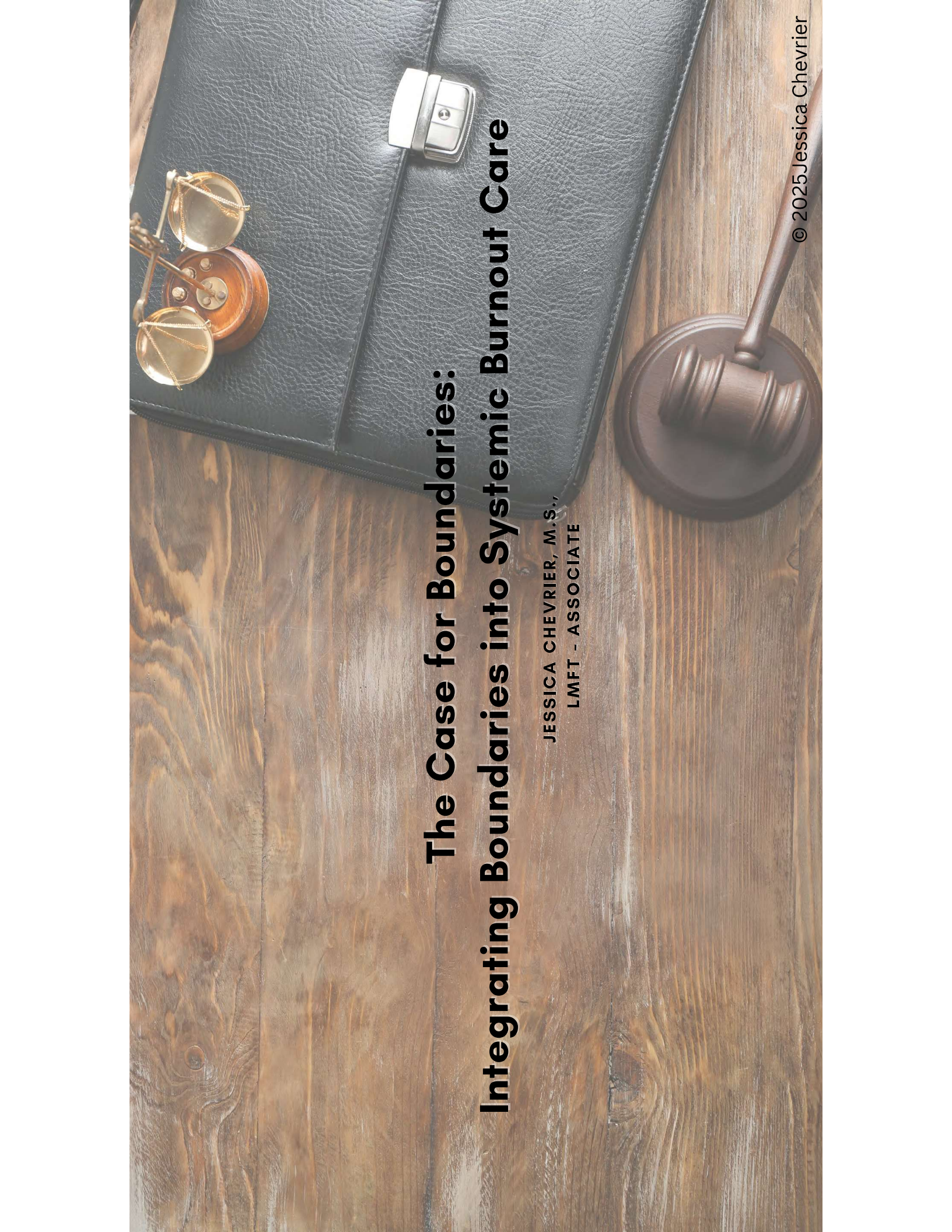
