

CLARIFY



ENERGISE



ENCOURAGE



STRETCH



CEES MODEL™

Further Reading, 'Dare to Lead' (extract) - Brené Brown

Boundaries is a slippery word, but I love how my friend Kelly Rae Roberts makes it simple and powerful. She's an artist, and several years ago she wrote a blog post about how people can and can't use her copyrighted work. The post had two lists: what's okay and what's not okay. It was crystal clear and completely captured what had emerged from the data we collected on effective boundary setting. Today, we teach that *setting boundaries is making clear what's okay and what's not okay, and why...*

What's the foundational skill of assuming the best in people? Setting and maintaining boundaries... from the get-go you should know that most people don't have the skills to set boundaries...

The people who are the most generous in their assumptions of others have the clearest boundaries. The most compassionate and generous people I've interviewed in my career are the most boundaried. It turns out that we assume the worst about people's intentions (The Fundamental Attribution Error*) when they're not respectful of our boundaries; it is easy to believe that they are trying to disappoint us on purpose. However, we can be very compassionate toward people who acknowledge and respect what's okay and what's not.

This is why we actually call this value LIVING B.I.G. (boundaries, integrity, and generosity). The assumption of positive intent is only sustainable when people ask themselves this question:

What boundaries need to be in place for me to be in my integrity and generous with my assumptions about the intentions, words, and actions of others?

Activity

When you have a value printed on posters hanging in the halls but you don't dig into the behaviours that support it and teach people those behaviours, you're in BS territory. It starts to corrode trust.