

Respecting your boundaries

Caring for others starts with caring for yourself.

The risk

Overstepping your boundaries by saying yes too often, over helping or agreeing to unsafe compromises can erode safe ways of working and increase the risk of injury.

How ignoring your boundaries leads to injury

- Working outside your role, training or the care plan.
- Rushing tasks or skipping equipment and support.
- Using awkward or sustained postures.
- Taking on too much physical load and ignoring early strain.

How to prevent injury: know your boundaries

You start to become more aware of your boundaries by noticing when something doesn't feel safe or sits outside your role, training or capacity. This could be personal factors, workload, environment or the expectations you feel.

If you feel like your boundaries are being overstepped, you can use a boundary phrase to communicate this.

How to choose a boundary phrase:

- Use factual 'I' statements: this keeps the focus on safety, not blame.
- Name the risk directly: people take boundaries more seriously when they understand why it matters.
- Be specific about what you need: be clear about the action that would make the task safe. For example: 'I'm feeling fatigued and can't safely support this lift on my own right now'.

If it still isn't safe...

If you can't maintain your boundaries and it isn't safe, **stop the task** and escalate straight away.

You are expected to speak up and you will be supported by your leader for doing so.

Reflection

Think about your recent mahi (work).

When was the last time I said yes even though something didn't feel safe?

What would I say or do differently next time?



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Resources

Move Well: Skills for kaimahi
elearning

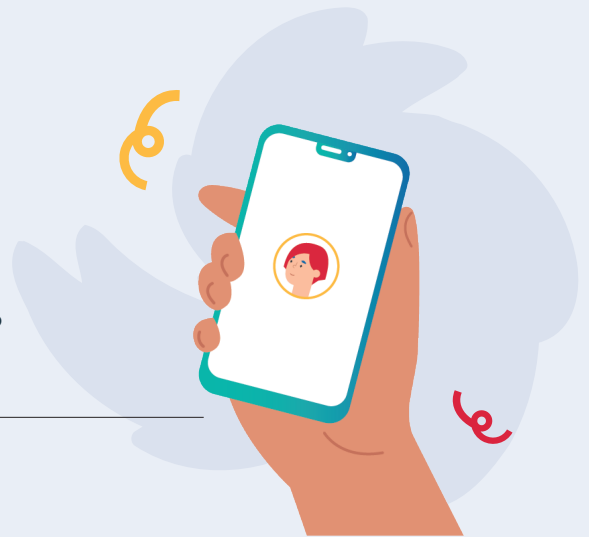
- Holistic wellbeing
- Te Whare Tapa Whā
- Conversations that matter
- Communicating my safety

Helplines

Emergency: 111

Healthline (NZ): 0800 611 116

**Employee Assistance
Programme (EAP):** _____



My boundary phrases

Write two or three boundary phrases that you could use next time you feel like you are overstepping your boundaries.

Who should I contact for help or escalation?

This could be your leader, health and safety rep, facilities contact, or a colleague.

Name:

Role:

Contact:

Name:

Role:

Contact:

