

# WHAT BOUNDARIES DO I NEED?

YOUR BOUNDARIES ARE AS UNIQUE AS YOU ARE

*It's totally  
possible to be a  
good teacher  
with a good  
heart and still  
say no.*



SPENCER MEGAN

“

**The cost of bad boundaries is immense.**

It leads to conflict-ridden, imbalanced relationships, a lack of agency over our own time, and a general malaise.

*You got time for that drama, mama? No, you don't.*

**- TERRI COLE**

# Boundaries changed everything for me

Two reallllly hard things I've experienced in my life are teacher burnout and toxic romantic relationships. Both happened simultaneous for me - *hellllo 26 year old hot mess express!*

From age 18 until I started dating Tim (my now husband) at age 30 I was in a pattern of dating *the wrong people*. 12 freaking years of accepting crap behavior (from them and myself), overlooking very bright red flags, and withholding super important information (my preferences, desires, and deal-breakers) because I was so fearful of rejection.

When I became a teacher at age 25, I had moved across the country and yet the relationship patterns followed me AND I was now a workaholic. Available 24/7 and putting everyone else (students, workload, and shitty boyfriends) before myself. Work life and personal life were... what are the kids calling it these days? A dumpster fire.

My perpetual burnout and relationship status were symptomatic of a larger problem: unhealthy boundaries.

I believed teaching was a lifestyle and that good teachers never stopped thinking about their students and their work. So what did I get? Exactly that. Teaching was my life.

I believed it was normal for relationships to have problems (all relationships have their ups and downs, but what I'm talking about here are what I now realize were RED FLAGS) I obviously didn't realize how worthy I was of awesome love and to be seen and heard for exactly who I was. So what did I attract and accept? Men that were aligned with my low self-worth. Relationships were really stressful.

And then boundaries happened.

Well, they didn't just happen and I didn't do it all by myself. I sought out support and started making changes. I decided I wanted life to be different for me and I did what I had to do to make that happen.

Inside this workbook you're going to get a clearer picture of your current reality when it comes to boundaries by asking yourself the questions I didn't know to ask myself at age 18. The questions that might've helped me avoid some really crappy hurdles.

Do I wish I would've had an easier road when it comes to love and teaching? Absolutely not because looking back I can see that all my setbacks were actually my setups (*you can only connect the dots looking back!*) The hot mess of burnout turned into my message that now helps others avoid going through what I went through and helps them improve their reality quicker than I did mine. It also helped me become someone who attracted and accepted the mighty love that I so deserve.

*When your boundaries blossom, so does every area of your life.*

*Thank you for allowing me to share my story and resources with you. If you are in the midst of any struggle that you predict is symptomatic of unhealthy boundaries, allow this workbook to be your True North when it comes to what boundaries you need in your life.*

GOOD TIMBER DOES  
NOT GROW WITH  
EASE: THE STRONGER  
THE WIND, THE  
STRONGER THE TREES.

- DOUGLAS MALLOCH

*xo, Spencer*

**unhealthy boundaries**  
+  
**the demands of teaching**

- **burnout**
- **inner chaos**
- **unfulfillment**
- **malaise**

**healthy boundaries**  
+  
**the demands of teaching**

- **less stress despite the challenges**
- **inner peace**
- **agency over your time & energy**
- **more joy/fulfillment**

# What you measure expands!

Measure where you're at right now. We will do this again at the end of the workbook. Remember: *what you measure grows!*



I know what boundaries I need to add in my life.

I have no clue what boundaries I need in my life.



I know *how* to decide what boundaries I need in my life.

I have no clue *how* to decide what boundaries I need in my life.



I understand how unhealthy boundaries are showing up in my life.

I have no clue if unhealthy boundaries are showing up in my life.



# Know Your Outcome

## You can't hit a target if you don't know what that is.

What is your outcome when it comes to enforcing new boundaries? THINK:

- How will my life improve with healthy boundaries?
- What do I want that I don't have right now but will have once I have boundaries that are right for me?

Describe that here in order to get clear on WHY you are creating and enforcing boundaries.



 **CHALLENGE:** Write your WHY in one sentence. Make sure it evokes emotion when you say it out loud to yourself!

My WHY for creating better boundaries in my life is...

