

Being Clear is Being Kind!

It's hard to say no sometimes – when you're asked to take that extra table but you're already at maximum capacity, or when your friend needs a shift covered on your day off. It's great to be a team player and do everything you can to help your teammates. You may even be rewarded for going above and beyond for your team.

At the same time, when you stretch yourself beyond what you're comfortable with it can erode your personal boundaries, making it challenging to meet your own needs. This could reduce your capacity to take care of yourself and your mental health.

Communicating your needs and setting clear boundaries contributes to a more sustainable working experience and can help prevent burnout. Communicating your boundaries is an essential part of building a psychologically safe workplace.

Needs-based Communication

- **Take stock of what you need to thrive in this work.** Are any of these needs unmet? Are any needs incompatible with the job?
- **Open the dialogue.** Visualize the conversation: calm, matter-of-fact, needs-based
- **Be prepared for outcomes.** Your needs may be incompatible with your employer's needs. Try to find solutions that work well for everyone

Be a Champion

- Model needs-based communication with your teammates
- Respect others' needs and boundaries
- Speak up when you hear unsafe language
 - One person's joke is another person's trauma trigger
- Some needs are non-negotiable
 - Everybody needs to be safe from bullying and harassment

Start the Conversation

Talk about a time when you noticed yourself/ someone operating outside of your/their own boundaries. Why didn't you/they say 'no'?

When is it appropriate to speak up when you experience a violation of your personal boundaries at work, or a co-worker's personal boundaries?

What are some barriers you might encounter when asserting your boundaries in your workplace?

Additional Resources

Crisis Lines: 1-800-784-2433 or 9-8-8

Mental Health Support Line: 310-6789

Drug and Alcohol Info and Referral: 1-800-663-1441

Mental Health Services: helpstartshere.gov.bc.ca

Mental Health Information: heretohelp.bc.ca

Free Wellness Program: bouncebackbc.ca