

Boundaries – A Boundary Is Not A Rejection.

<p>Boundaries Defined</p>	<p>' A thing, which serves to mark the limits of something; the limit itself, a dividing line.' Boundaries are the way we manage our lives – set clear and healthy limits in our relationships with others.</p>
<p>Words we use to indicate boundaries</p>	<p>" Draw the line." " Invading my space" "He/she crossed the line."</p>
<p>What kinds of boundaries exist?</p>	<p>Political; Religious; Spiritual; Physical; Age; Race; Culture; Economic; Financial; Environmental; and Professional – roles/ responsibilities; language; systems; policies; practices; and process.</p>
<p>What happens when boundaries get confused?</p>	<p>Confusion and frustration are the minimum results of a lack of boundary clarity. Other results include anger, rejection, misunderstanding; withdrawal of love/support; labeling. Emotional and physical damage can result from boundary confusion. And – the most extreme result of a lack/agreement re: boundaries is death. People often take on too much (the old 'can't say no syndrome') because they don't set limits to their own and other people's actions. This can result in burnout and potential breakdown (inner) or passive aggressive behavior (outer).</p>
<p>People who come from families/relationships that involve abuse/addiction (substance and process)</p>	<p>These people often have too few, too many or confusing boundaries that depended on the 'state' of the addicted person in their life. They can also develop codependent behaviors that further blur boundaries.</p> <p>They have difficulty accepting other people's boundaries due to hypersensitivity to the perceived messages that boundaries send to them - they may feel they are being rejected (and within their families they may have been rejected for trying to establish healthy boundaries.).</p> <p>They can also have difficulty establishing boundaries because of their fears regarding other people's responses – which are a direct result of the addicted primary person's inconsistent boundary behavior towards them. These people can be clients and coworkers.</p> <p>Be very aware that others and we bring the results of dysfunction and addiction in our lives into the workplace.</p> <p>It is possible to develop boundaries that are healthy and negotiable.</p>

<p>Examples of boundary confusion</p>	<ul style="list-style-type: none"> ↵ A lack of clarity re: roles and responsibilities. ↵ Inappropriate self-disclosure to a client or work colleague. ↵ Giving and receiving gifts from clients. ↵ Inappropriate socializing with clients. ↵ Doing other people's work. ↵ Dual and overlapping relationships (confusion between personal and professional roles). ↵ Managing parts of people's lives that they can manage themselves – creating dependency. ↵ Inappropriate physical contact.
<p>Why are people afraid of clarifying boundaries?</p>	<p>People fear that in establishing and clarifying boundaries that they will be met with resistance, challenge, anger, and withdrawal of support and affection.</p> <p>People can be afraid that others will label them as selfish if they begin to define different personal and professional limits.</p> <p>We are afraid of other people's reactions – and our fears can be realized. People can react negatively to boundary setting.</p> <p>On the other hand – clear boundary setting that is negotiated and communicated well can result in positive results as people feel that confusion has become clarity.</p> <p>Part of the process of boundary setting must involve the use of very good communication practice.</p> <p>It also requires an understanding that setting a boundary means some form of change in a person's life – big and small. We need to understand change and how we react to it in our lives.</p>
<p>What questions should I ask myself about boundaries?</p>	<p>If you want to clarify whether you are about to 'cross a line' then ask yourself these questions:</p> <ul style="list-style-type: none"> ↵ Who benefits from this action? Me? You? Us? ↵ Is this in my clients or my best interests? ↵ Whose needs are being served here? ↵ How would I feel about telling a co-worker about this action? ↵ Am I treating this person differently to other clients? ↵ Will this have an impact on the service I am delivering? ↵ Should I make a note of my concerns or consult with a colleague? ↵ Am I taking advantage? ↵ Does this client means something 'special' to me?

How can I set boundaries?

