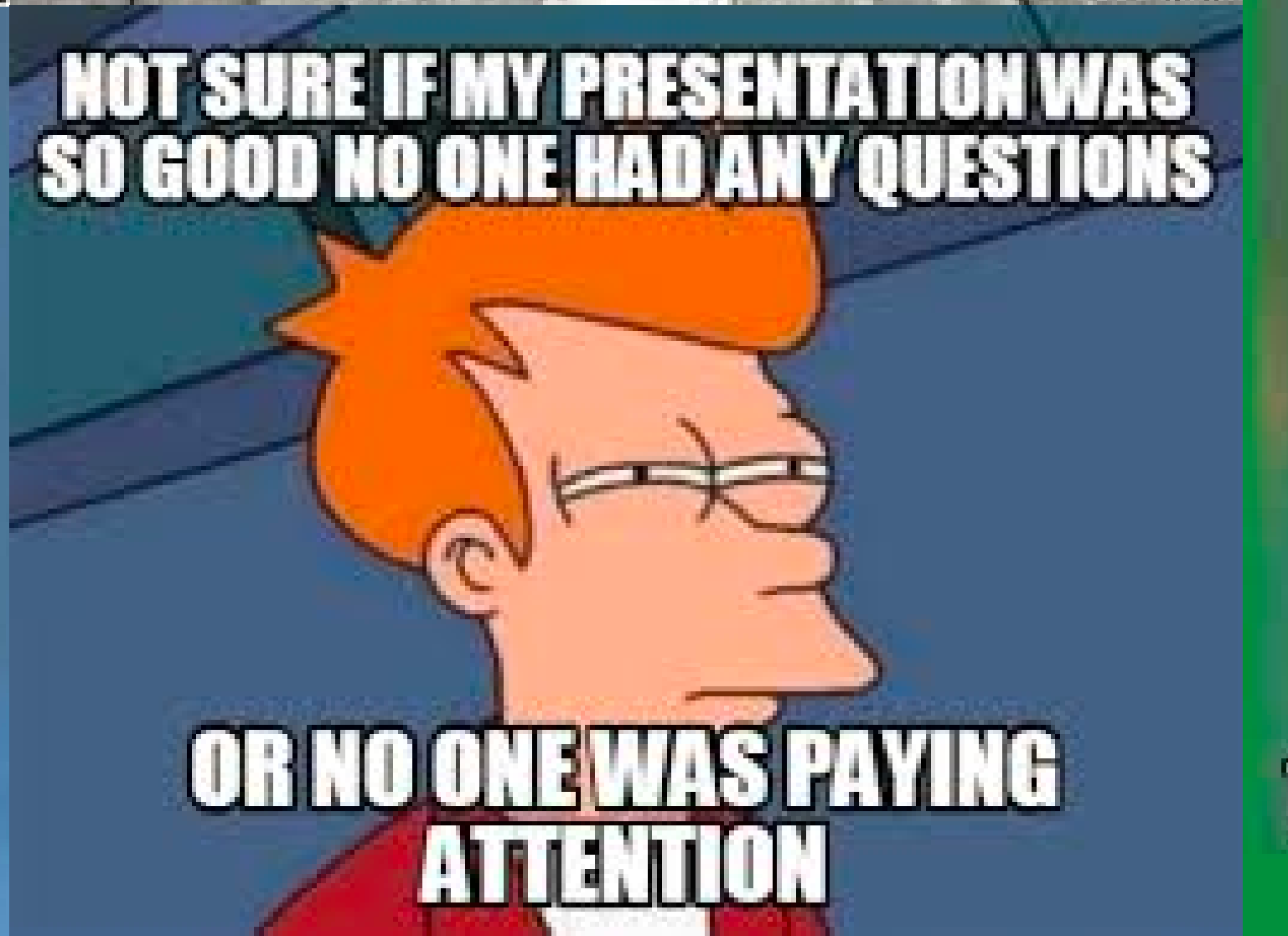


QUESTIONS?



ANY QUESTIONS?

**NOT SURE IF MY PRESENTATION WAS
SO GOOD NO ONE HAD ANY QUESTIONS**



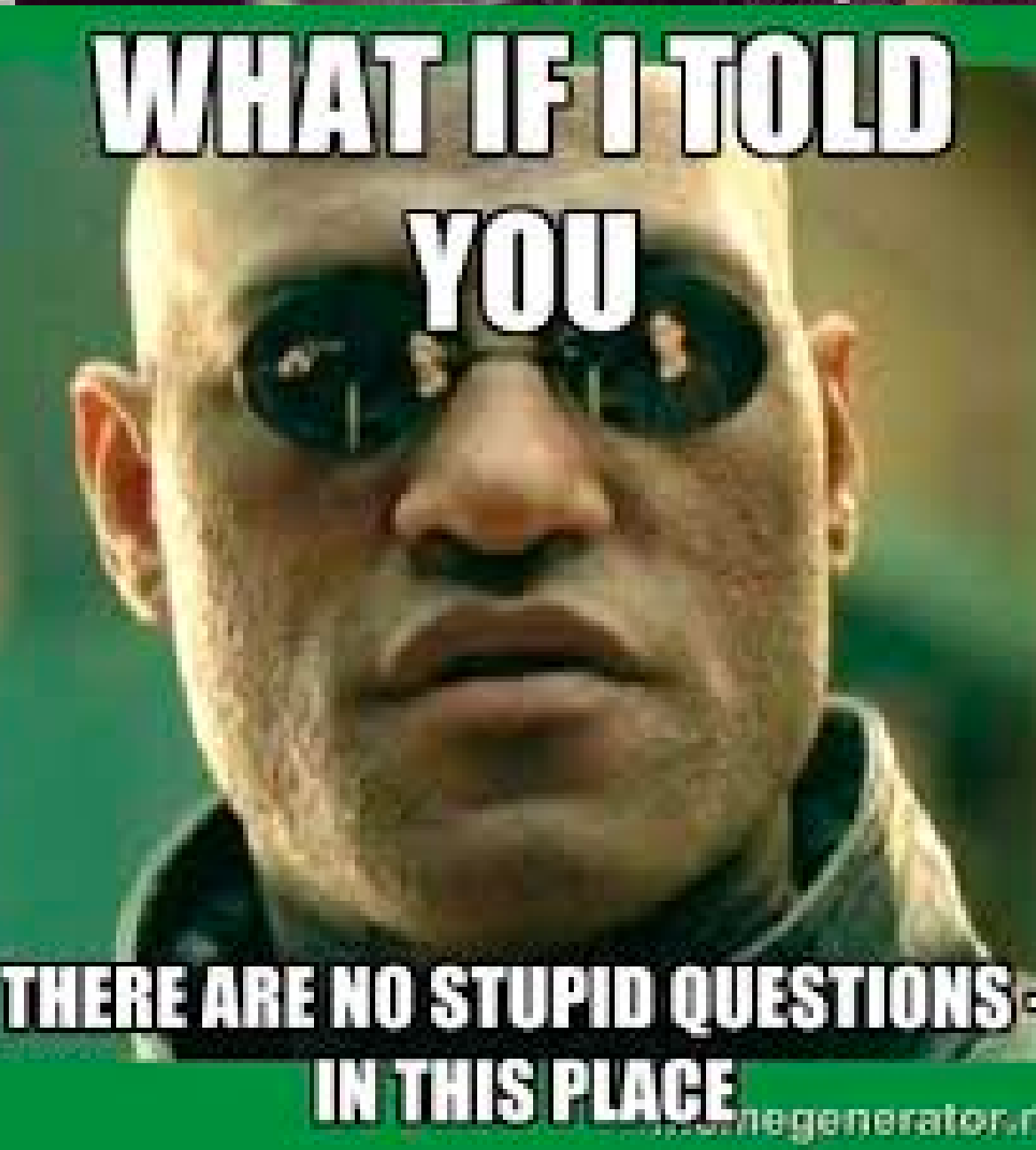
**OR NO ONE WAS PAYING
ATTENTION**

ANY QUESTIONS



DO YOU HAVE?

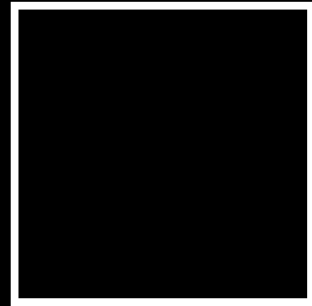
**WHAT IF I TOLD
YOU**



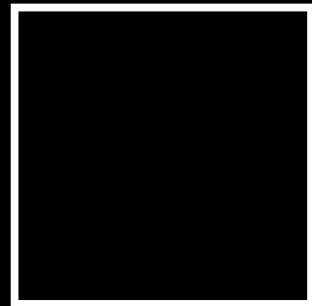
**THERE ARE NO STUPID QUESTIONS
IN THIS PLACE**

TODAY

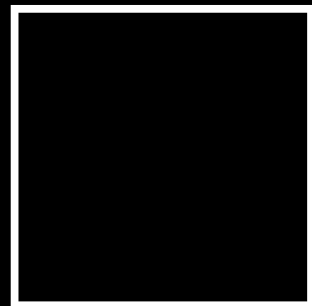




YES.



NO.



MAYBE.

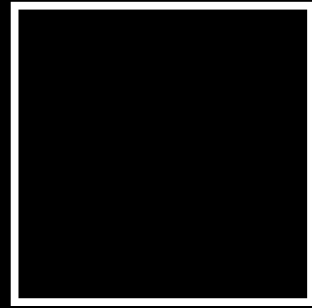
**Helping a
friend when
you know you
don't have the
energy**

YES.

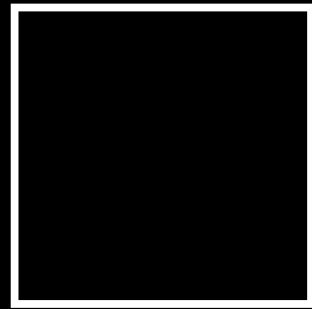
NO.

MAYBE.

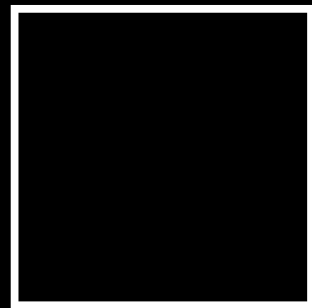
**Working on
vacation**



YES.



NO.



MAYBE.

**Pausing or
stopping a
conversation
that no longer
feels
productive**

YES.