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*"know your why, then fly girl, fly."*

- Jamie Kern Lima

# Boundary Pattern Audit



Now, audit your boundary patterns.

These answers serve as a snapshot of your current reality regarding your relationship with boundaries.

Allow what comes up to act as your internal compass guiding you towards what you might want to focus on and heal. Answer honestly to gain more intel as to how often unhealthy boundary patterns show up in your life. *You need to know this in order to know what boundaries would best serve you.*

Do you say *yes* before checking in with yourself to see how you feel? Do the words *"Yeah that works"* come pretty automatic for you? (even if the situation doesn't actually or work for you?)

**NEVER /SOMETIMES/VERY OFTEN**

Do you inconvenience yourself for others? *"Sure I'll stay after and help with that!"* (Even though you have a family, yummy dinner, and/or personal tasks you want to get home to)

**NEVER /SOMETIMES/VERY OFTEN**

Do you find yourself focused on work during times you really want / need to be doing something else that is important to you? Does work interrupt personal time, family dinners, downtime, and/or bedtime?

**NEVER /SOMETIMES/VERY OFTEN**

If you have an issue with someone's behavior do you push your feelings down and avoid discussing what's on your mind?

**NEVER /SOMETIMES/VERY OFTEN**

When someone you're close with comes to you with a problem, are you quick to try and fix it? (think: googling solutions, offering unsolicited advice, etc) Do you feel responsible for solving their problem?

**NEVER /SOMETIMES/VERY OFTEN**

Do you tend to overshare personal information? (could be personal contact info, details about what you're doing on your personal day, relationship things, family business, etc.)

**NEVER /SOMETIMES/VERY OFTEN**

Do you struggle putting your phone away? Are things like eating a meal or going to the bathroom or for a walk device-free hard for you?

**NEVER /SOMETIMES/VERY OFTEN**

Are you passive-aggressive? (be honest!)

**NEVER /SOMETIMES/VERY OFTEN**

Do you skip or work through your lunch break? Do others often invade or interrupt your break?

**NEVER /SOMETIMES/VERY OFTEN**

Is this you?: *"If I want something done right, I do it myself!"* Do you avoid asking for help?

**NEVER /SOMETIMES/VERY OFTEN**

Do you live in emergency-mode at work?

**NEVER /SOMETIMES/VERY OFTEN**

Do you feel like it's easier to just go with the flow than it would be to advocate for yourself or make a request?

**NEVER /SOMETIMES/VERY OFTEN**

Do you blame yourself for feeling uneasy about something even if it is blatantly NOT OK? (*I should be more secure!* "Maybe I'm just being too sensitive")

**NEVER /SOMETIMES/VERY OFTEN**

Do you get anxiety about saying no or declining an invitation?

**NEVER /SOMETIMES/VERY OFTEN**

Do you ever feel disrespected or taken for granted at work? At home? In relationships? Do you find yourself doing more than your share of work at work? At home? In relationships?

**NEVER /SOMETIMES/VERY OFTEN**

Do you feel emotions such as resentment, exhaustion and/or guilt?

**NEVER /SOMETIMES/VERY OFTEN**

Do you often say or think *"I just want to survive this week!"* ?

**NEVER /SOMETIMES/VERY OFTEN**



# Reflections

Reflections breed ANSWERS. DON'T SKIP THIS!

How are your current patterns in the way of you reaching your outcome?  
How do your patterns hold you back? Do these show up more than you'd like them to?

[Large empty text box for reflection]

Now, let's play for a moment! Pick ONE of the patterns where you circled 'OFTEN'.

If I were the teacher with this pattern and you were my mentor, what would you suggest I do? What boundary might you ask me to try to enforce? What steps would you suggest I take?



[Large empty text box for reflection]

What led you to that suggestion? What would improve in my life if I took your advice?

[Large empty text box for reflection]

pro tip: if you ever feel lost, ask yourself "what would I say to someone I loved who was in my situation?" and then take your own advice! Does it mean it'll work and be the right move for you 100% of the time? Not always & that's okay - it's better than staying stuck. And if it doesn't work out the first time you have more feedback & lessons which means you're closer to whatever the right move is for you.