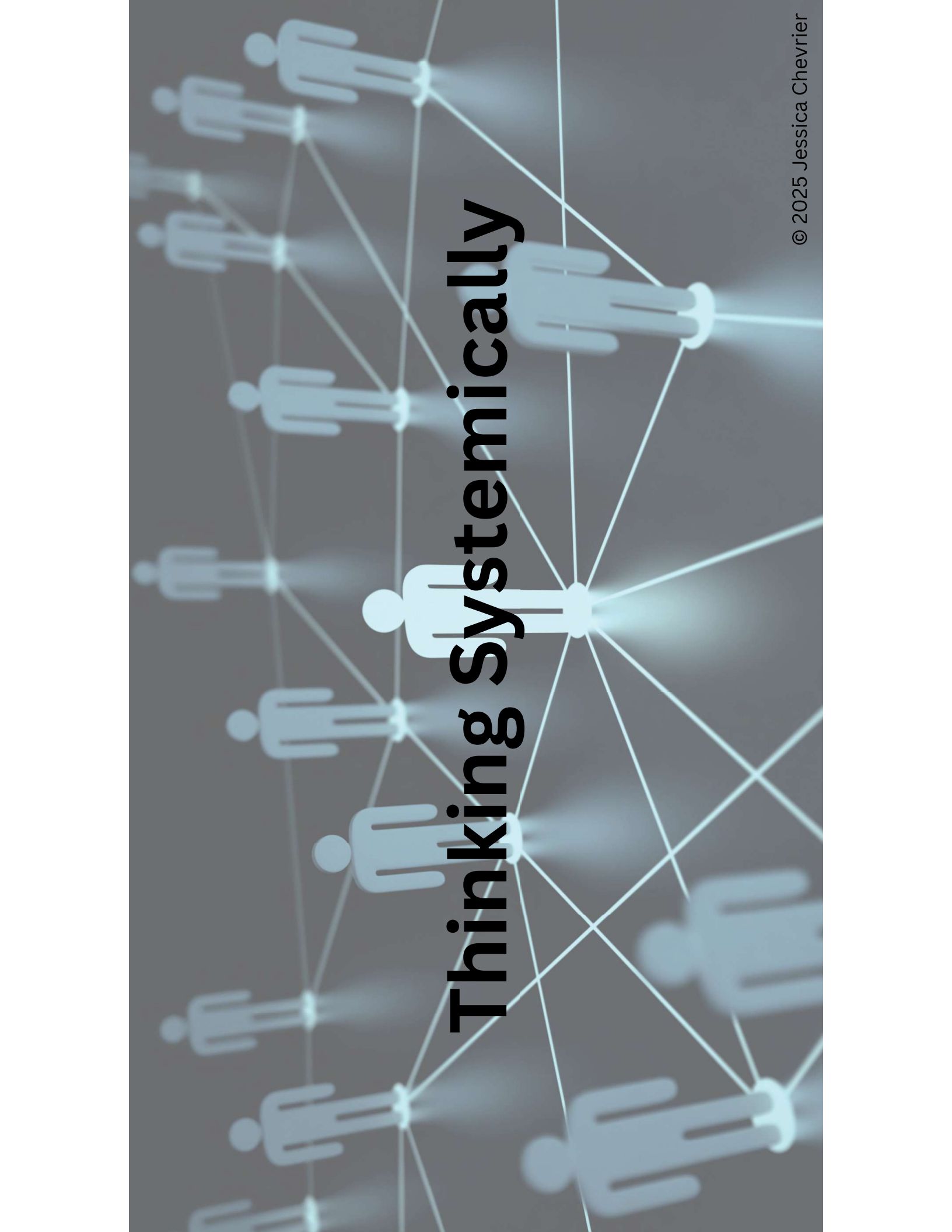




