

OPPOSE

Setting Boundaries



Setting boundaries is one of the Oppose style behaviors in the Sphere of Influence 360°.

When setting and maintaining boundaries, you indicate what you accept or do not accept. Boundaries are guidelines, rules, and limits. They differ from person to person because they are built out of a mix of:

Beliefs - Values - Attitudes - Past experiences - Conclusions.



“NO is a
complete sentence.”

- Anne Lamott

Exercise 1: Reasons and tips

It is always valuable to explore why you do not use or show a specific behavior or skill. In this exercise, we ask you to investigate what keeps you from setting boundaries.

- In the left column below, you will find common reasons not to object, set limits or express disapproval. Indicate which reason or reasons apply to you.

Next, check out the accompanying tips in the column on the right. Are there tips you can use?

Reasons	Tips
<ul style="list-style-type: none"> ■ Fear of conflict ■ Fear of rejection ■ Lack of assertiveness ■ Need for approval 	<p>Maybe it is wise to look for a mentor who can help you develop this behavior. This way, you can consult with them, practice setting boundaries, and discuss your progress.</p>
<ul style="list-style-type: none"> ■ You do not care enough 	<p>Reconsider whether this exercise is for you. If the answer is NO, look for different ways to increase your impact.</p>
<ul style="list-style-type: none"> ■ You never use this skill ■ You never had a role model ■ You never learned to do it 	<p>You just need to start practicing! Go directly to Exercise 2.</p>

Exercise 2: Calmness Check

The most effective way to set boundaries is to do so calmly and with confidence. This can be challenging when you are emotional or feeling insecure.

Where you have strong objections or someone crosses your boundaries, we invite you to check your calmness level before you set your boundaries. Indicate your score on the scale below.



If you score in the **pink zone**, please continue with expressing your objections, limits, or disapproval. If you score in the **purple zone**, we ask you to find a way to lower your emotions and calm down (breathing, find distractions, etc.) before you continue.

Reminder: Anticipated responses

You might trigger a reaction from the other person when you set boundaries, so it is advisable to be prepared. In general, there are 3 responses you can expect.



Acceptance

This is the most favorable outcome. Do not forget to celebrate this success, however big or small it is ;)



Rejection

Assess whether it is worth holding on to your position. If the answer is no, it can be better to give in and try another time. If it is worth persevering, calmly repeat that you have heard your conversation partner's objection but that your answer still stands.



Request more information

In this case, it is good to have your reasons or arguments ready. If you need help, check out the Bringing Forward Arguments exercise.

Exercise 2: Start practising

It is time to practice setting boundaries. For inspiration, you can check out the examples below and choose the expressions that suit you most.

Remember: express them calmly and confidently. **Good luck!**



Evaluation:

How did your attempt to set boundaries work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?