

YEAR OF VALUES

R.E.S.P.E.C.T.

PROVOCATION NO. 4



WE SPEND A LOT OF OUR TIME
TOGETHER AT STABLE KERNEL.
SETTING AND ADHERING TO EACH
OTHER'S BOUNDARIES IS A KEY
COMPONENT OF R.E.S.P.E.C.T.



*When we fail
to set boundaries*

and hold people
accountable to them,
we feel used and
mistreated. This is why
we sometimes attack
who they are, which is
far more hurtful than
addressing a behavior
or a choice.

– Brené Brown –

Respect for boundaries starts with us. You may recall from last quarter how important it is to recognize what you value. Maybe you value friends and family time, going to the gym, or reading a good book.

When we recognize our values, we are in a better place to set and communicate boundaries that will protect our time for them.

So, let's explore some tips for setting boundaries at work.

1. Set your communication limits.

- If you don't want your colleagues and clients to contact you at all hours, make sure you tell them when you are available for work-related conversations.
- You can set your working hours on Google calendar, schedule out-of-office messages in email settings, and silence Slack notifications while you focus.

2. *Have effective meetings*

- Show respect by being fully present in meetings (get off your phone and shut your computer!)
- Come to meetings with an agenda or problem to solve
- Start on time. End on time.
- Avoid last-minute cancelations.
- Leave the last few minutes to discuss the next steps.

3. Utilize headphones

- Headphones and closed doors signal we need the time and space to focus and complete our work.
- Remember to respect these cues from colleagues as well, which shows them that you value their work and contribution to SK.

4. Address boundary crossing in the moment.

Even with our best efforts to set boundaries, others are still likely to cross them. Don't just get upset and allow things to build up and create tension. It is important to respectfully reinforce and exercise your boundary in the moment because if you do not, it will lose its power.

Building boundaries takes time
and practice. Instead of viewing
violations as a nuisance,
see them as an opportunity
to respectfully share what you
need.

For this week's provocation, take some time to think about the boundaries you have set or need to set at work or in your personal lives. Create a plan to communicate the boundaries you are setting.

Next, create a few statements that you can have at the ready when someone inevitably crosses one of your boundaries. Find the balance between being respectful while firmly communicate your needs.

Click the link on the following page to begin working on setting your boundaries.

LET'S GET STARTED!

Estimated Time Commitment:

10 minutes

What You'll Need:

X identified values

X willingness to participate

X comfortable place to reflect

[Click here to begin.](#)