

# Compassionate Boundary Setting to Build Compassion Resilience

## Section 6

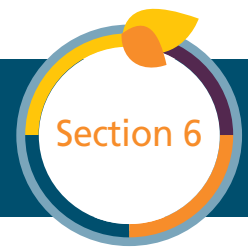
Staff Support



Circle Agenda

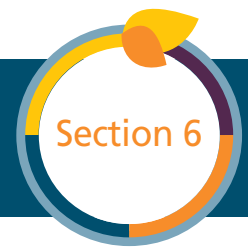
Circle Topic	CR Section 6: Compassionate Boundaries
<p><b>Planning</b></p>	<p>Send the <a href="#">introduction document</a> from Section 6 in the online toolkit at least 4 days prior to the circle to all participants.</p> <p>Hold a meeting with leadership to prepare for this section and invite the leader(s) to consider the following:</p> <ol style="list-style-type: none"> <li>1. As the participants explore what boundaries they can set to support the priorities in their work and non-work life, you have the opportunity to support such conversations and to demonstrate your own practice of boundary setting to support your priorities.</li> <li>2. If you are part of the group conversation, it can be helpful to reiterate that you believe it is a leader's role to engage with supervisees in looking at boundaries and monitoring expectations accordingly.</li> </ol> <p>For the full leadership preparation document, please visit <a href="#">this page</a>.</p>
<p><b>Purpose of Circle/ Learning Objectives</b></p>	<p>We are learning how to set boundaries that will help us build compassion resilience.</p>
<p><b>Materials/ Preparation/Time</b></p>	<p><b>Time:</b> 45-50 minutes</p> <p><b>Materials:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Circle kit</li> <li><input type="checkbox"/> Values and shared agreements created in first session</li> <li><input type="checkbox"/> Flip-chart paper</li> <li><input type="checkbox"/> Markers</li> <li><input type="checkbox"/> Copies of the following for all participants: List of affirmations from last session (if facilitators choose to do so), <a href="#">Tips for Compassionate Boundary Setting</a> and, if doing Bonus Activity, <a href="#">Preparing to Write Your Personal Mission Statement</a>.</li> </ul> <p><b>Set-up:</b> Up to 15 chairs arranged in a circle without furniture in the middle.</p> <p><b>To consider:</b> <a href="#">Understanding Your Social Location as a Facilitator – Active Bystander Intervention: Training and Facilitation Guide</a>.</p>

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Circle Topic	CR Section 6: Compassionate Boundaries
<p><b>Welcome/Check-In (5 minutes)</b></p>	<p><i>“Without boundaries, you will act, sleep, work, groan, feel used and fulfill basic responsibilities rather than make choices to live and love fully, to work hard and nobly, to fulfill your purpose and to contribute passionately to your world.” – Better Boundaries: Owning and Treasuring Your Life</i></p> <p>(Go-around) When is a time this past week when you didn’t set a boundary and it led to feeling fatigued?</p>
<p><b>Grounding/Wellness Practice (5 minutes)</b></p>	<p>Lead the group in a feet grounding exercise:</p> <p>Get into a position where both soles of your feet are on the ground and firmly connected. Either lower your gaze or close your eyes. Take a couple of breaths at your regular pace. Bring your awareness to the soles of your feet, as though you’ve never felt your feet before; getting really curious about what your feet feel like. Notice the connection of the soles of your feet to your shoes, to the ground, to the bare earth; noticing any sensations in your feet. Notice what happens inside the rest of your body as you do this exercise. What do you feel? When you are ready, open your eyes and come back to the group. Your feet can serve as a great opportunity for mindfulness throughout your day.</p> <p>If you would like to consider a different grounding practice, please review the <a href="#">mindfulness appendix</a> for additional suggestions.</p>
<p><b>Review (5 minutes)</b></p>	<p><b>Share:</b> Last time we met we looked at expectations and their impact. We ended with you giving examples of affirmations that you could remember when your unrealistic self-expectations pop up. (If you compiled the affirmations in a document, share with participants.)</p> <p>Today we will explore how saying no in the context of our yeses (or our priorities) is key to being compassion resilient at work and home.</p>

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<p><b>Guiding Questions (25 minutes)</b></p>	<p><b>Helpful Workplace Behaviors Activity:</b></p> <p>Post a few pieces of flipchart paper around the room. Put the following title on each piece of paper:</p> <ul style="list-style-type: none"> <li>Behaviors at work that are helpful to the workplace culture</li> </ul> <p>Begin by asking the group to envision a compassionate work environment, where they can be their best self in their job. What staff behaviors would lead to such an environment?</p> <p>Give each participant a marker and ask them to write their ideas on the flipchart paper. If the group shares attitudes instead of behaviors, ask <i>“What behavior would demonstrate this attitude?”</i></p> <p>Point out that this list is their YESES – the people they want to be – their valued behaviors. Write <i>“Our Yeses”</i> on the top of the flipchart paper. Ask participants to answer the following questions:</p> <ol style="list-style-type: none"> <li>(Go-around) What might you need to say NO to in order to support your YES from this list? (Record participant answers on another flipchart paper for all to see.) For example: <b>Helpful Behavior</b> – Communicating concerns directly to the person the concern involves. <b>The “No” to support the Yes</b> – to engaging in gossip with other staff members.</li> <li>Handout Tips for Compassionate Boundary Setting.</li> <li>(Paired activity) Practice stating two of the boundaries listed.</li> <li>(Open mic) What are some examples for each boundary?</li> <li>(Go-around) Share a possible organizational policy or procedure your organization could add to support one of the shared boundaries identified. (Record suggestions shared by the group. If there is not time to complete this round, participants could write a policy or procedure idea down on a piece of paper to be collected and shared with the leadership team.)</li> </ol>
<p><b>Putting it into Practice (5 minutes)</b></p>	<p><i>“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.”</i> – Brené Brown</p> <p>(Go-around) After reflecting on the connection between boundaries and resentment, what is one boundary you plan to begin or continue to uphold to keep you out of a place of resentment?</p>
<p><b>Closing (5 minutes)</b></p>	<p>As we close, I ask us all to take a deep breath, take a moment to connect with your breath, relax your body.</p> <p>(Go-around) What is one of your yeses that strongly connects with your personal sense of purpose?</p> <p><b>Bonus Activity:</b> Handout <a href="#">Preparing to Write Your Personal Mission Statement</a> for reflection between sessions.</p>