



## Unit: Stress Management

### Skill 14: Establishing boundaries

#### Activity A: Where Is The Heart?

#### Activity Skills:

Small group discussion and personal reflection.

#### Leadership Skills:

Understanding ways for leaders to maintain professional standards as a supervisor, but still be friendly and supportive.

#### Suggested Level:

Advanced

#### Time:

30 minutes

#### Supplies needed:

- Scenarios for skits.
- Flipchart and markers.

#### Do Ahead:

N/A

#### Source:

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#### BACKGROUND:

When leaders are in a supervisory role, can they be friends with their employees and volunteers? How does a good leader maintain his or her role as the supervisor and still show concern and compassion for others? This is a very difficult boundary for many supervisors, especially those new to a supervisory role, to maintain. It can be especially difficult when a supervisor works very closely with the staff and volunteers, when the supervisor is similar or younger in age, or when the staff and volunteers have strong friendships among themselves.

Most supervisors still have basic human feelings of wanting to be included and be liked. These are pretty fundamental to everyone, no matter what level. But can a person in charge of other people's work still sit down and share lunch? Share gossip? Where do leaders need to draw these boundaries to maintain professional standards?

#### WHAT TO DO:

This activity is done in small groups of 3-4 people. Have the small groups select a scenario, read the situation, and then discuss their recommendations for how the supervisor should handle the situation. Allow 5-10 minutes for this portion.

Each group will then present their scenario as a brief skit (just 2-3 minutes) to demonstrate an approach for keeping challenging situations professional. If time allows, have the groups show both a "wrong" and right way for the supervisor to respond.

#### TALK IT OVER:

##### *Reflect:*

- Was it hard to figure out the way to handle the situations? Were there multiple ideas from members of your group?
- Did people in your group have experience with these kinds of situations?
- How did your group determine who should play the supervisor? Determine which approach you portrayed in your skit?

##### *Apply:*

- What strategies can we list based on the skits? (Generate a list on a flipchart for everyone to see.)
- Have you had experiences where a supervisor didn't maintain a level of separation from the staff? What happened?
- Do you know leaders who are good at being friendly and showing kindness and support, yet still maintain a certain

## Skill 14: Establishing boundaries

### Activity A: Where Is The Heart?

<p><b>Notes:</b></p>	<p>professional image? What can you learn from them?</p> <p><b>BEYOND THE BOX:</b></p> <p><b><i>Optional Homework:</i></b></p> <p>Ask students to research articles on the roles of supervisors. What are some of the recommendations from such references? Do they echo what the group came up with in the activity? Expand to cover new strategies? What are some of the hard and fast rules for being a supervisor?</p> <p><b><i>Resources and Web Links:</i></b></p> <p>University of Florida Extension, <u><a href="#">Who's the Boss</a></u>, from Unlock Your Leadership Potential.</p>
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