NO.

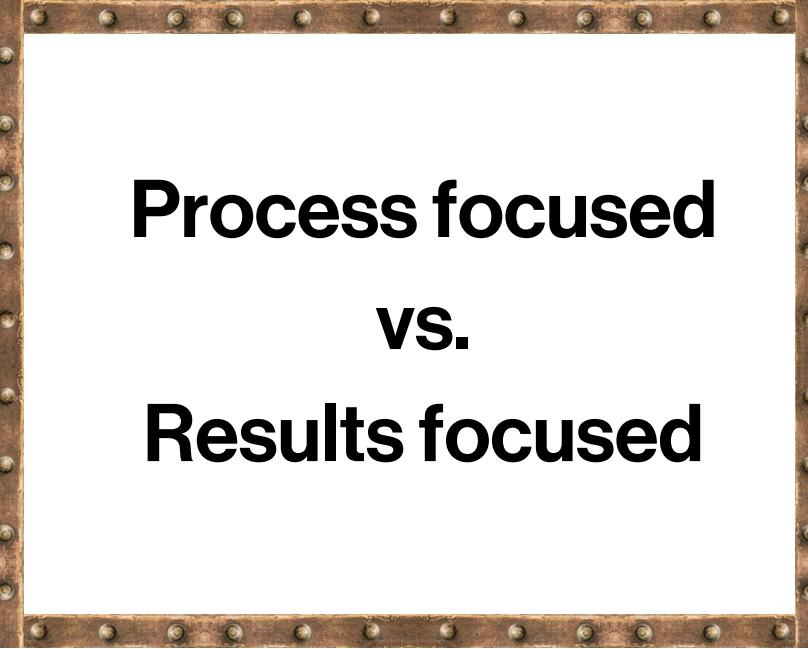
MAYBE.

**Expressing your
needs
(more support,
less workload,
clearer
communication,
etc)**

Failure has a Frame



**Internal vs. External
Expectations**



**Process focused
vs.
Results focused**



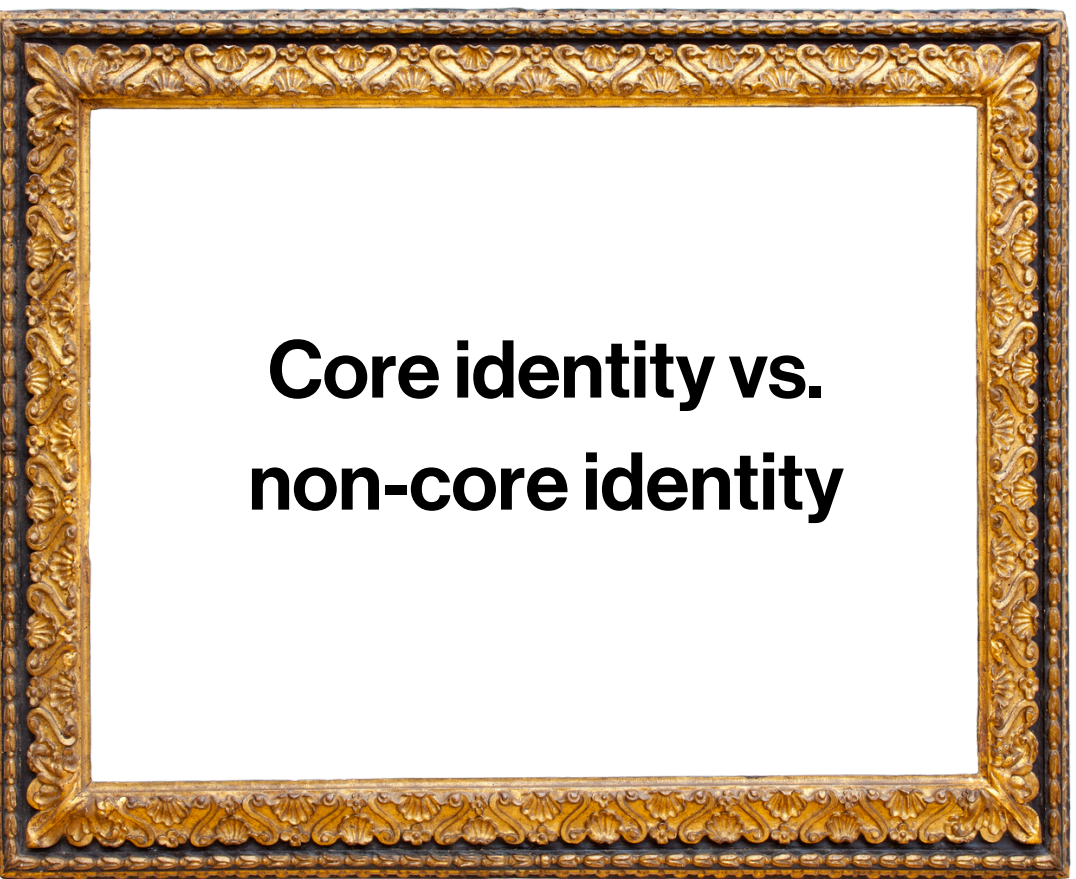
**Action vs.
Inaction**




**Family vs.
Public**



**Impacts others vs.
Impacts self**



**Core identity vs.
non-core identity**



**Emotional resilience
in the moment**

**HELL
YES!!**

YES!!

YES?

YES.

MAYBE???

NO!!

NO?

NO.

**CONFIDENT
NO.**

Expectations Gone Wild

Performance & Competence

Should, so many shoulds... I should be able to...

I must cross every finish line and hit every goal.

I need/want to prove my competence and worth.

I should be able to find a solution to any problem.

The rules don't apply to me.

I don't want to waste time. Resting.

Resting is weak/lazy.

People Pleasing & Peace Keeping

Should, so many shoulds... I should be able to...

I need/want to make people around me happy.

I must avoid disappointing others and myself.

I hate hurting people's feelings.

I am responsible for other people's feelings.

I project my feelings onto others.

I don't want to be rude or mean.

Expectations that Cross Over

Fear of confrontation

Fear of rejection

Fear of negative ramifications

Lack of Agency (you don't think there is anything you can do to change it)

Avoidance or Obliviousness



Boundary Breach

- How do you know when you're saying "YES" to things that need a "NO"?
- What signals do you get in your body? Your thoughts? Your feelings?
- Do you know right away? Or later?

**HELL
YES!!**

YES!!

YES?

YES.

MAYBE???

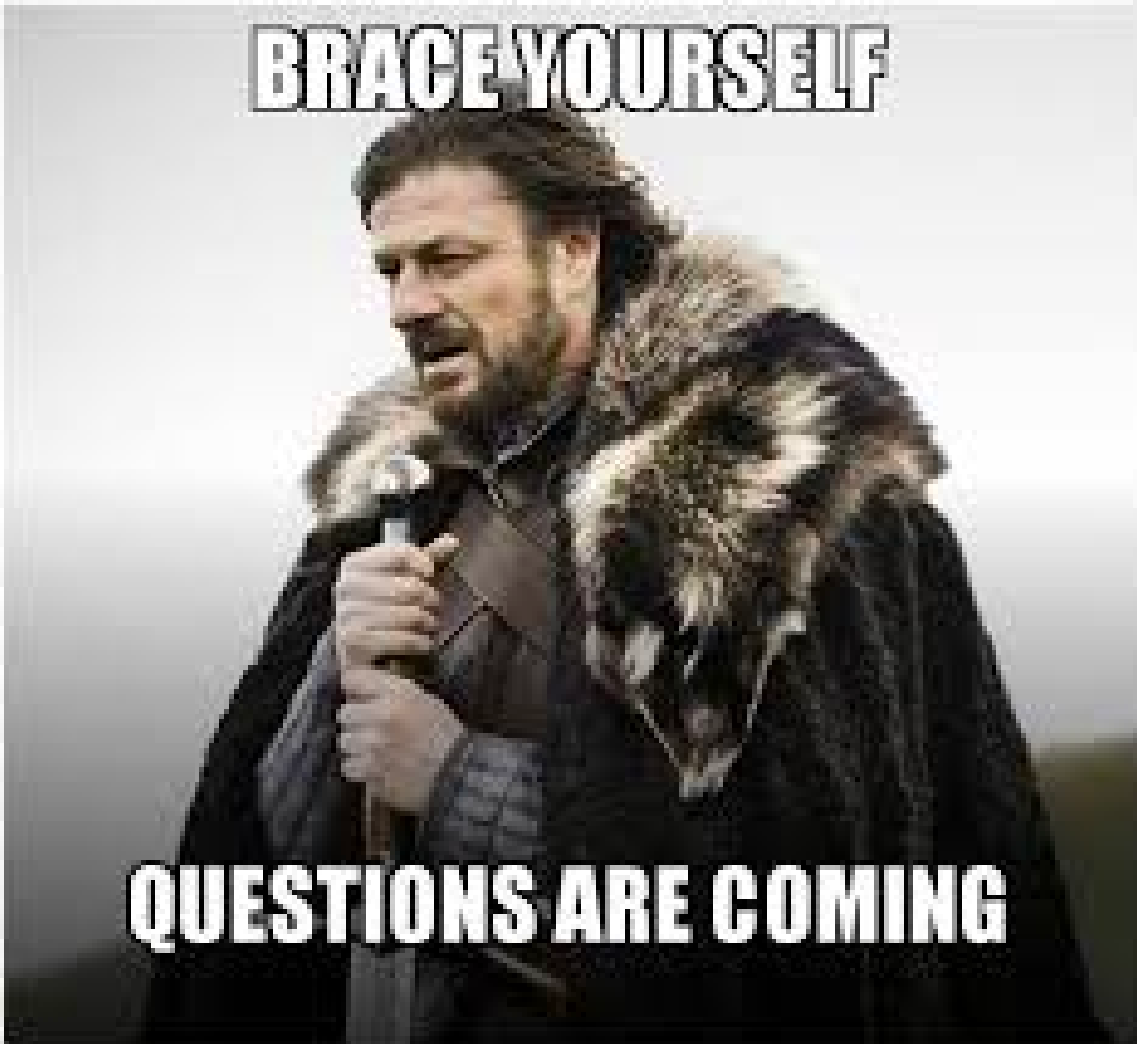
NO!!

NO?

NO.

