

Hot Seat Member: Jill

Session#: 4

Request/Concern/Question: Struggle with communicating a need/a boundary, particularly as it relates to a leadership retreat coming up.

Action Steps: *Get ready for Monday's planning meeting.*

"Self-quotes", key questions, misc. notes from KPF for continued reflection:

- "Don't want to be perceived as high maintenance, difficult, etc."
- "Why do I have to go?"
- "Struggle with superficial conversations. There's a disconnect between the conversations at the retreat and getting to decisions. There isn't a lot of trust."
- "What is expected of me?"
- "During cabinet meetings have to watch what I say because I don't want to be perceived as difficult."
- "When's the boundary, right?"

From KPF: I invite you to pause here for a minute. As you read the quotes above, what observations do you have/what feelings arise. If you are able to read them as an outside observer, what would they come to know about the person who shared these concerns?

- Asked by a member of the group: What outcome are you truly committed to that would transcend your desire for comfort?
 - Responses:
 - Better understanding of people (relationship piece)
 - Getting to a place where this is a process for decision-making
- Asked by a member of the group: What's a thing you need a boundary from when it comes to the retreat? What are you wanting to separate yourself from?
 - Responses:
 - Superficial conversations
 - Things that are contrary to reality
 - Struggle with the duplicity
 - Maybe my expectations are off.
 - Monday we're going to plan the retreat. Am I going to say, "What are our outcomes?", or am I going to say, "Whatever sounds good?"

Pause again here.

1. Why would your expectations be the thing that is "off" or "out of order"?
2. Is there a both/and that you can find in your "or" question above?
3. Are you clearer on what you want from the group, from the retreat, from yourself?

Before deciding upon an action, continue to sit with uncertainty...then devise a plan. You may even need to write down exactly what you want to say and almost read it during the meeting. You may also consider giving the group a heads up that you want to add something to the

agenda, or that you have an expectation during Monday's meeting that X will be part of the conversation. Sometimes introducing a topic that is uncomfortable to you ,or where you fear you may waiver, can be started in an email to the chair/lead, or the whole group. It will somewhat depend upon how the group currently communicates. Regardless, I invite you to always speak your truth, use I statements, avoid tempering or explaining (e.g., saying "I wonder", "I think", "maybe"), and objectively state your question or assertion.

- Asked by another member of the group: Three things to see happen at the retreat
 - Your responses:
 - Decision-making process (and consequences if not followed)
 - *Sorry, I missed the 2nd thing you said*
 - Come out with tangible goals and work plan
 - Follow-through is needed
 - Need to do some deep work around leadership and how we work as a team.