# Self-Audit



## Not a one-size-fits-all.

Many people go through life never auditing themselves. And that is a real problem because the starting point for living a life that is fully aligned with you and on your terms *is self-awareness*.

We have to stop looking at others for our answers. While there is tons of support out there that will help you and I definitely encourage you to explore it and invest in it, there's an inside job that's also needed in order to establish healthy boundaries *that work for you*.

Have you ever enforced a boundary that worked for someone else and it didn't work you? If so, remember that *boundaries are not a one-size-fits-all*. For that reason we oftentimes feel lost or blocked when it comes to knowing what boundaries, decisions, and choices serve us best. This block happens when you don't know your basics: your needs, wants, must-haves, your preferences, your dealbreakers, core values, etc.

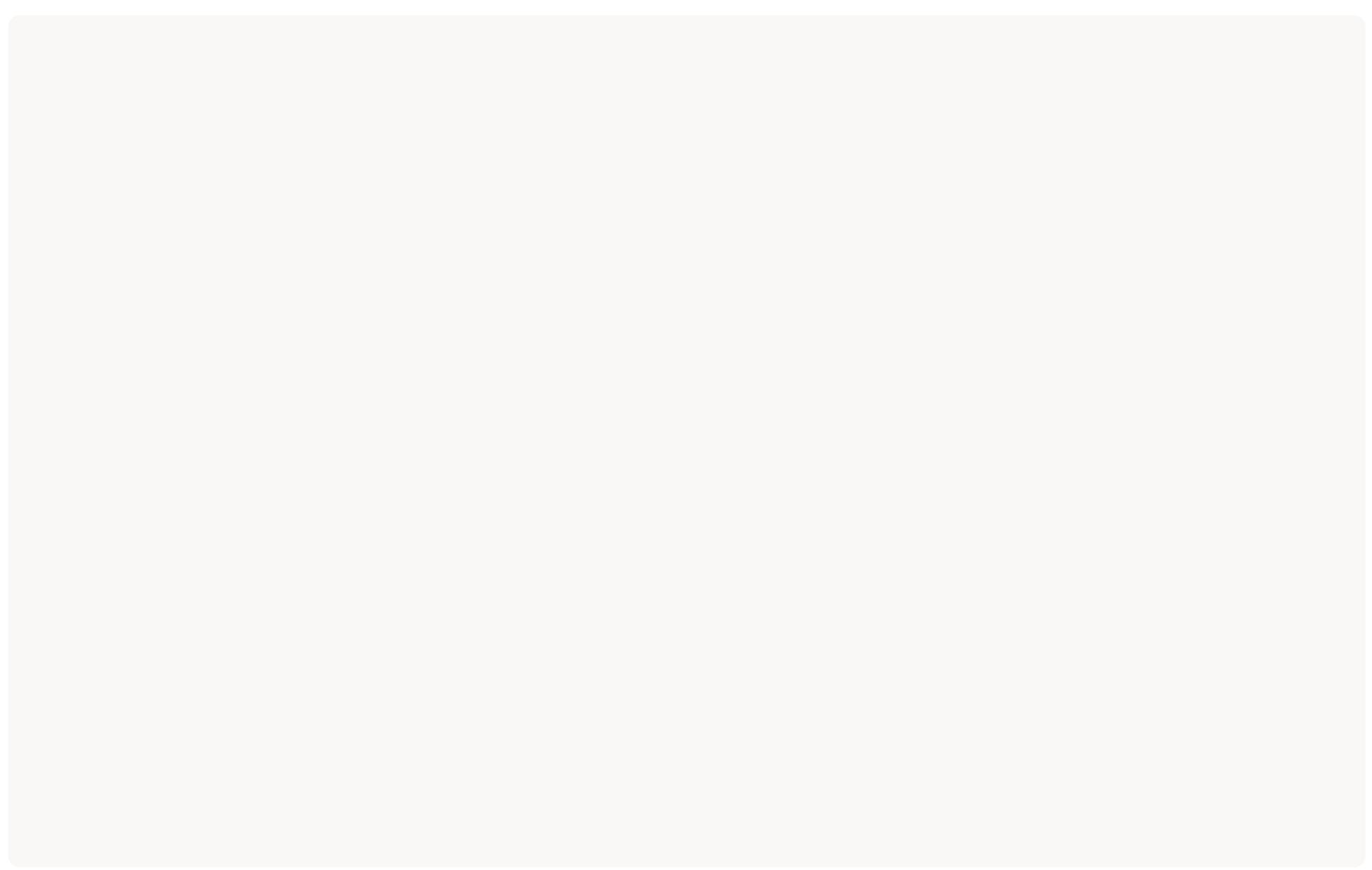
Before you can enforce a boundary effectively, you have to know what that boundary is and how it will help you. *And before you can know that, you have to know yourself* because the boundaries you need are as unique as you are. This 4-page audit is going to help you do that.

