

# Micro-Lessons for Trauma Informed Workplaces

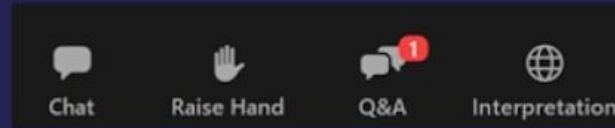


School  
of Social Work  
PORTLAND STATE UNIVERSITY



# Interpretation Function / Función de interpretación

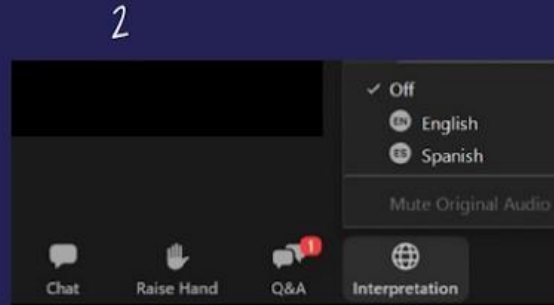
Click Interpretation option



Elija el canal de interpretación desde el "mundito"

Then, select your language

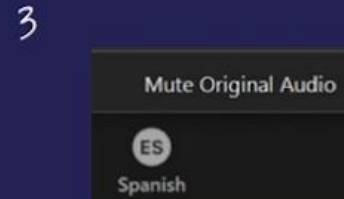
\*When speaking, please speak in the selected language.



Ahí elija el idioma que desea escuchar

\*Al hablar, mantenga ese idioma para que lo interpreten.

Mute Original Audio mutes the background voice



Silencie el audio original para evitar escuchar otra voz en el fondo.

# *Please*

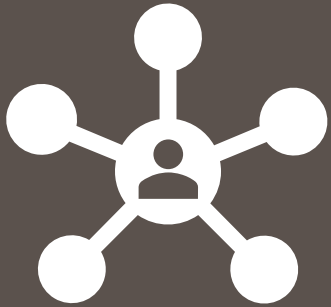
- Stay muted unless instructed otherwise.
- Know participation is optional but appreciated!
- Use the chat for questions or comments.
- Help us co-create a respectful environment.
- Do not quote or record this presentation without permission. All rights reserved.

# Why Micro-Lessons?

- ✓ Requested directly from the people we serve.
- ✓ Everyone's time is valuable & limited.
- ✓ Expressed desire for short, quick, & easy to apply lessons in the workplace.
- ✓ We recognize multiple ways of learning & growing!



**Regulate**



**Relate**



**Reason**



# Regulate



# Relate



# Reason



Topic: Boundaries



Activity



Five Take Aways



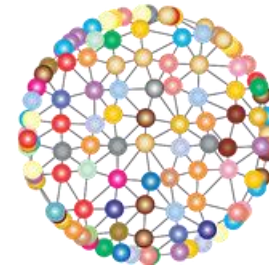
Closing

# Boundaries



# What is a boundary?

- How Would You Define Boundaries?
- What words or images do we associate with boundaries?



“Boundaries are  
the distance at  
which I can love  
you and me  
simultaneously”.

- Prentis hemphill

# Where did you learn about expectations/boundaries?

- Personal

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- Professional

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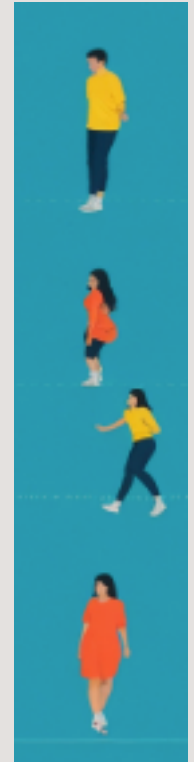
- Workplace

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# Trauma and Boundaries

- Boundaries were violated and harm happened.
- Mixed messages. “You say you love me and then hurt me”.
- Setting boundaries is dangerous.
- Requires reading cues.
- Boundaries can create loss.
- Rigid boundaries keep me safe.
- Activates our history and experience with boundaries.
- Boundary setting can lead to tension and conflict.