The Case for Boundaries: Integrating Boundaries into Systemic Burnout Care

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Thinking Systemically

- **We must allow questions and not punish or resent people for asking them.**
- **Trust and appropriate vulnerability are essential in functioning relational systems.**
- **The sooner we allow mistakes for ourselves and others, the less expensive the consequences are.**
- **If we do not cultivate time for rest and play, the time demanded will be more than we can afford.**
- **We need to model the emotional and mental health we want to see in others.**

- **We need to ask for help and ask people we lead what support they need from us. Normalize asking for help.**
- **When we put outcomes and bottom lines before people and relationships, getting to the outcomes we want will ultimately become too expensive.**
- **We need to push back on shame-saturated messaging by cultivating empathy and connection.**
- **We need to lean into hard conversations and be open to receiving mindful feedback in addition to giving it.**
- **This process is allowed to be messy, but as we keep leaning into it and giving grace for each other along the way, we can shape new cultures and ways of engaging.**

Signs you struggle with boundaries:

- You say one thing while feeling the opposite
- You frequently feel overwhelmed or suffocated
- You are angry a lot
- You feel like no one does their part
- You complain a lot
- You feel like people are taking advantage of you
- You resent people
- You find yourself mentally replaying an issue over and over





Vulnerability

**Uncertainty, risk,
emotional exposure**



shame

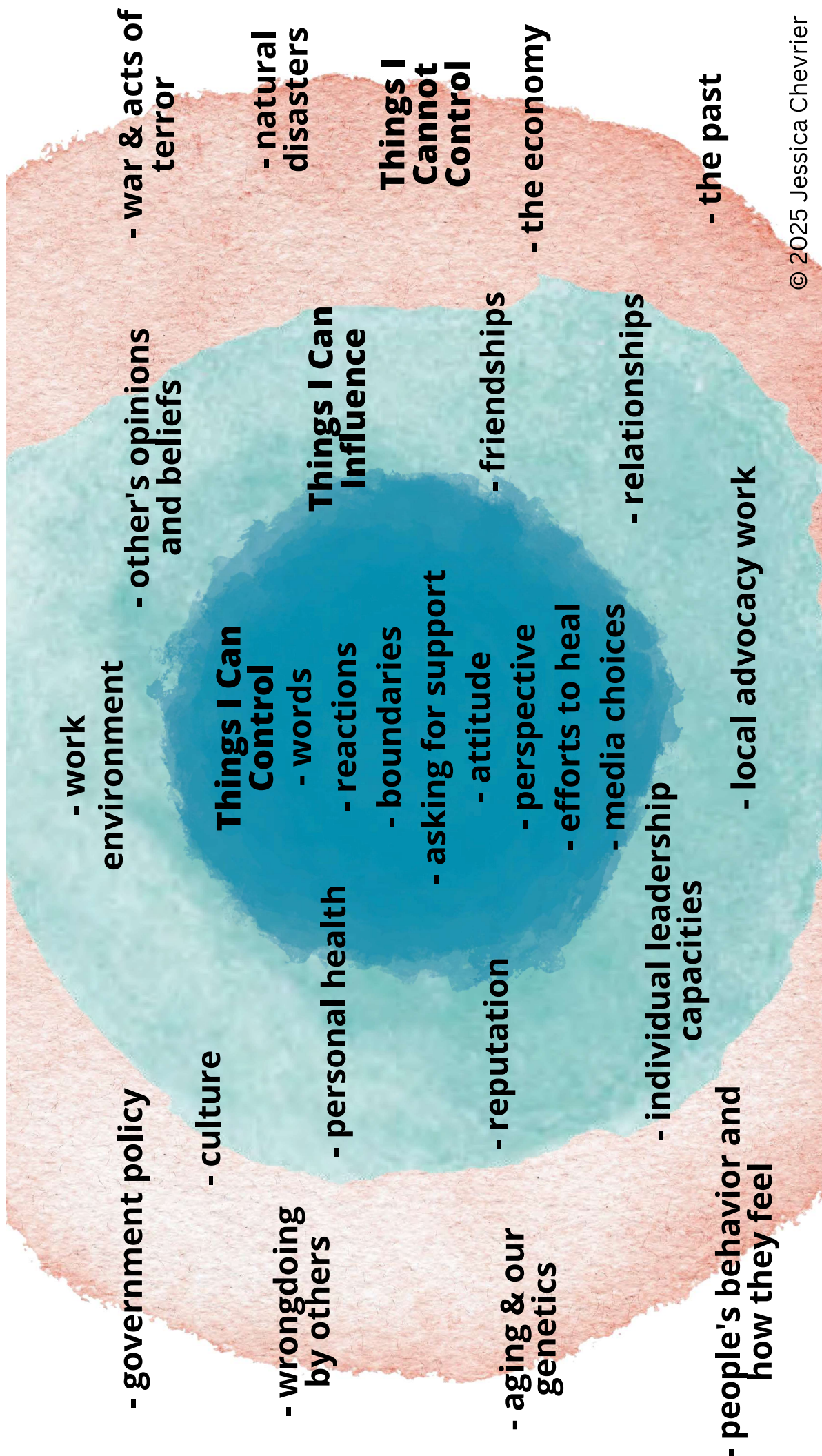
intensely painful
feeling or
experience of
believing that we
are flawed and
therefore
unworthy of love
and belonging

"If you put shame
in a Petri dish, it
needs three
things to grow
exponentially:
secrecy, silence
and judgment."

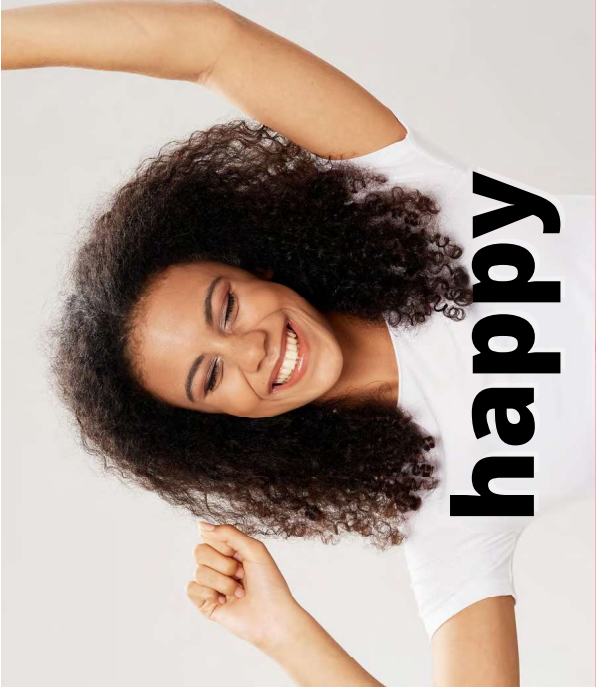
Brené Brown



You are the only thing
you can control.