**CONFIDENT
NO.**

BRACE YOURSELF

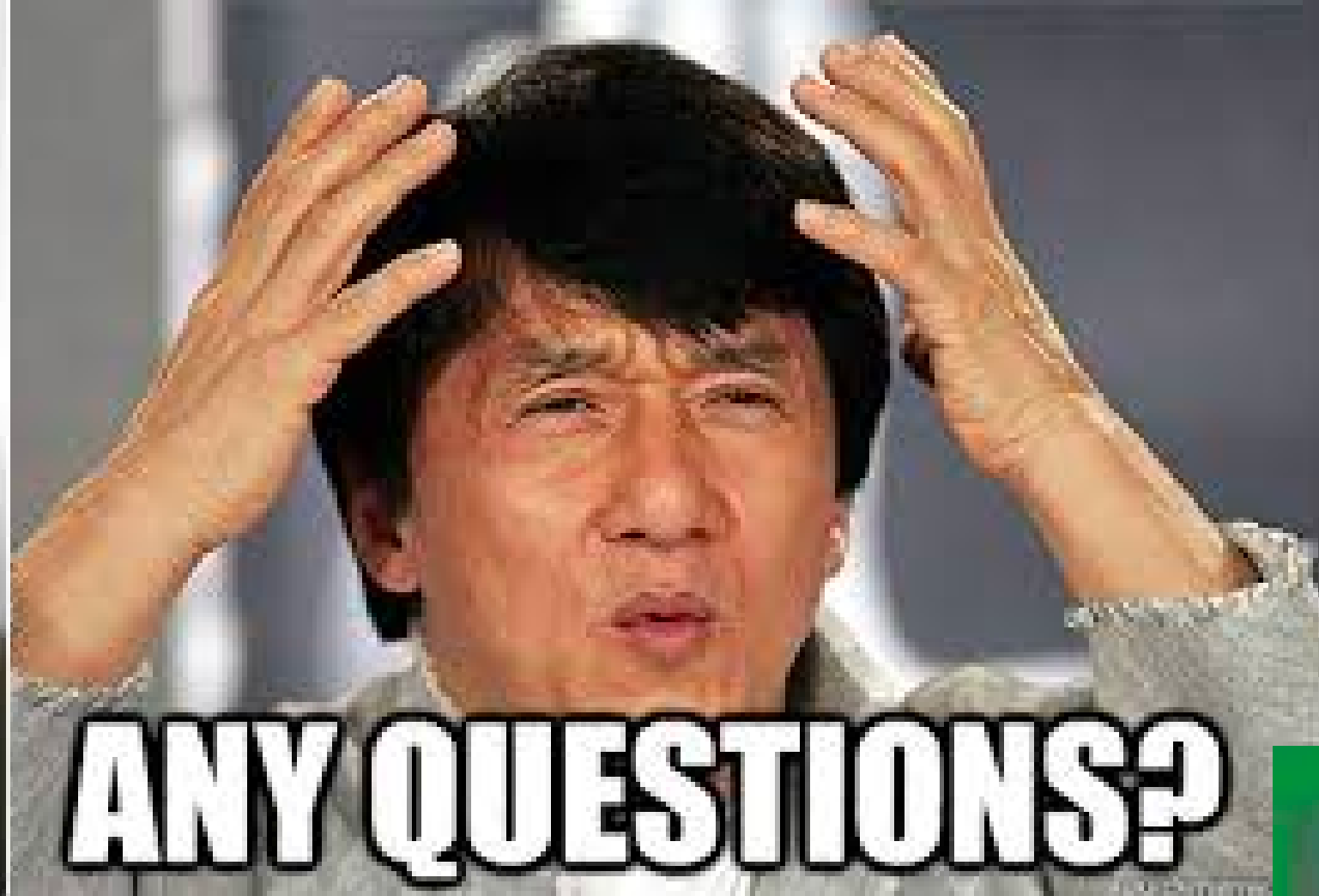


QUESTIONS ARE COMING

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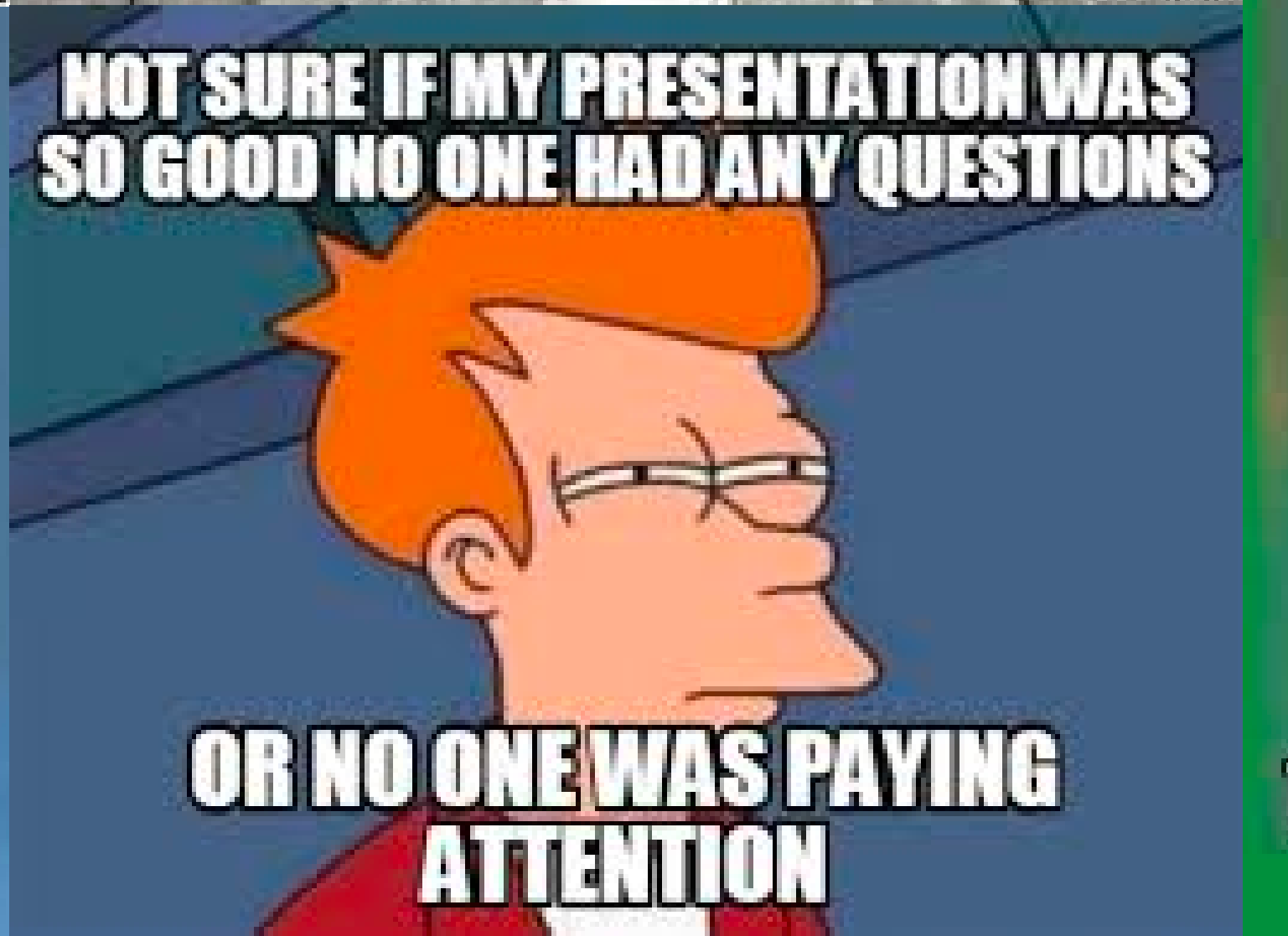


QUESTIONS?



ANY QUESTIONS?

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SO GOOD NO ONE HAD ANY QUESTIONS**



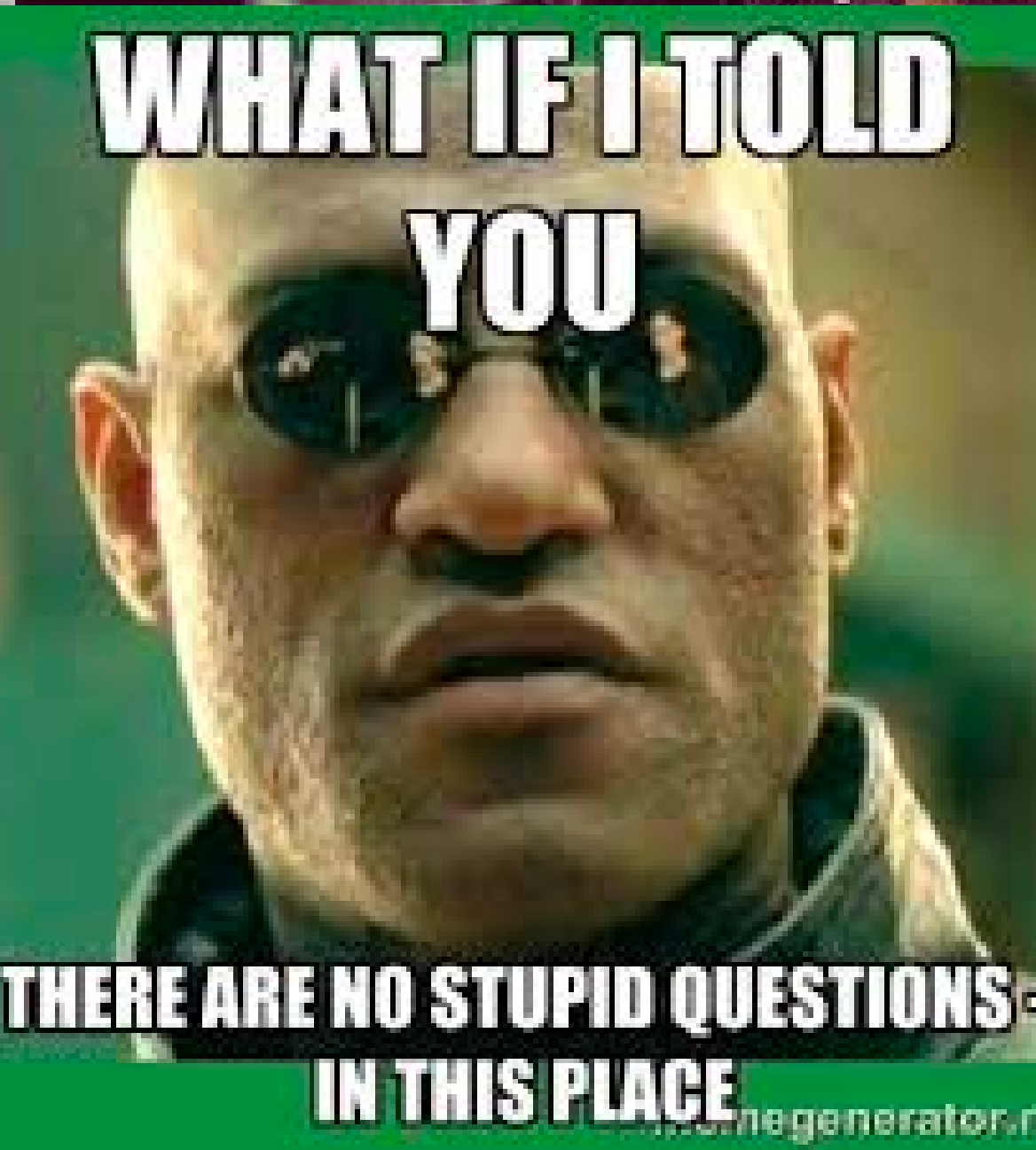
**OR NO ONE WAS PAYING
ATTENTION**

ANY QUESTIONS



DO YOU HAVE?