1. Be aware of your own fears regarding boundary setting. What examples in your life have you had of good and bad setting of limits? How have you reacted – Avoidance? Denial? Blame?
2. You need to understand and believe that your needs (personal and professional) are as important as others. And conversely other people's needs are important. What you need to do is to attempt to strike a balance with people.
3. Take the time to think through the issues and explore what boundaries need to be changed or established.
4. Talk with others in a constructive manner about the issues and the need for particular boundaries/limits.
5. When establishing boundaries differentiate between an annoyance and a real problem. Focus on the important issues.
6. Take time to discuss actions/actions that are inappropriate. When working with a client it will be important to priorities the behavior changes needed. Don't try and change everything at once because you'll meet with resistance.
7. Include the other person in finding and agreeing the boundary solution.
8. Don't try and set boundaries when emotions are high. Allow time to cool off.
9. Understand that changing and establishing boundaries takes effort. Discuss how people feel about 'changing the goal posts'. Explore the costs of staying in the same place and the benefits of changing the boundaries.
10. Be aware of power issues in the relationship and how this can affect the nature and scope of any conversation regarding boundaries? Are people agreeing because they see this meets a real need – or – because they don't want to disagree with you in your role as manager or keyworker?
11. Be very conscious of the language you use with people. Many boundaries are crossed through the use of words that are seen to be sexualized, racist, classist etc.

CREATING PURPOSEFUL CHANGE

- ↪ Have a sense of **discontent** with the present.
- ↪ Develop an inspirational **vision** of the future.
- ↪ Develop the **skills** and **knowledge** to reach goals.
- ↪ Provide continuous and deliberate **action** towards goals.
- ↪ Believe in your own and other people's **capacity** for change.
- ↪ Draw on all resources and **support**.
- ↪ Change **ANTS** (Automatic Negative Thoughts) into **PETS** (Performance Enhancing Thoughts).
- ↪ Write, **Monitor** and **Celebrate** successful changes.
- ↪ Identify **barriers** to change and focus on solutions.

PROBLEMS

- ↪ Write the problem down - clearly and specifically.
- ↪ Write the benefits of solving the problem.
- ↪ Write the hidden benefits of not solving the problem.
- ↪ Write the costs of solving the problem.
- ↪ Write the costs of not solving the problem.
- ↪ Write how the problem makes you feel.
- ↪ If all the obstacles disappeared what would your life be like? What would you do and be?

<u>The Present</u> Benefits of staying the same	<u>The Present</u> Costs of staying the same
<u>The Future</u> Benefits of changing	<u>The Future</u> Costs of changing

G.R.O.W

Monitoring your own and others progress to change.

GOALS

- ↻ What goals have been set? Make sure they are: - SMART specific, measurable, attractive, realistic and time framed.
- ↻ What do I/we want to achieve in this session?
- ↻ What do I/we want to look at and discuss?
- ↻ How do I want to feel afterwards?

REALITY

Checking where you are right now.

- ↻ What has happened since the last session?
- ↻ Any problems trying to achieve targets set?
- ↻ How did I handle the problems?
- ↻ On a scale of 1 to 10 how well did I handle problems?
- ↻ What is happening (good and bad) in my life at the moment?
- ↻ How does this affect my goals?
- ↻ How have I dealt with things?
- ↻ What's worked?

Options

- ↻ What is the full range of options for action under the present circumstances?
- ↻ What is the most attractive to me now?
- ↻ What are the costs and benefits of taking these actions?
- ↻ What criteria will I use to choose the next actions to achieve my goals?

If there are problems achieving my goals: -

- ↻ Are there times when the problem doesn't occur?
- ↻ What is different about these times?
- ↻ How can I do more of what works for me?
- ↻ What can I do to change the situation?
- ↻ Who can support me?

Wrap up

- ↻ Plan what to do next
- ↻ List specific tasks and times
- ↻ List who can support you
- ↻ How will you know you have been successful?
- ↻ What will you do if problems arise?