## Self-Audit Part One

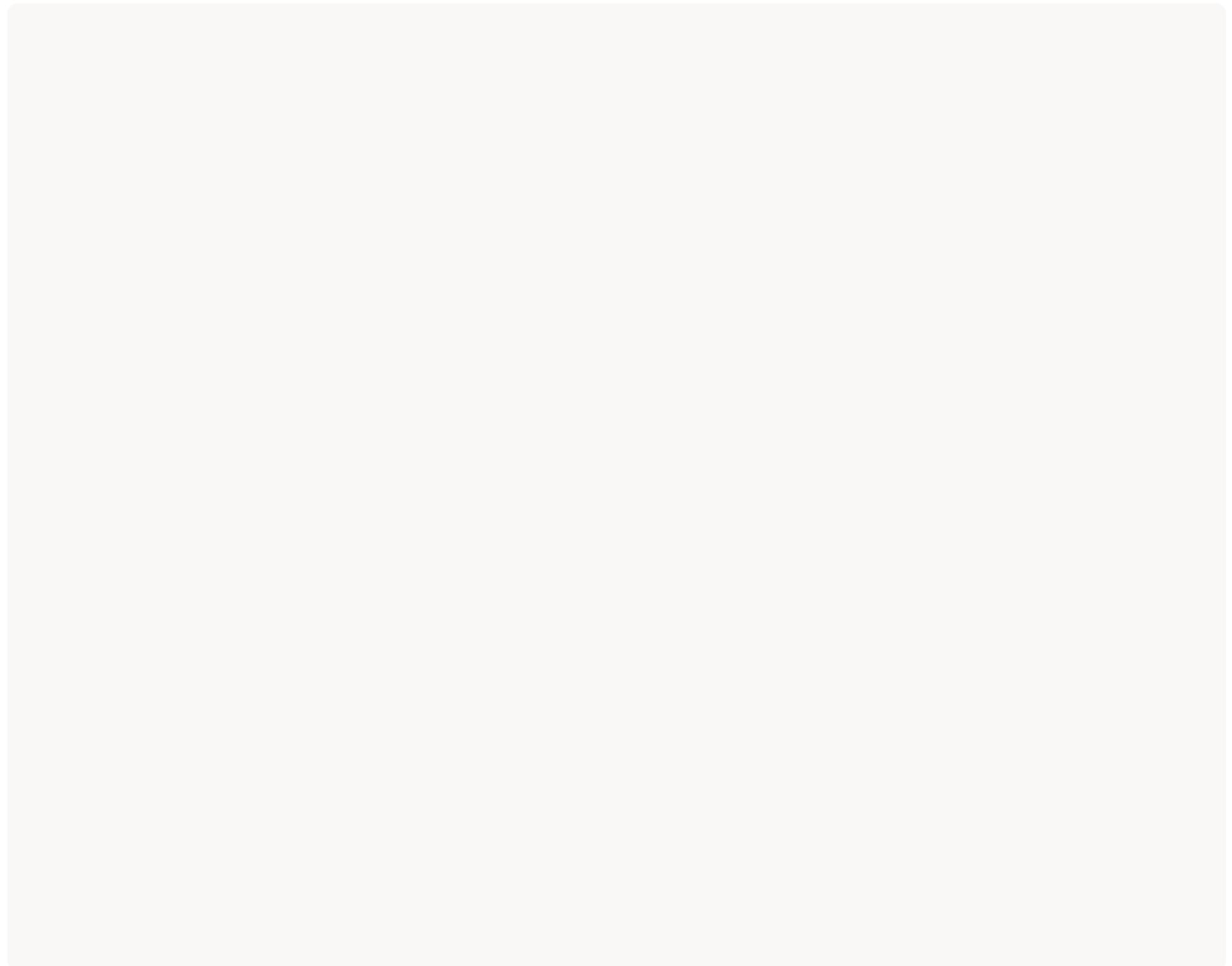
Where am I? (mentally, emotionally, physically) What am I thrilled with in my life? What am I not so thrilled with? What feels good? What feels tense? Where do I feel clear and where do I feel frustration, resistance or resentment?