**WHAT IF I TOLD
YOU**



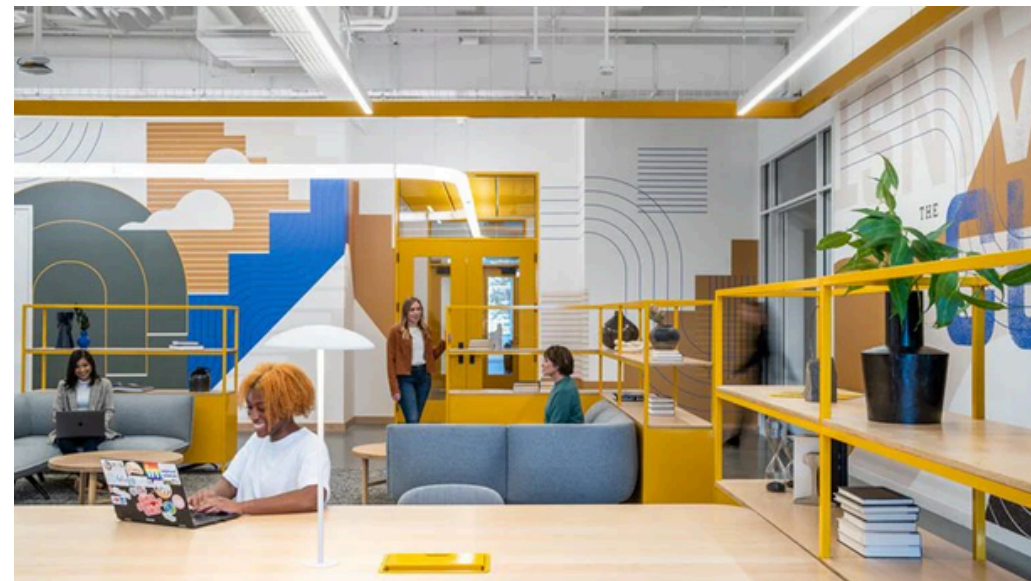
**THERE ARE NO STUPID QUESTIONS
IN THIS PLACE**

TODAY



Balancing Human-Centered Culture & Professional Expectations & Boundaries

- Vision vs. Execution
- Generational Differences
- Leaders vs. Employees: Individual Tendency & Emotional Capacity Variance



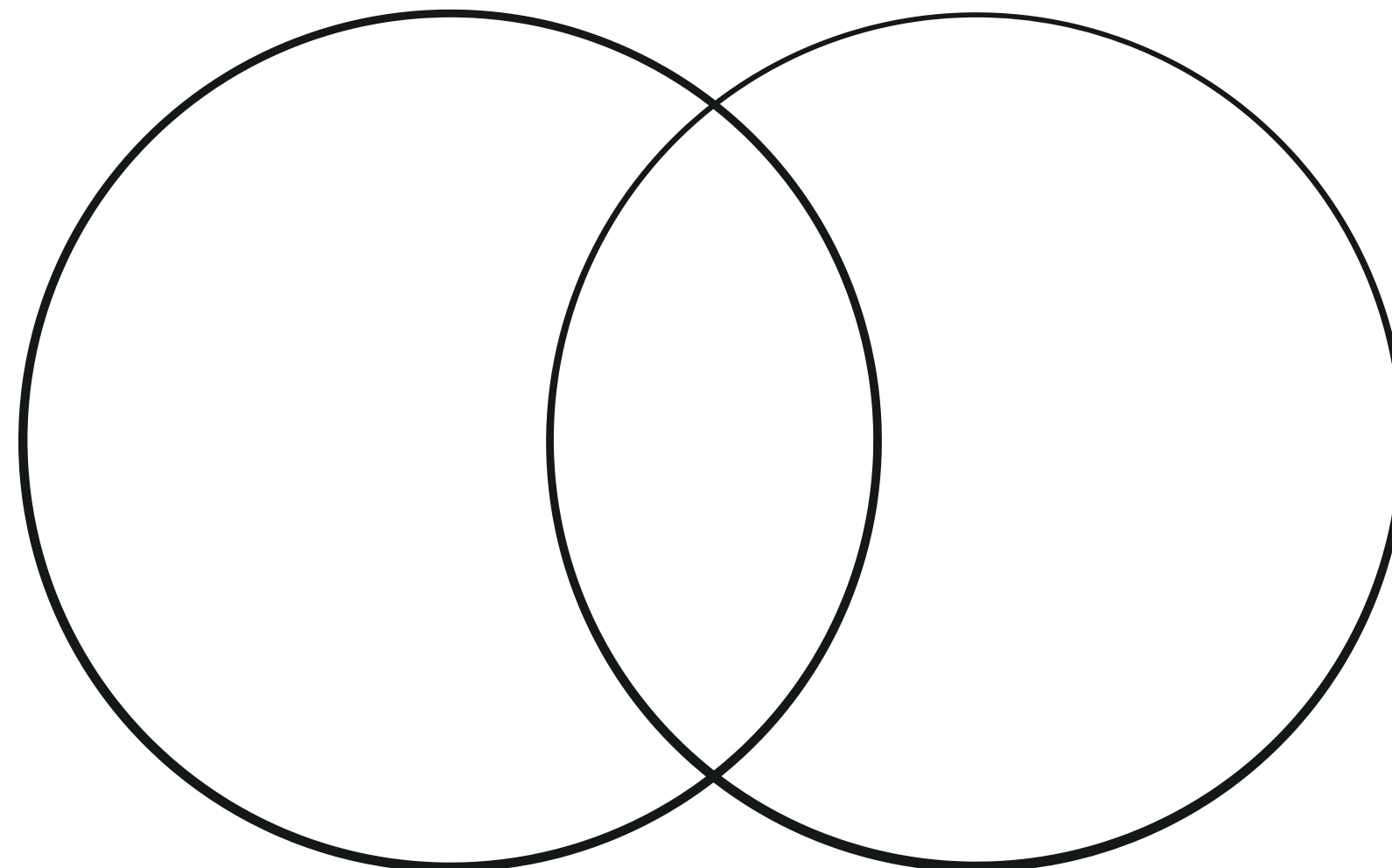
“Your role as a manager/leader is to support the people within your care within the boundary of your professional relationship.”

- Really Smart Workbook on Management

The Relationship Container

HUMAN	FRIEND	COLLEAGUE	SUPERVISOR	FOUNDER
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**INDIVIDUAL
SITUATION**



**CONTAINER
PRIORITY**

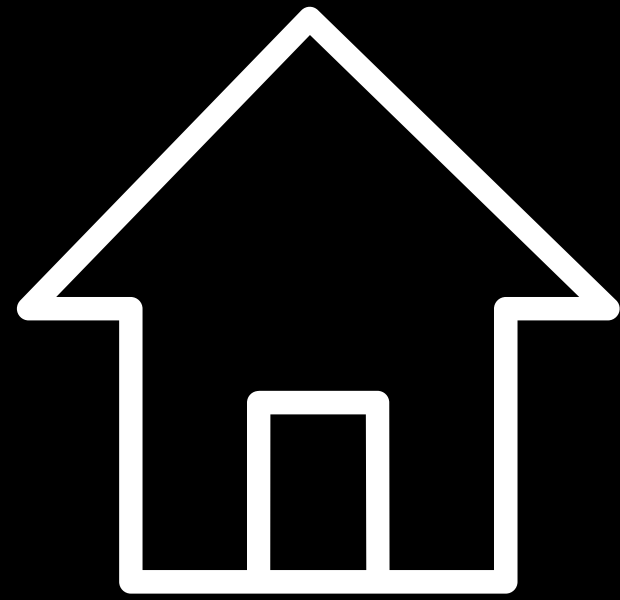


Leadership/Culture Reflections

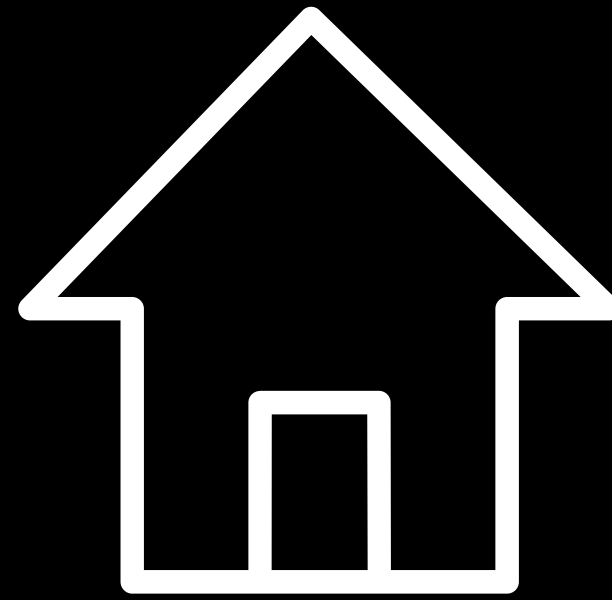
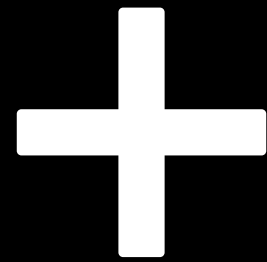
- How do you **feel** about these ideas
- What does it mean **in practice** in your leadership-style & organizational culture?
- **How might that shift as your organization grows?**

