

- **Maintain personal standards for excellence.** Don't cave to pressure, comparison, or people-pleasing.
- **Give others the space to succeed.** Avoid *fixing* your team and instead coach them to better themselves even if you sometimes need to ask for or offer help.
- **Be honest about who you are.** Express your preferences around communication, working style, and what you do or don't want out of your career.
- **Follow through on consequences.** If someone crosses a limit, that might mean leaving a meeting, moving your desk, or otherwise reasserting your boundary without embarrassment or apology.
- **Keep promises you make to yourself.** Hold yourself accountable for reaching your own goals, big and small.



RIGID

Rigid boundaries are inflexible, kind of like a brick wall. Nothing can get in, but nothing can get out either.

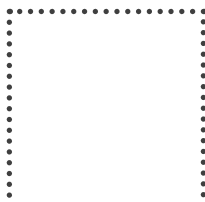
Signs: Standoffish, avoids asking for help, feels misunderstood, too protective of information, keeps others at a distance

At work, can look like:

Holding too tight to a project and not inviting feedback

At home, can look like:

Refusing to accommodate group plans when it minorly inconveniences you



HEALTHY

Healthy boundaries offer the right degree of protection and flow. They let the good in and keep the bad out.

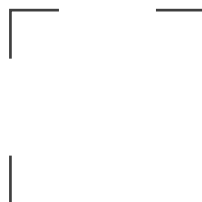
Signs: Self-respect, clear about what you hold yourself responsible for, selective about situations and people you get involved with

At work, can look like:

Creating office hours so others don't interrupt you during focused work

At home, can look like:

Instituting a no-technology dinner policy, and sticking to it



POROUS

Porous boundaries are too permeable and don't offer enough protection, as if you had wide gaps in a fence where anything could get in.

Signs: Says yes too much, overshares information, overly involved in other people's problems, feels taken advantage of

At work, can look like:

Not turning down additional responsibilities outside your job scope when you lack bandwidth

At home, can look like:

Living with noisy, disruptive neighbors without ever speaking up