# The Pleaser:

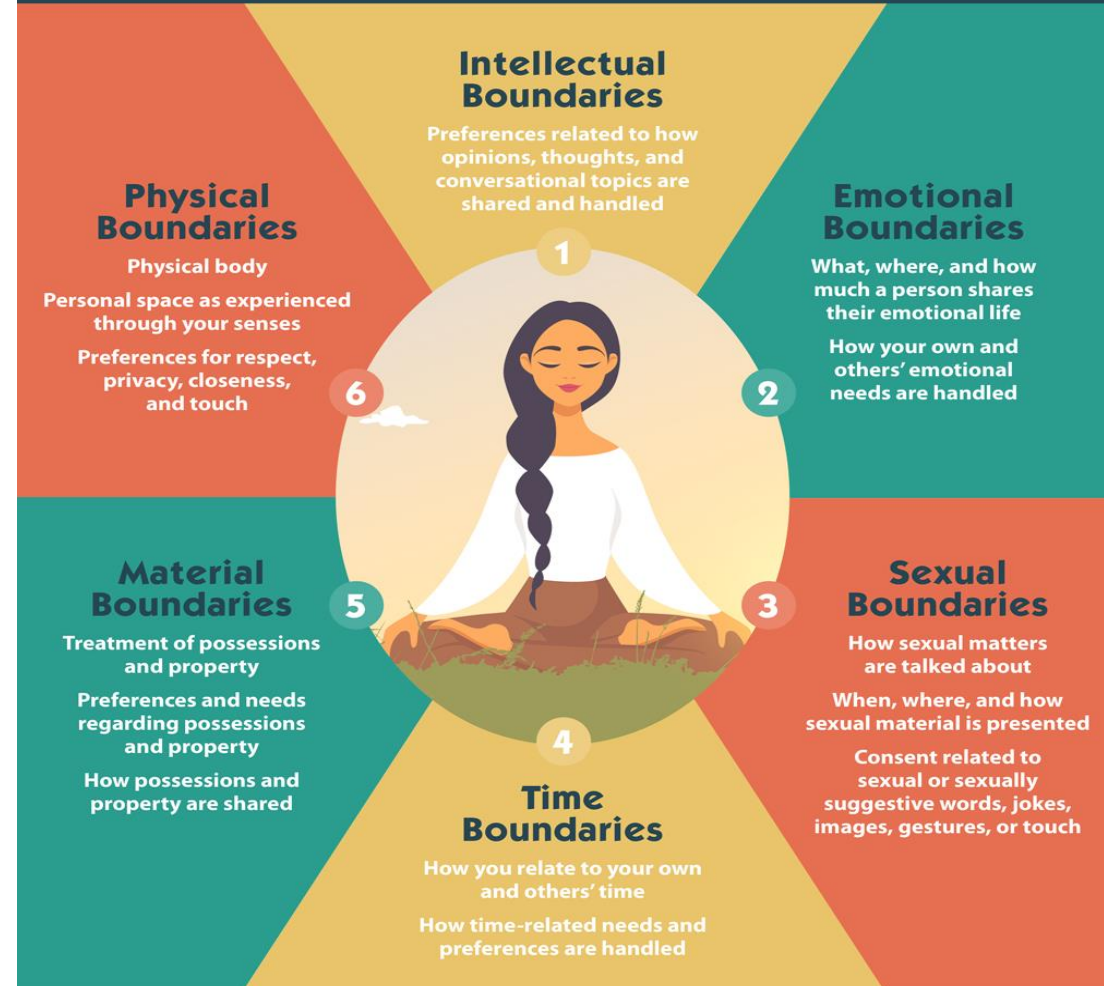
Mr. H grew up in a chaotic and at times violent household. To cope he would do all he could to make things easier on the adults in his house. This would mean helping to clean or cook so no one was blamed or had anything to be mad about. “People Pleasing” was a survival skill to prevent violence.

His team recently discussed setting better worklife boundaries. Learning to say no to each other and having limits. Mr. H became uneasy in this conversation realizing that this was a new and scary concept.

# Types of Boundaries

# THE 6 TYPES OF BOUNDARIES

Boundaries are expectations and needs in different areas of human experience that help a person feel safe and comfortable in their relationships. Below are six common boundary areas with examples of what they include.



# Types of Boundaries

**S**  
RIGID

SOFT

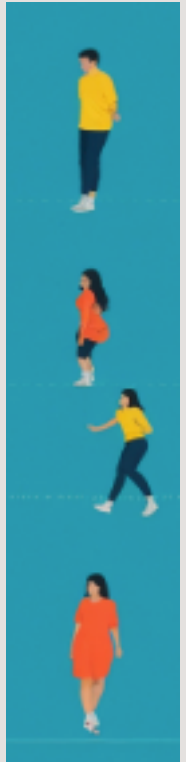
Think of a time when a boundary changed/shifted.

- Why?
- Did this change stick?

# How are Rigid Boundaries Helpful?

## *(Wonder Why.)*

- I know what is expected.
- I don't have to second guess.
- I know what my role/job is.
- Equal
- Often makes liability easier.
- Keeping Us Safe
- Preserving Mental Health
- *Fostering Respectful Relationships*



# How are Rigid Boundaries Harmful? *(Wonder why.)*

- Discriminatory or exclusionary.
- One-size fits all.
- Equal not responsive.



Consistent  
but  
Flexible

# How do Identities Impact this?

Unique Perspectives

Cultural Context

Intersectionality

Empathy and Understanding

Negotiating Boundaries

How do we learn about boundaries?

- Cultural Context
- Experiences
- Taught

Who is defining this boundary?

# Inter – Intra - Organizationally

- **Intra** – internal, self focused.
- **Inter** – mutually agreed upon to be in relationship.
- ! • **Organizationally** – workplace specific boundaries.

**In the Chat:**

**What are boundaries  
you have or desire in  
your workplace?**

# Example:

JXB is balancing work, being a new parent and caring for their parent recovering from surgery. They have asked for a work schedule that allows for hours outside of the traditional 8-5 and to reduce their days. Specifically they are working 3 days a week.

*What is/are boundaries being set here?*

On an off workday a teammate slacks JXB a request. JXB responds. The teammate feels bad and starts holding work until work days.

# Example:

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On an off workday a teammate slacks JXB a request. JXB responds. The teammate feels bad and starts holding work until work days.

*Can you see intra – inter – organizational boundaries here?*

# Boundary Assessment

- ✓ Are there boundaries you need to add or remove?
- ✓ How are your boundaries helping or hurting you or others?
- ✓ How do you communicate your boundaries?

# Activity:

Identify expectations for working at your organization or on your team.

- No communication expected when not working.
- Conversations about Race, Diversity and Inclusion are expected.
- No touch without consent.
-

# Starters for Boundary Discuss



- “I’d like to ...”
- “I’d prefer to...”
- “I’d rather...”
- “I want to...”
- “..... works for me.”
- “I’m more comfortable with...”
- “I’ve decided that...”
- “I can only do this/meet/ talk on.... “
- “This is what’s best for me...”

# The FIVE Takeaways

- Assess your boundaries.
- Inventory workplace boundaries.
- Note what needs to be organizational.
- Consider the trauma connection.
- Know the why.

# ***Thank You!***

We welcome your feedback!

Visit our Website  
[traumainformedoregon.org](http://traumainformedoregon.org)