- “Like family”
- “Bring your whole self to work.”
- Wrap-around services/benefits
- Start-up grind vs. Work/life balance
- Investment of time vs. Sustainability

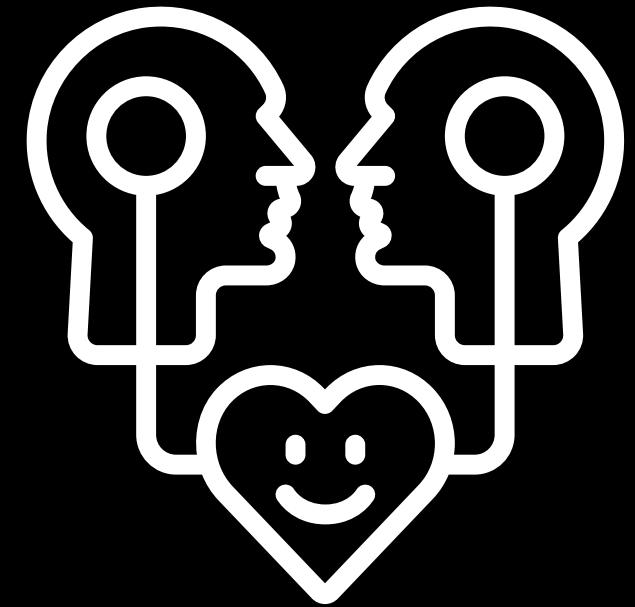
The Human Equation



Owning My Side

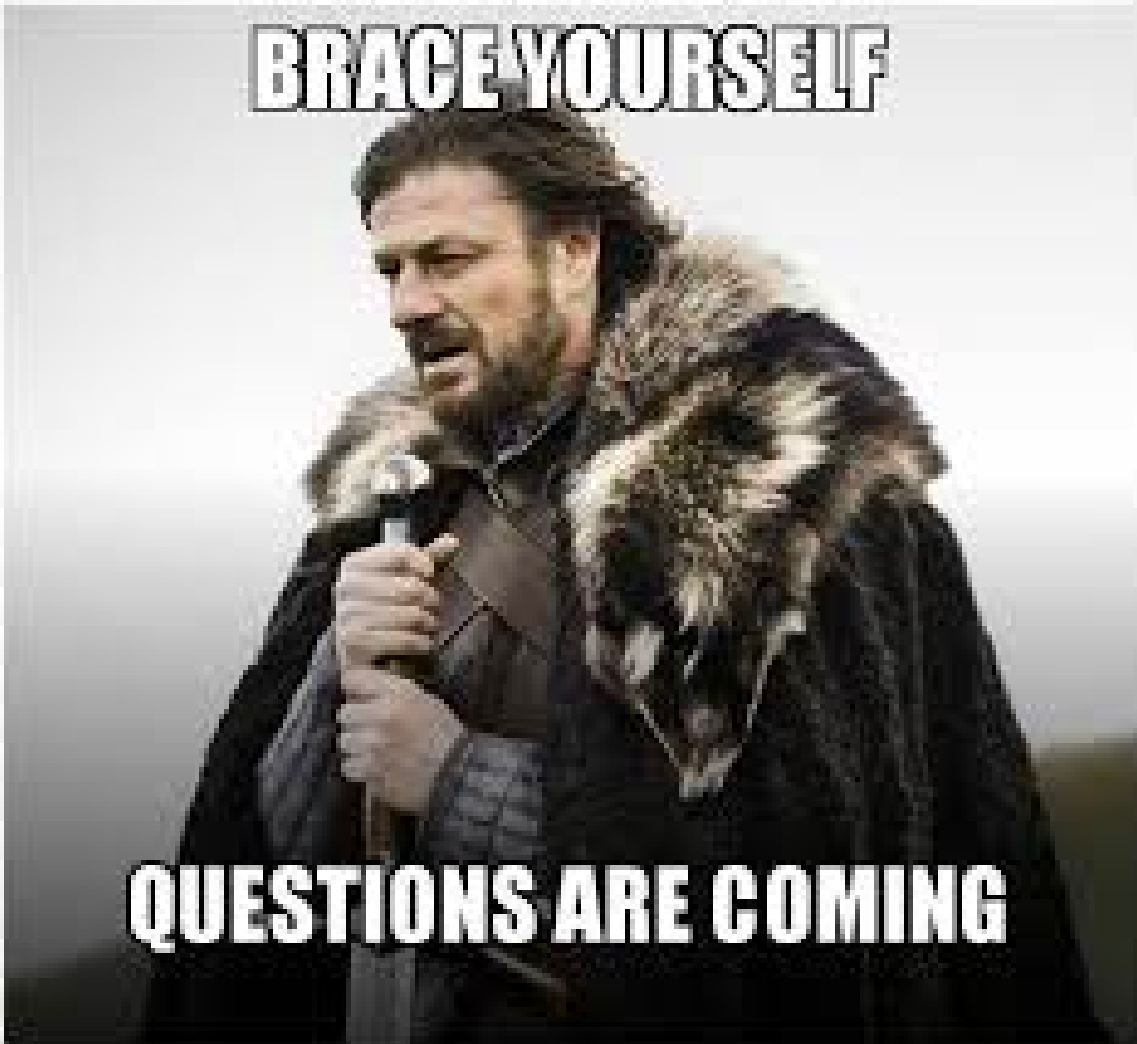


Inquiring About
Your Side



Empathic Clear
Expectations

BRACE YOURSELF

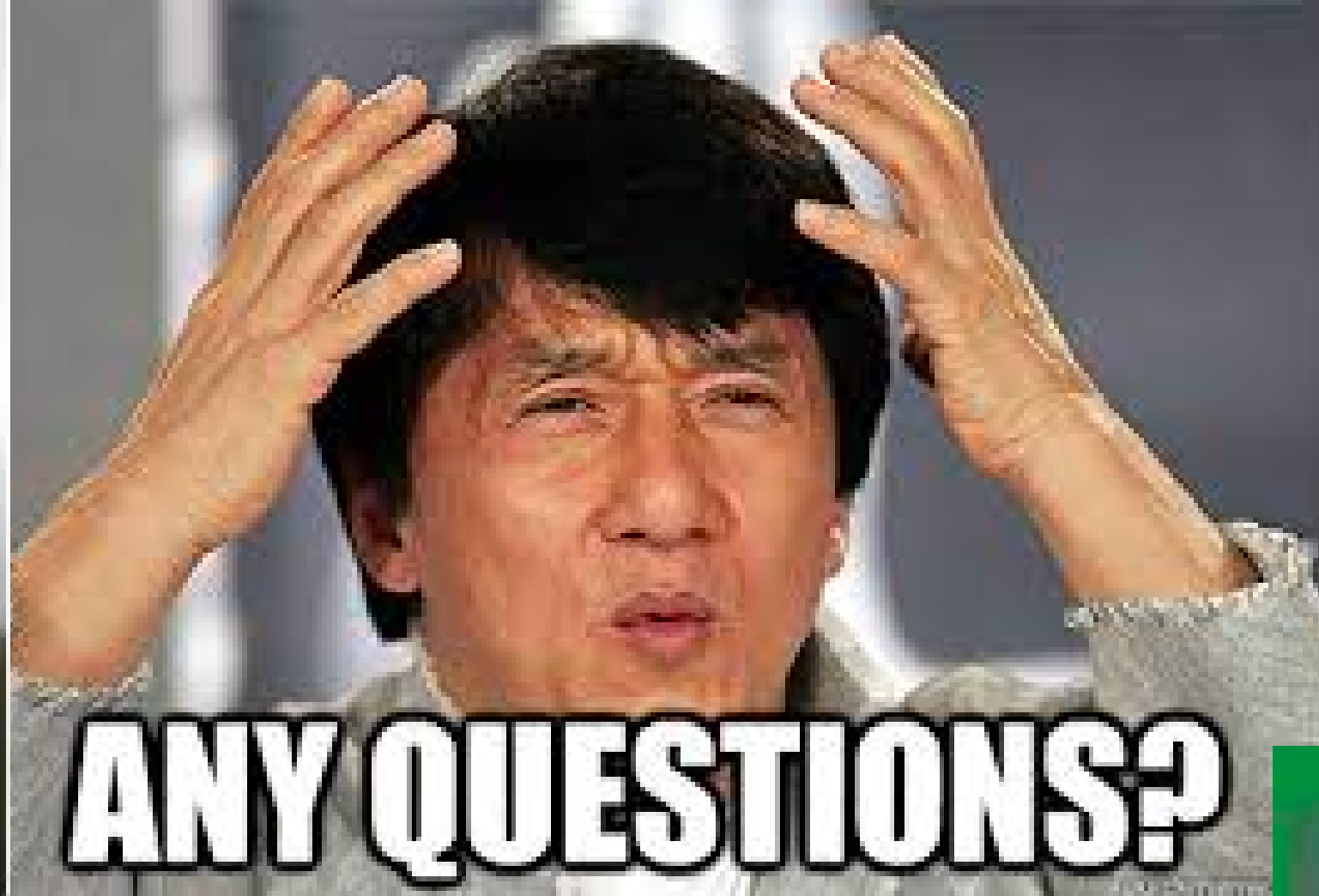


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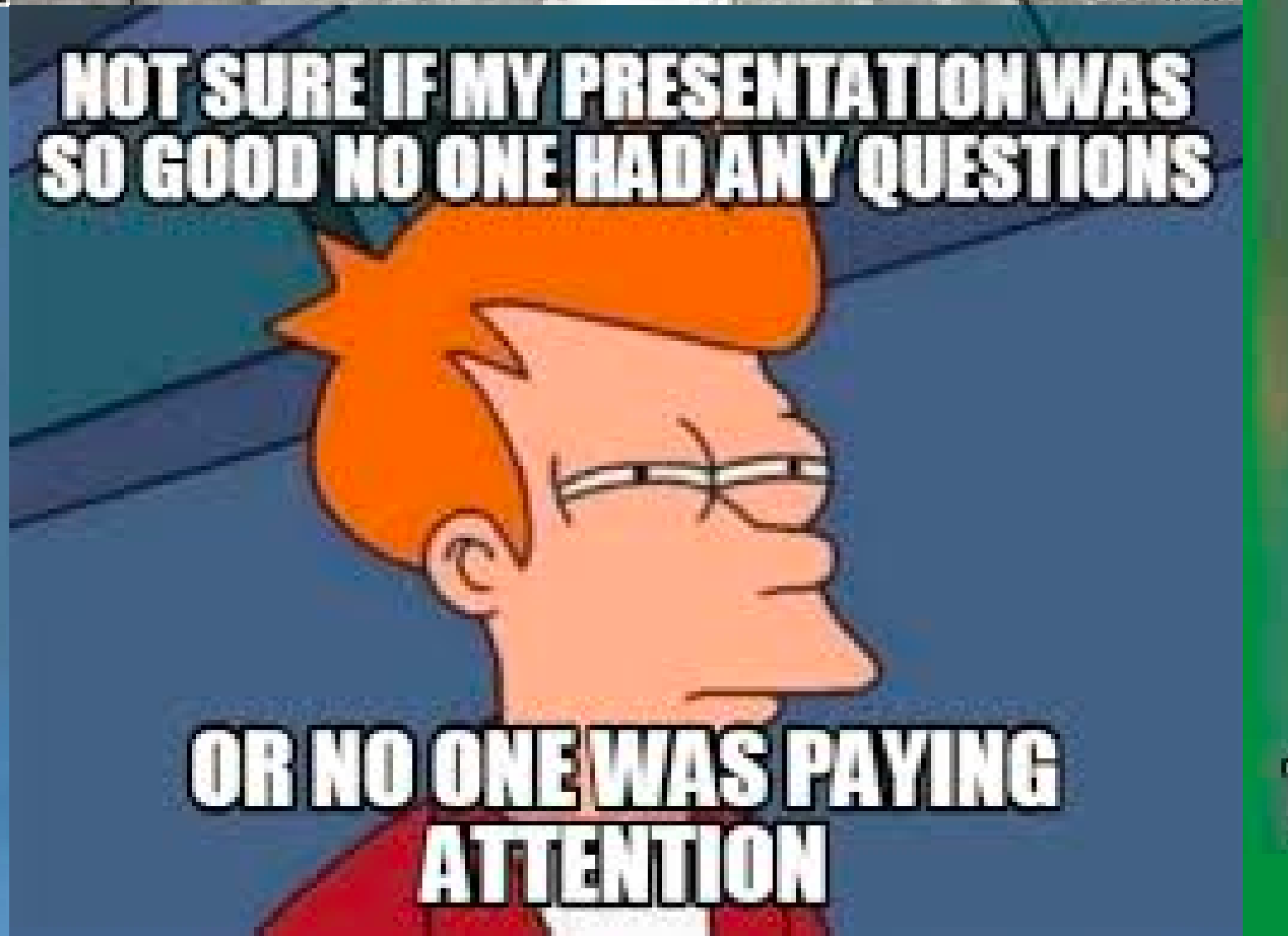


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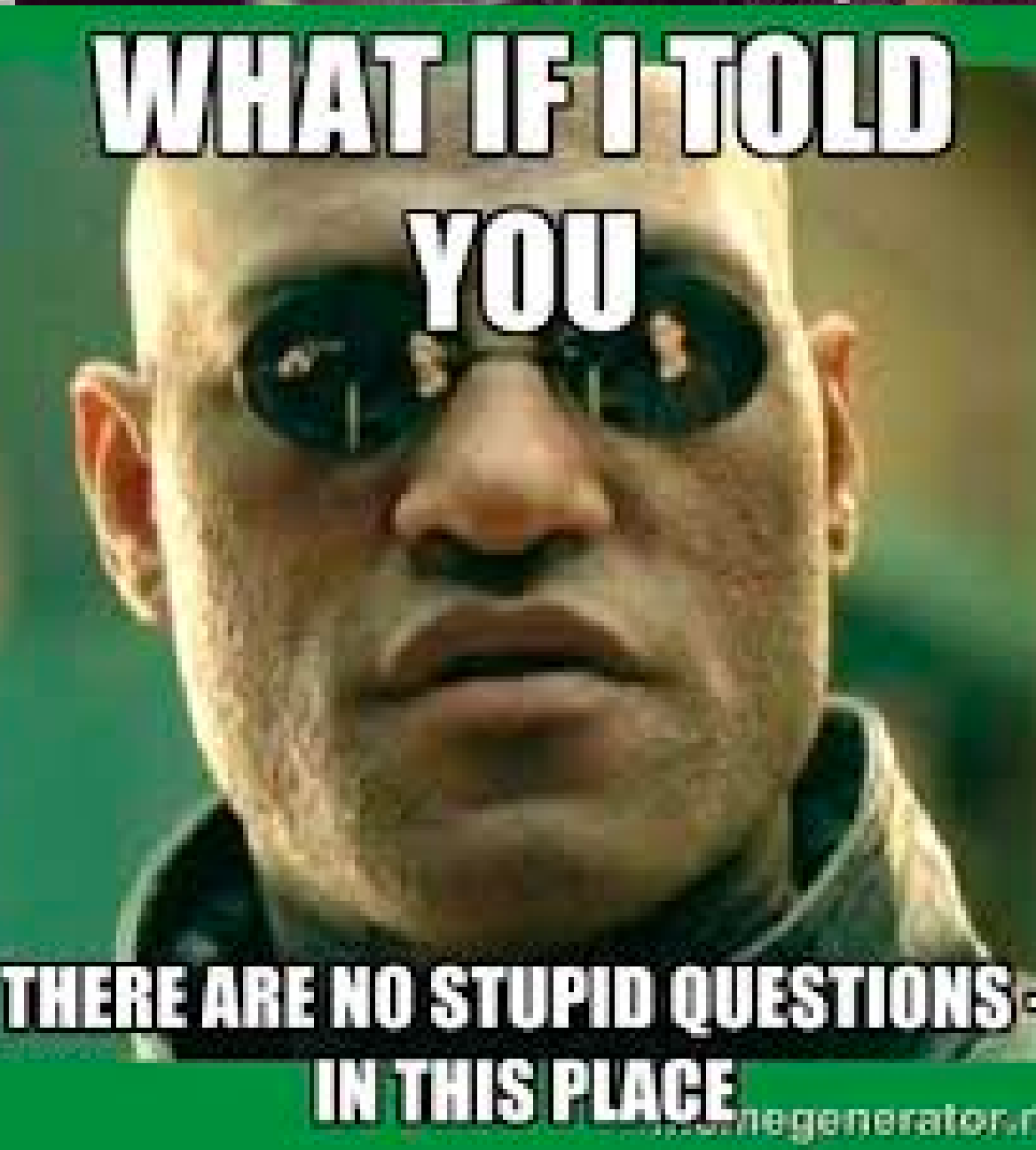
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ANY QUESTIONS



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TODAY



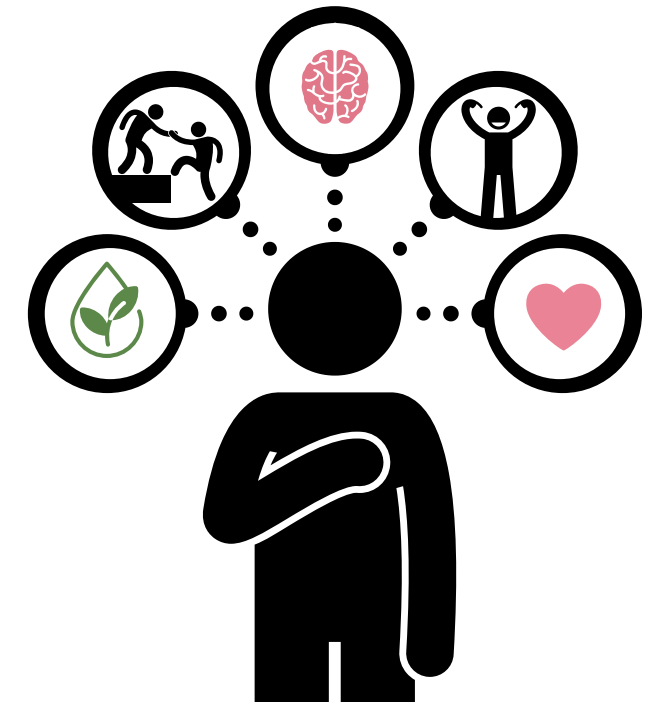
Science & Practice



Reactive



Practice!