Give a snapshot of where you are in your life in this moment. *Don't overthink this, just let what comes up flow onto the paper.*

How did I get here?



Where do I want to go? Who do I want to be? What's in my way of being there already (your barriers) ? Is there a boundary I might need to enforce that would help remove a barrier?



# Preferences, Desires, and Deal-Breakers (PDD)

Distinguish the difference between your preferences, desires, and deal-breakers so that you can be on your way to making decisions and setting boundaries that are aligned with exactly what you want and need. Knowing your PDDs is also another way of you knowing YOU!

Because your PDDs are driven by your internal (and very personal) forces: *beliefs, core values, etc.*, they are unique to you. There is no right or wrong, no one can tell you what your PDDs should be, you don't need anyone else's validation to make your PDDs. Other people will not always understand them or agree with them and that is okay. Staying true to them is radical self-love and is what creates a solid foundation for knowing what boundaries you need in your life.

## Let's Define:

**P** Preference: *Liking something more than you like something else.*

- Do you like coffee or tea? Friends or Schitt's Creek? White wine or red wine? East coast or west coast? Small gatherings or large gatherings? Participate in staff outings or sit those out? Do you prefer phone call or text? Plan ahead or wing it? Do you want pizza tonight or sushi? ETC!

**D** Desires: *A stronger feeling than a preference. Examples of desires:*

- An intimate destination wedding.
- An uninterrupted prep time and lunch break.
- A positive culture at work.
- Help around the house.

If a desire goes unfulfilled, it has the potential to become a deal-breaker.

**D** Deal-breakers: *Non-negotiables.* Deal-breakers are things you are unwilling to compromise on.

Possible examples:

- You're interviewing for a new job and the principal at the new school requires something of the staff that goes against a core value of yours. You might decide to end the interview process. (Being asked to go against your values is your deal-breaker)
- You're looking for a new home but refuse to even look at prospects that reside next to a busy road. (The busy road is your deal-breaker)

Write out all of your preferences, desires and deal-breakers that you can identify in this moment. Whatever comes to you write it out and OWN THEM! Don't judge yourself or second guess. They are yours and you have a right and responsibility to know them.

## What's OKAY? Not Okay? *with you!*

WHEN IT COMES TO MY HEALTH RIGHT NOW, WHAT AM I OKAY WITH? WHAT AM I NOT OKAY WITH?

- Are you happy with the current state of your health? (mental, emotional, physical, spiritual)
- What are your non-negotiables? (examples: exercise, healthy food, therapy) Do you have any?
- Are you prioritizing necessary appointments and upkeep?
- What elevates your energy? What depletes it?
- What are your PDDs when it comes to your health?

**OKAY**

**NOT OKAY**

WHEN IT COMES TO HOW OTHERS CONTACT ME & COMMUNICATE WITH ME, WHAT IS OKAY WITH ME? WHAT IS NOT OKAY WITH ME?

- What is your preferred ways for others to reach you? Family, friends, coworkers, acquaintances. etc.
- Do you prefer to be available if needed and to have your phone with you at all times?
- Do you like a lot of communication with others?
- Do you prefer to go deep or keep it surface with coworkers, families, and anyone you don't know well?
- Is it okay for others to give you unsolicited advice?
- What are your PDDs when it comes to this area?

**OKAY**

**NOT OKAY**

WHEN IT COMES TO MY PERSONAL TIME AND PERSONAL SPACE, WHAT AM I OKAY WITH? WHAT AM I NOT OKAY WITH?

- How much personal space do you require?
- How much of your professional life do you allow into your personal time?
- What is OKAY and not OKAY when it comes to your personal time/space?
- Who has access to your cellphone, personal email, personal social media accounts and home address?
- What are your PDDs when it comes to your personal time/space?

