

LeaderCare Resource

Episode 12: Cultivating Safe and Caring Spaces

Group Boundaries - Pt 1

Let's Talk About Expectations:

- Do you make space at the start of your group to have a conversation about what people are expecting from the group?

Boundaries in the Context of Group:

- Remember the reason for setting healthy boundaries!
- We need to consider **both personal boundaries** within the group dynamic **AND** also **collective boundaries** for the group.
- Boundaries may look different group to group, they can also be reset, recommunicated, and recalibrated.

Group Boundary #1: Confidentiality!

- What do we do with the information that is communicated in our group?
- As group leaders we need to **communicate an expectation of confidentiality**, even though we cannot guarantee confidentiality from each group member.
 - **What if I need to consult with my group coach or a staff member regarding a situation or need** that is outside of your scope as a leader or is in need of additional support?
 - Have a conversation **with the person directly** regarding your desire to consult with someone who has more experience or expertise. Offer to use their name **or** not use their name

(based on their permission). **Together** you and your group member can **create a boundary** around an additional conversation together.

1. They may say **“please don’t share”** - honor that, you are building trust (threat of harm to self, others, or abuse are exceptions to this rule).
2. They may say **“please don’t share my name”** - use generalities, honor their request and leave their name out of it when you consult with someone else for some coaching.
3. They may say **“please share, and you can use my name to help connect me to more support”**
 - Treat the information shared in your group as precious cargo.
 - People trust us to be good stewards of their stories.

Group Boundary #2: Equal Opportunity to Share

- We can make sure that every group member has equal opportunity to share. We want to share in proportion to others.
- We can also make sure that every group member has the right to “pass” if they would rather not share at that time.
- When we have the conversation up front, the group has the opportunity to commit this to one another.

Having these conversations up front sets us up well to engage in corrective conversations with more kindness and care if we need.

Questions? Contact us:

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