

#6: We Respect Healthy Boundaries

The IT industry tends to attract left brain introverts who struggle to stand up for themselves. They may lack assertiveness and avoid confrontation. Typically, they are afraid of saying “No”, can find it difficult negotiating a reasonable workload and can become easy prey for abusive managers in toxic environments.

We acknowledge this is detrimental for team morale and our credibility with clients. We encourage assertiveness and honest conversations about unrealistic deadlines and workloads. In our team it is okay to say NO to excessive workload without guilt. We recognize that extra effort is occasionally required when approaching project deadlines, however we aim for a sustainable and consistent work rhythm.

Questions for Discussion:

- What components of this declaration do you strongly agree or disagree?
- What are the most important aspects of the declaration?
- What stories comes to mind in terms of wins or challenges relate to this?
- What aspects of your organisation/team are you most proud of in relation to this topic?
- What initiatives related to this topic have your team/organisation implemented?
- What is the level of psychological safety in your team? What are the main causes?
- What impact does your team morale/engagement have to the company's end clients, if any?
- How acceptable is to say “No” in your team/organisations?
- How good are you in negotiating unrealistic deadlines and workload?
- Does your workplace culture encourage people to respectfully challenge decisions irrespective of hierarchical structures?



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