**OKAY**

**NOT OKAY**

# Reflections

Reflections breed ANSWERS. DON'T SKIP THIS!



What did you learn about yourself and your current reality after doing the self-audit? Did anything surprise you? What are you looking to change or expand? Where might you need some limits or "new rules"(aka boundaries!)?

YOU LEAVE TOO MUCH HAPPINESS ON THE TABLE WHEN YOU LIVE WITHOUT BOUNDARIES.

# 3 New Boundaries

Jot down just three new boundaries that you know for certain would benefit your life.

1. State what the boundary is.
2. Describe how it will help you.

1

2

3

If you need ideas, check out *Example Boundaries* in the bonus content section of the workbook.



# What you measure expands!

Where are you now? After you answer, compare your results to where you were when you started.



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Where do you want to continue to grow? Who can help you? What action(s) might you need to take next? What is your hunch as to what your next step might be?

A huge congratulations to YOU! By investing in yourself (which is exactly what you did by working through this resource) you're showing up for you and taking your life to the next level. Regardless of what came up for you in this workbook, remember you do not need to make massive changes right now. Take thoughtful steps and move slowly if you need to.

My prayer and challenge to you is that you follow what you know deep down to be true for you and then with all the belief you can muster up in your soul, take massive action towards continually creating the life you want and the life that you hands-down without question deserve.

## *You are more than a teacher*



*It's an honor to share this life in  
community with you. You are  
enough. And you are so worthy of  
all that you desire in this world!*

*I hope you've found support inside this workbook. I added  
bonus content on the next few pages because extra love is  
how I prefer to roll. Don't forget to tag me on IG  
[@spencermegan](https://www.instagram.com/spencermegan) or email me [spencer@spencermegan.com](mailto:spencer@spencermegan.com)  
with your biggest takeaways! I can't wait to see.*