Responsive

Practicing Boundary Language

Healthy Boundaries

A healthy boundary is when I can
love/respect/be kind

to you and myself at the same time.

Setting Healthy Boundaries

Healthy boundaries are ***flexible yet firm***. They can bend and be moved when they need to, but are still there to protect and take care of you.

Healthy boundaries:

- Value your own needs!
- Doesn't compromise core values for others
- Knows personal wants, needs and limits and communicates them

Boundaries vs. Rules

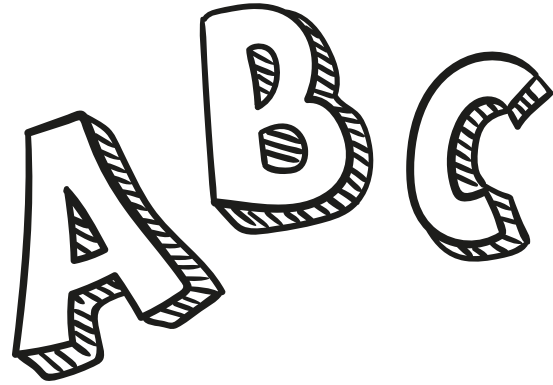
Healthy boundaries are about ***YOUR behavior, not the behavior of others.***

Boundary vs. Rule: A boundary defines your behavior, and a rule dictates another person's behavior.

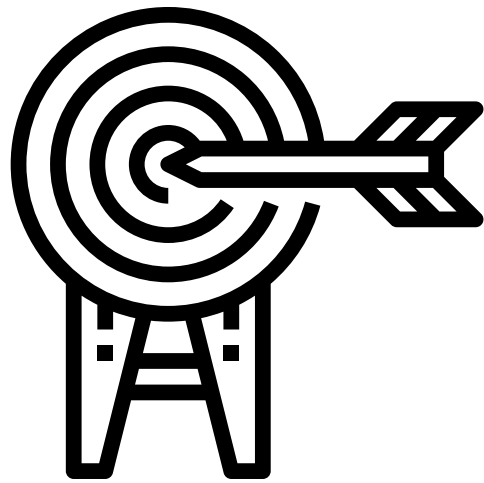
Boundary: Power over your own decisions.