1. Good boundaries require awareness to the emotions you are experiencing in a situation



happy



angry



sad



scared



surprised



shame

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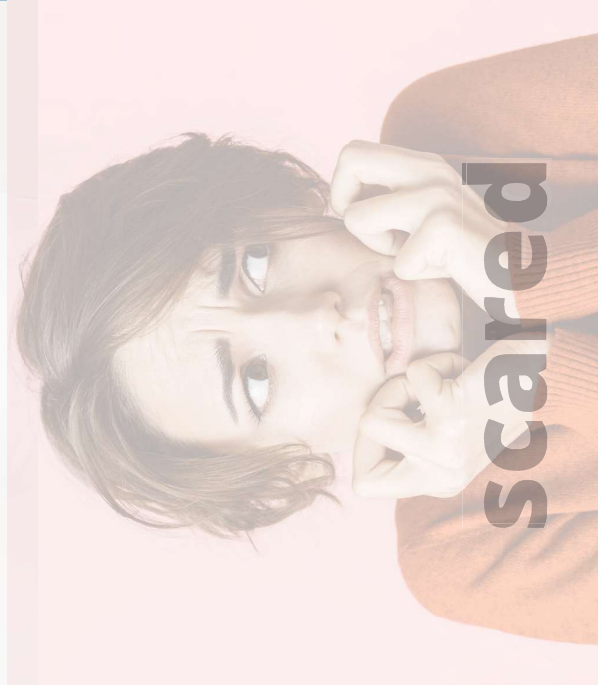
happy



angry



sad



scared



surprised



shame

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reactive



intentional



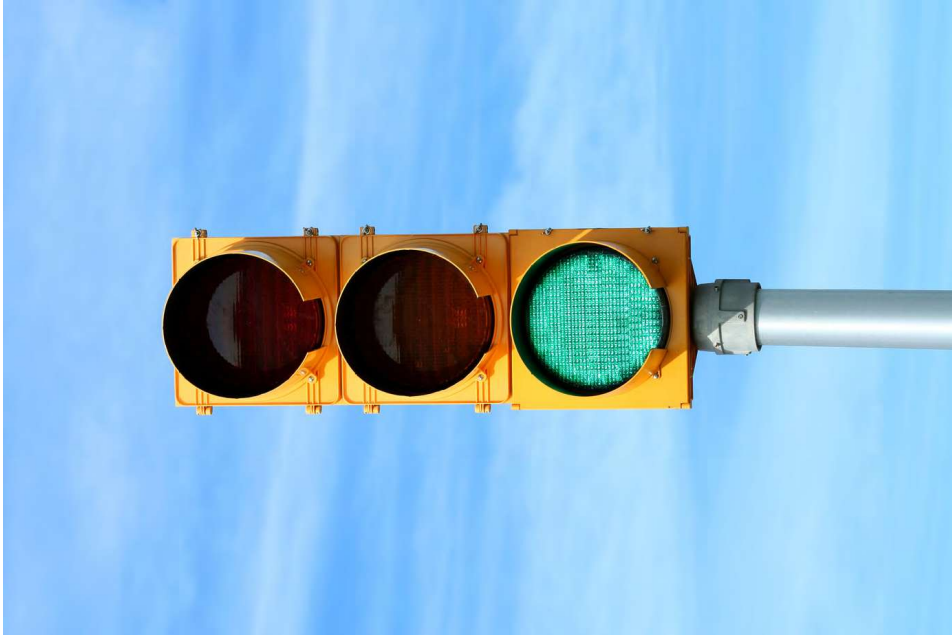
**2. Clear is kind and kind is
clear.**

**Is it really a boundary?
Or something else...**



What's the Difference?

CONCEPT	DEFINITION	FOCUS	tone	FLEXIBILITY
Boundary	• Your personal standards regarding needs, values, and responsibility and actions individually taken when standards are not being met	• You and what you will do	• Clear and respectful	• Can change as needs evolve
Expectation	• Beliefs or assumptions of how others should behave	• Other's behavior	• Implicit, usually unclear	• Double bind, easily unmet, quick to generate resentment
Ultimatum	• A demand that is framed with a threat or consequences if others do not comply	• Control of others	• Forceful, coercive	• Rigid, high stakes, often escalates



Green Light: Noticing the behavior and potential introduction of boundary. “I’m not okay with this” “I’m surprised you asked me that” “Oh, wow!”

Yellow Light: Communicate boundaries in clear terms. “If this continues, it will hurt our relationship and I will have to take some space.” “When this happens, I will have to implement this boundary.”

Red Light: Execute boundary.

3. Boundaries are about putting anxiety and control in their proper places