*With love & empowerment,*

*Spencer*

# Bonus Content

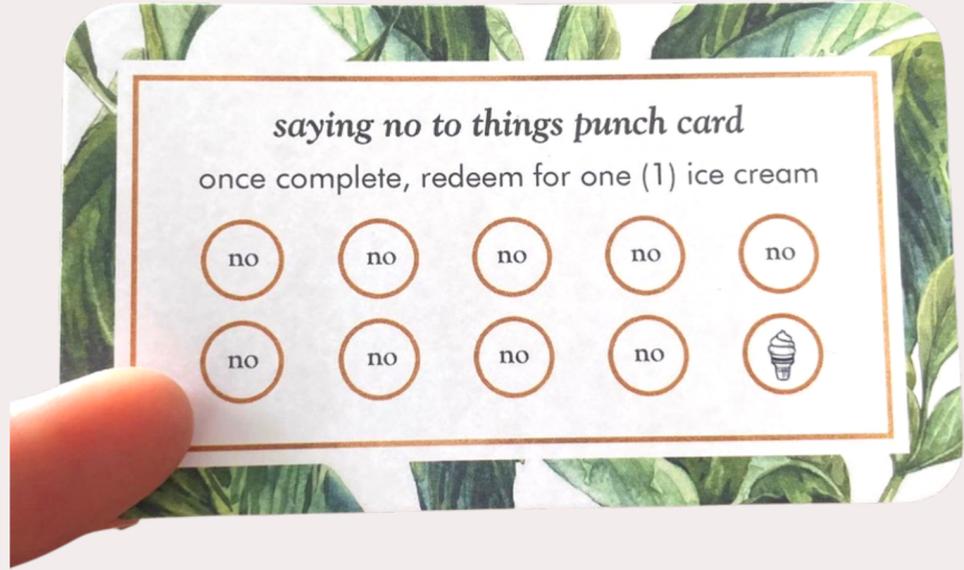
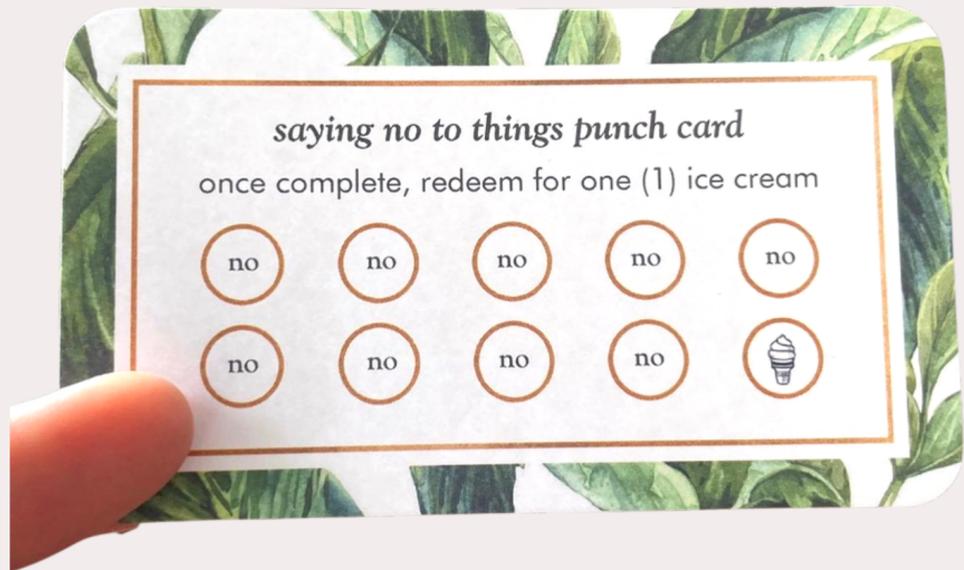
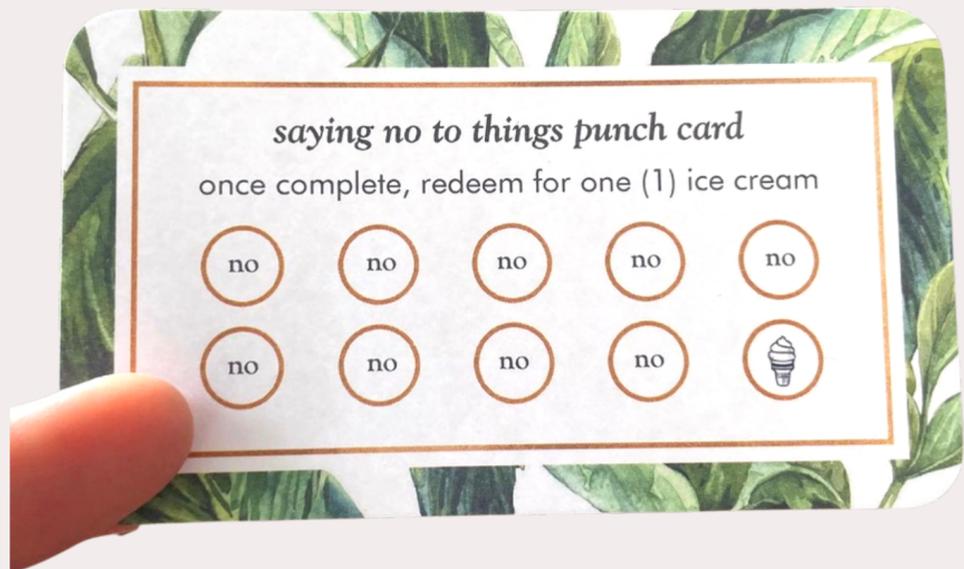
# Example Boundaries