Rule: Power over someone else's behavior.

Setting Healthy Boundaries



- **Keep it Simple.**



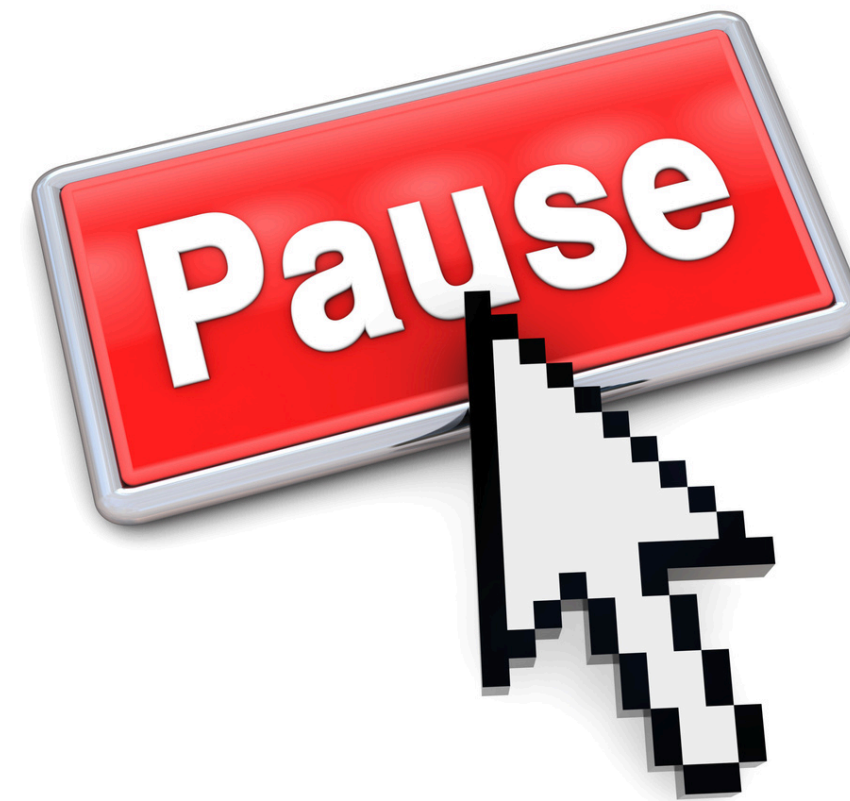
- **Be Clear.**



- **Directly state the need, request, or resolution.**

MOST IMPORTANT TOOL

Space between
stimulus/stressor
and response.



Anna's External Boundary

Need: My sister and her chaotic life....dog sitter fell through on the weekend that I was returning from Spring Break and moving.

"Your lack of planning does not constitute my emergency" type person.

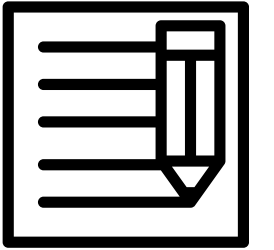
- Keep it simple and clear: **We will be traveling home that day, so I cannot be your primary solution** for this situation.
- State the need/request/resolution: **I can't do it, but when you find someone else to cover this, I can be the emergency contact when I am back in town.**

Anna's Internal Boundary

Competing Needs: "Rest is weak & lazy" vs. Allocating time for rest and "nothing."

- Keep it simple and clear: **You KNOW** that rest & mental space is necessary to be your best self.
- State the need/request/resolution: **You will schedule (on your calendar)** an entire day of "no work" because it is good for you, even though it doesn't feel like it.

Practice!



Think of something/someone you said YES to recently where a NO or a MAYBE would have served you better.

- Look for your tendencies.
- Remember Simple - Clear - Direct.
- **Write down** your boundary and need/resolution.
- Work your **“Simple & Clear”** edits

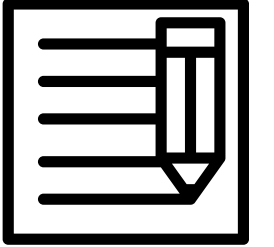
Language Resources

- I need time to think about this. I'll let you know by tomorrow morning.
- I am working hard to balance all of my priorities, which means that sometimes I have to say no, even when it is difficult.
- I understand that you do not like my answer/agree with me, but my response is not going to change.
 - *If **everyone** likes you, it's possible you don't like yourself...*

“Compassionate people ask for what they need. They say no when they need to, and when they say yes, they mean it. They’re compassionate *because* their **boundaries keep them out of resentment.**”

Brene Brown, Atlas of the Heart

Boundary Mantras



- **I am allowed to check in with myself to determine what I am capable of doing/what I need.**
- **Boundaries are not mean or selfish.**
- **Good boundaries will prevent me from resentment towards others (and myself!)**
- **I'm allowed to be flexible and play. It's okay if I change my plans or step out of my comfort zone.**

HELLO
MY NAME IS

Anna Baeten

anna@humansolutiongroup.com

calendly.com/annabaeten

www.humansolutiongroup.com

**This program is pre-approved for
ONE HRCI Credit and
ONE SHRM PDC.**



HR Certification Institute's® (www.HRCI.org) official seal confirms that Terryberry meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

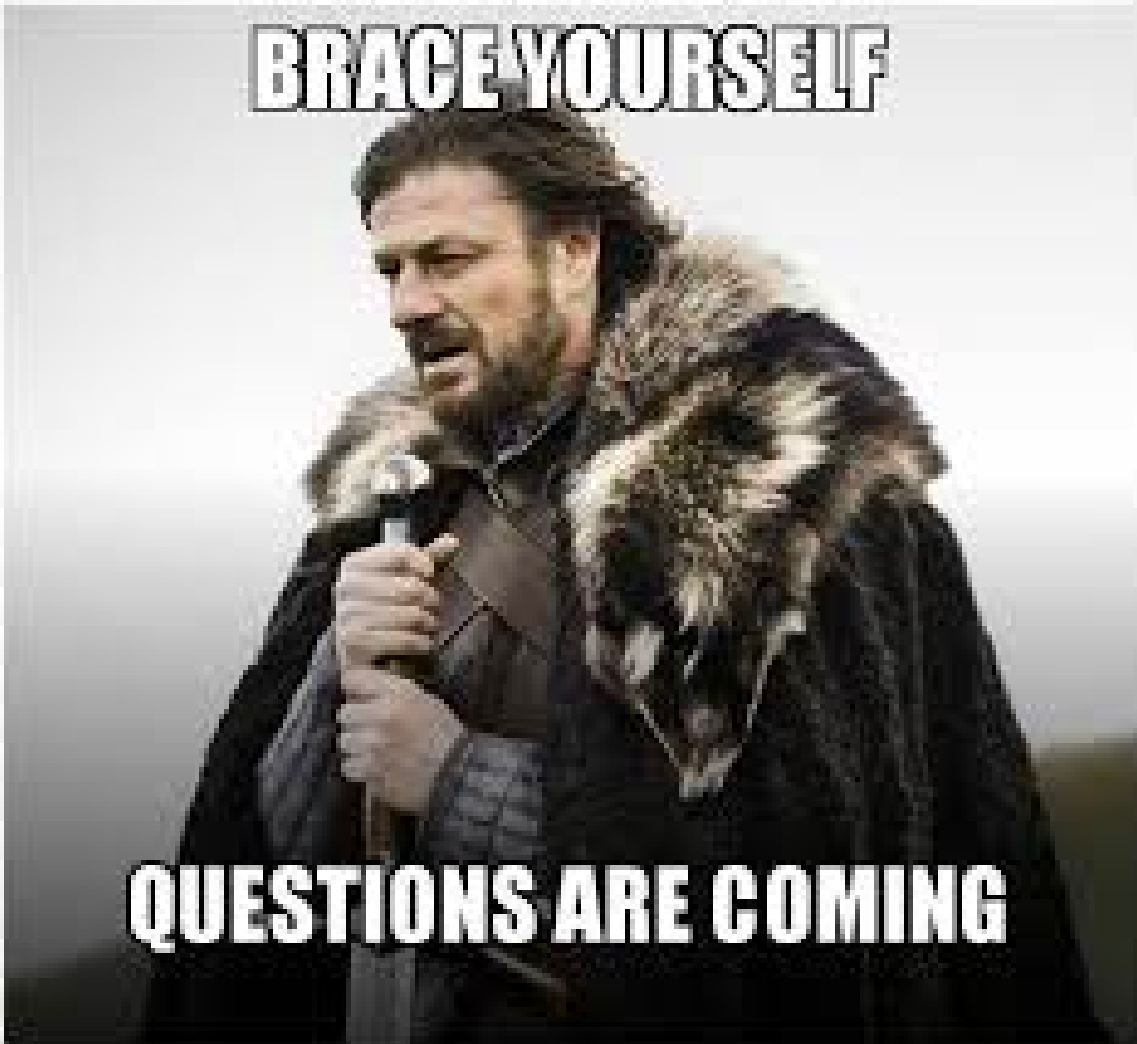
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25-476SX

