

SOCIAL AND EMOTIONAL

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Relationships and Boundaries

Rationale

There are times when a Deseret Industries associate's relationships or relationship boundary issues can interfere with his or her efforts to be self-reliant and succeed in the Deseret Industries training program. It may be helpful for some associates to learn about and practice strategies to form effective relationship boundaries and to communicate assertively.

Objective

Improve a Deseret Industries associate's work readiness by helping him or her to deal appropriately with relationships at work and in his or her personal life.

Potential Discussion Items

- Ask questions to help you more fully understand the Deseret Industries associate's family or relationship dynamics that may interfere with his or her work readiness. For instance, the associate may have been late to work because he or she was awake all night dealing with an intoxicated or angry spouse.
- Express empathy and concern for the Deseret Industries associate, along with an understanding of the issue.
- Learn more about what resources the Deseret Industries associate is aware of and whether he or she is interested in accessing them as well as learning about other resources. Brainstorm about available resources. Determine what barriers the associate might have in accessing those resources (for example, he or she may want counseling but may fear his or her spouse's response to the suggestion).
- Discuss the stages of change (see the resources below) and his or her motivation to make changes, particularly in his or her relationships.
- Discuss how self-defeating behaviors can sabotage the desire to change. Ask what the Deseret Industries associate is willing and able to do to change these behaviors.
- Download the "Gottman Island Survival Game": http://www.uen.org/Lessonplan/downloadFile.cgi?file=29114-2-36639-Gottman_Island_Survival_Game.pdf&filename=Gottman_Island_Survival_Game.pdf.
- Review with the Deseret Industries associate "Guidelines for Fighting with Your Spouse" by Barrington H. Brennen: <http://www.soencouragement.org/spousefighting.htm>.
- Review with the Deseret Industries associate "Learn Assertive Communication in Five Simple Steps" by Elizabeth Scott: <http://stress.about.com/od/relationships/ht/howtoassert.htm>.

Suggested Resources

- Codependent No More: How to Stop Controlling Others and Start Caring for Yourself by Melody Beattie (1986).
- Get Out of Your Own Way: Overcoming Self-Defeating Behavior by Mark Goulston and Philip Goldberg (1996).
- Let It Go: Forgive So You Can Be Forgiven by T. D. Jakes (2013).



MENTOR

- Self-Defeating Behaviors: Free Yourself from the Habits, Compulsions, Feelings, and Attitudes That Hold You Back by Milton R. Cudley and Robert E. Hardy (2010).
- “When Marriages Have Problems” by Terry B. Baker (Ensign, Feb. 1980, 6–8); <http://www.lds.org/ensign/1980/02/when-marriages-have-problems>.
- Free class in basic assertive communication: <http://speakupforyourself.com>.
- Information about recovering from poor relationships, codependency, and so forth: <http://relationshipvision.com>.
- “The Stages of Change”: <http://psychology.about.com/od/behavioralpsychology/ss/behaviorchange.htm>.
- Strengthening relationships: <http://strongermarriage.org/html/divorce-remarriage>.
- Local universities, community colleges, government entities, or private groups may have free or low-cost relationship classes and other resources (such as an assertiveness course).