- Communicate anything work-related via work phone, not your personal cellphone.
- Making your personal contact information a super exclusive thing. (things like your cellphone #, home address, personal email, etc. for family and close friends only)
- Not replying to negative comments or engaging in negative conversations.
- Expressing your preferences when someone asks you things such as *"what do you want for dinner?"* be honest instead of your regular *"Whatever you want. I'm easy!"*
- Establishing "office hours". Decide when you will and will not be available for work-related matters. The "clock-in/clock-out" mentality.
- Making your lunch break a non-negotiable uninterrupted break.
- Not committing to more tasks/projects when you feel overwhelmed.
- Sending the food back when it's cold or the wrong order.
- Using your prep time and work.
- Disconnecting from work at night and on the weekends.
- Turning off social media notifications.
- Distancing yourself from friendships that no longer sharpen or nourish you.
- Keeping your personal information safe. Refraining from oversharing.
- Creating *no phone zone* times in your day.
- Saying no to anything that sounds draining or doesn't feel good.
- Asking for help and delegating tasks.
- Leaving the workbag at work.
- Taking space or creating distance between you and anyone/anything that isn't good for your nervous system.
- Being less available to people that drain you.
- Pausing before responding.
- Checking in with yourself when you wake up before checking in with your phone, email and others.
- Taking a day off when you are sick (physically, mentally or emotionally).
- Quiet time for yourself each day.
- If someone offers you something to eat or drink and you'd rather not, respond with *"No thank you"* rather than eating or drinking it to save their feelings.
- Asking permission before sharing your advice or your opinion.
- Clarifying what you *need* from others. ie: "I just need you to hold space for me right now." "I really need advice on this." "I don't need advice I just need someone to listen."
- Asking for what you need and honoring how you feel.
- Choosing positive perspectives.
- Being intentional and selective when it comes to who you seek advice from.
- Making a No Gossip or No Complaining rule for yourself.
- Communicating your feelings to someone when they've hurt you.
- Having device-free dinner policy.
- Communicating workload concerns.
- Not allowing yourself to feel guilty for doing something good for yourself.
- Refusing to put energy towards situations that you cannot control.

**There's so many more examples than just this page. Create and enforce ones that work for YOU.**

just for fun

I found this the other day, how clever (& cute). Print one out for you and two of your work besties!



# A Few Facts

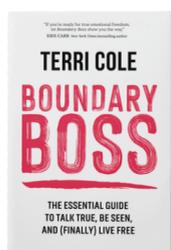
- Boundaries are uncomfortable at first for most people.
- There are ways to overcome any fear or guilt that you feel when it comes to enforcing boundaries.
- Boundaries reconnect you to your purpose and foster a fulfilling life.
- Boundaries protect you from unpaid work and energy-depleting people and things.
- You feel the most frustration and resentment towards the situations or people that you need better boundaries with.
- Boundaries save you years of burnout and dissatisfaction.
- Not everyone is capable of respecting your boundaries.
- It's your right and responsibility to protect your time, energy and joy. Without boundaries, your time and energy are easy access.
- Maintaining boundaries with school leaders, colleagues, students & their families is top-tier self-care.
- If someone is displeased or uncomfortable with your boundaries, that's their issue to work through.
- Your boundaries can trigger people who have unhealthy boundaries themselves.
- There are many types of boundaries, not just boundaries with work.
- Developing your own internal boundaries helps you respect boundaries of others.
- There is a difference between "no" and "not right now."
- What you say no to determines what you get to say yes to.
- There is a difference between being busy and being consciously scheduled.
- Boundaries are healthy and an act of radical self-love.
- Boundaries help you show up for yourself and for others at the same time.
- Better boundaries help your cup stay full. Your loved ones and your future self will thank you for having them.
- You owe no one your immediate 'yes'.
- You owe yourself the ability to never accept anything that lowers you or depletes you.
- Dysfunctional boundaries are a historical norm for many individuals.
- If the price of the situation is breaking your own boundaries, then it costs way too much.
- How others react to your boundaries is their responsibility, not yours.
- If we don't have clear boundaries we're probably living on someone else's terms.
- Boundaries are your power.
- It's OK to upset or disappoint people if it means staying true to you.
- Enforcing a new boundary takes time.
- If it feels wrong or off, it's a no.
- Not all boundaries need to be verbally communicated.
- Some people believe they're not allowed to have boundaries. Every human has a right to enforce boundaries.
- Fear of rejection is a huge barrier for many when it comes to enforcing healthy boundaries.
- The purpose of boundaries is to honor YOUR truth.
- "Letting things slide to keep the peace only starts a war inside of you." - Mel Robbins
- Putting yourself first does not make you a bad teacher
- Boundaries reinforce and help you live out a vital truth that is often forgotten: YOU MATTER
- It's totally possible to be a good teacher with a good heart and still say NO.

# Extra Resources

## Next Level Teacher



## Boundary Boss by Terri Cole



## The Terri Cole Show



## Nedra Glover Tawwab



## Hailey Magee