BRACE YOURSELF

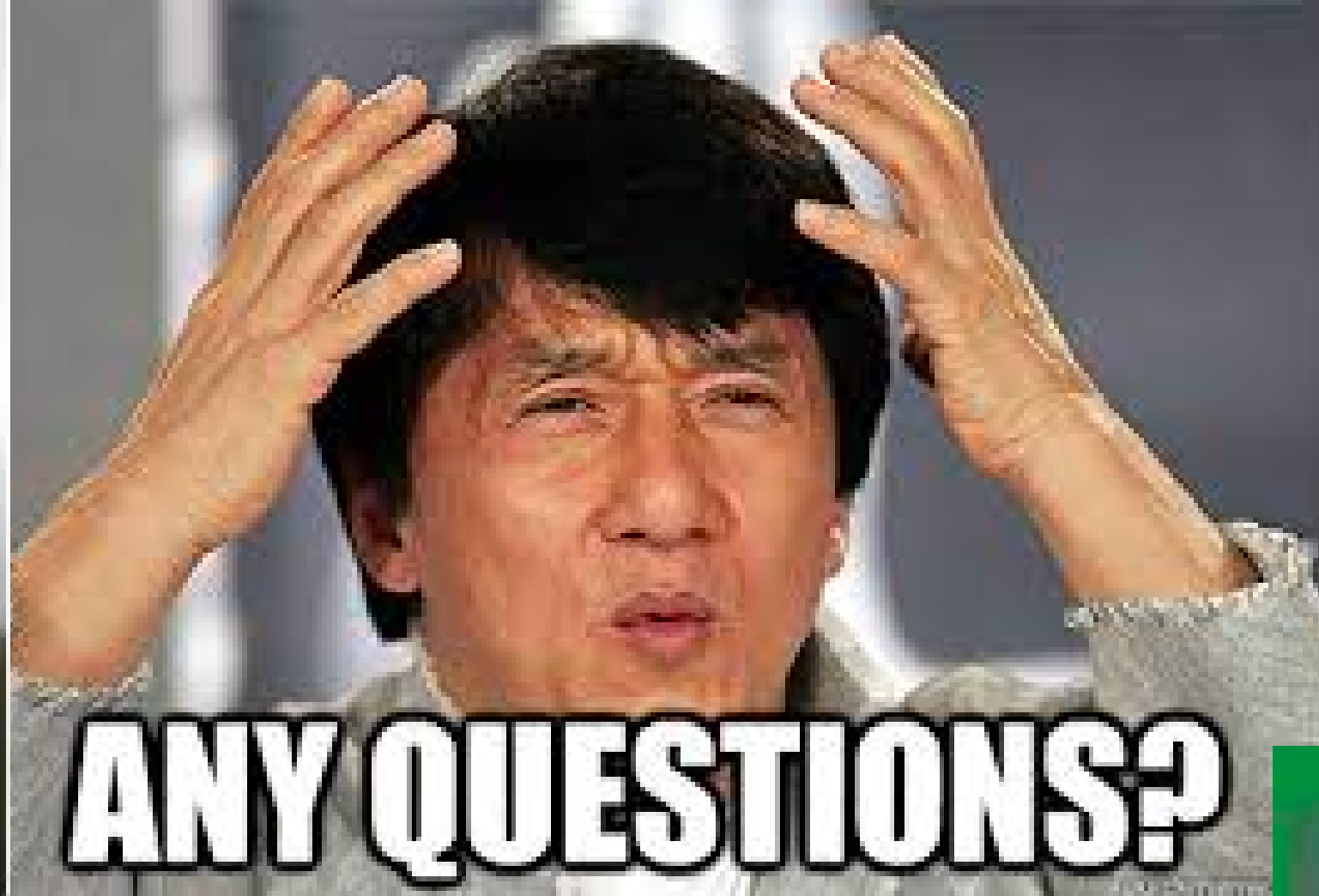


QUESTIONS ARE COMING

YA'LL GOT ANY

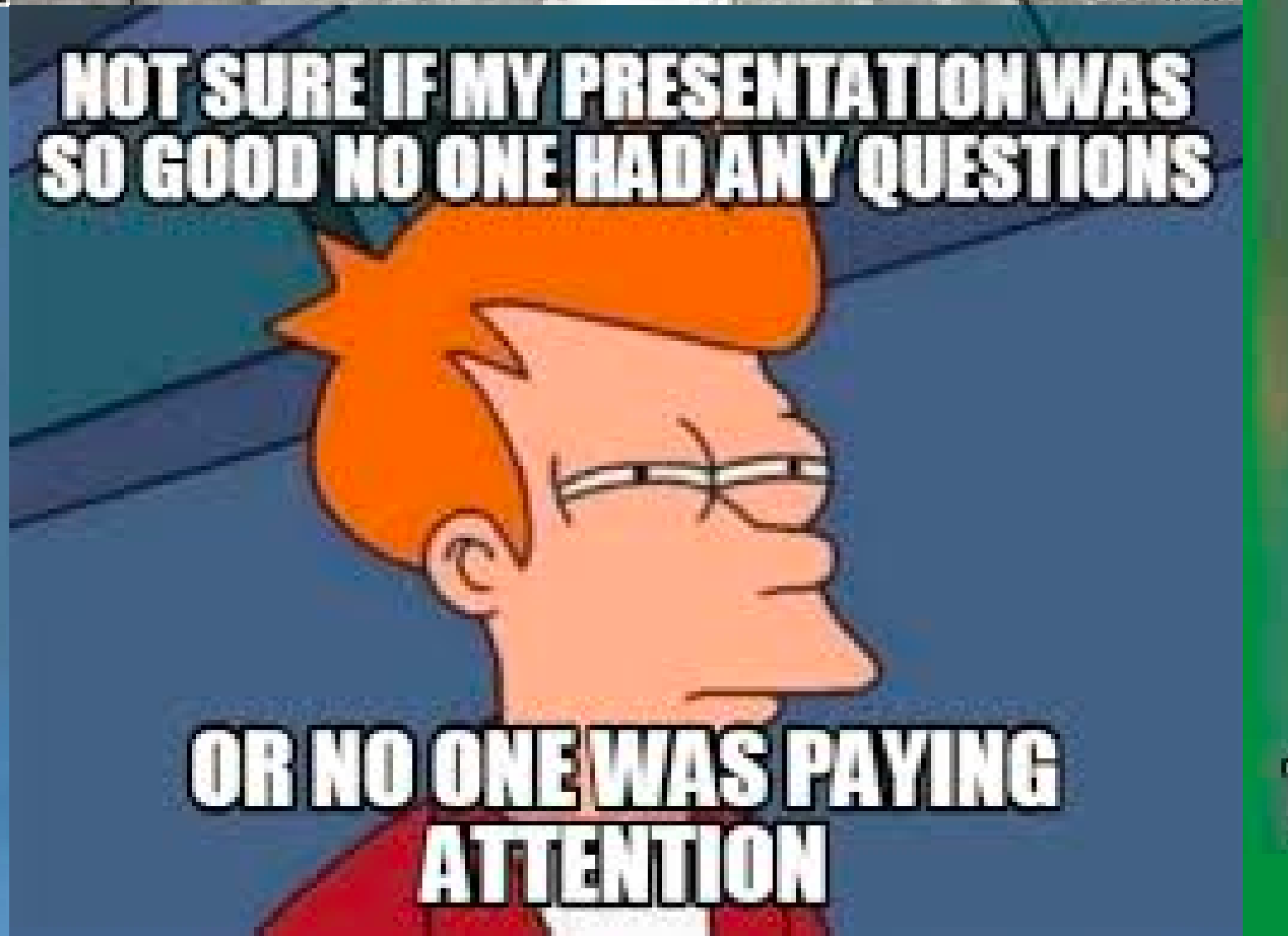


QUESTIONS?



ANY QUESTIONS?

**NOT SURE IF MY PRESENTATION WAS
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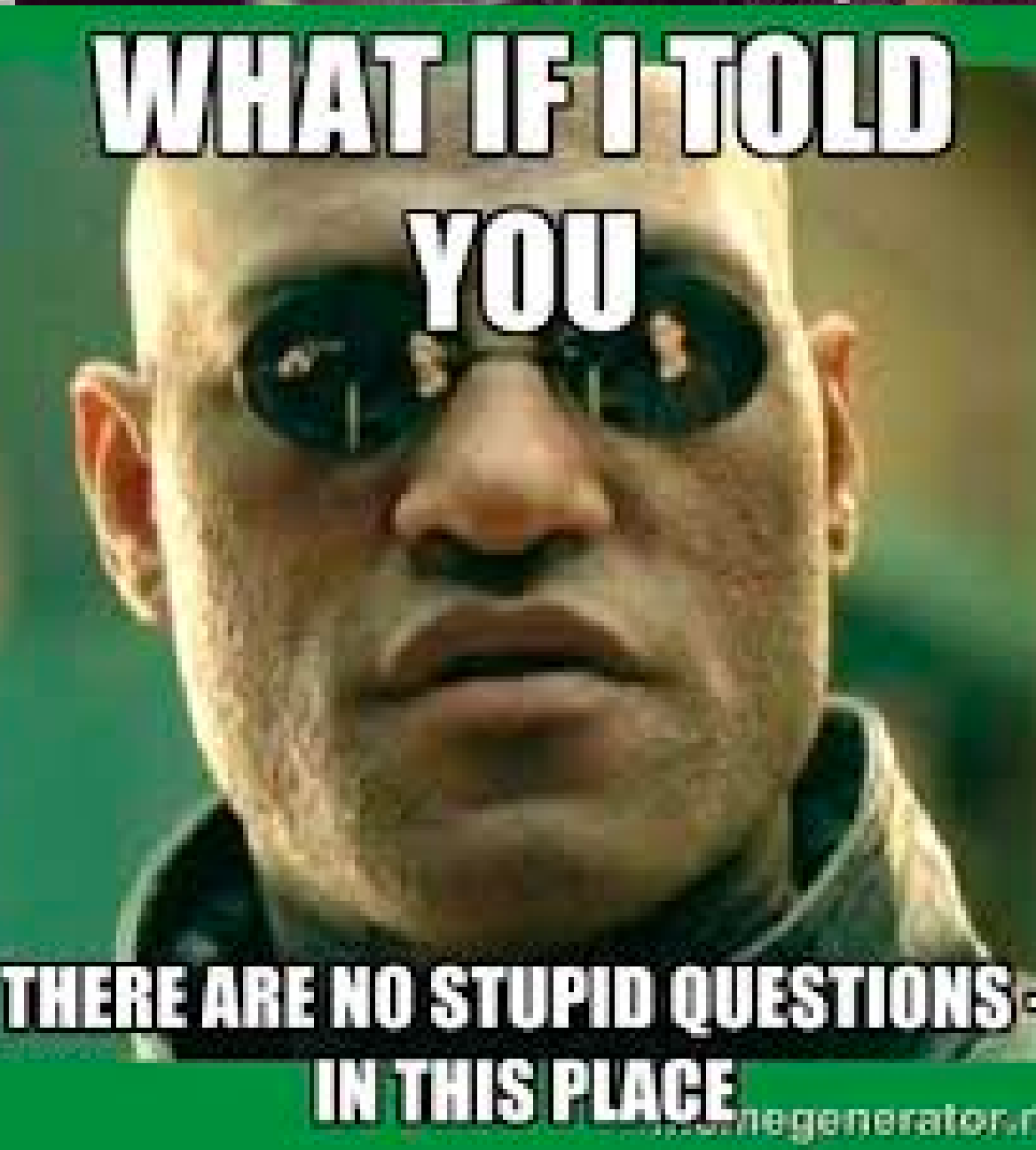
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ATTENTION**

ANY QUESTIONS



DO YOU HAVE?

**WHAT IF I TOLD
YOU**



**THERE ARE NO STUPID QUESTIONS
IN THIS PLACE**