



PATRICIA HONIOTES, M.S

# HOLD IT RIGHT THERE

How To Say No Without Feeling Guilty  
So That You Can Take Control of Your  
Life Instead of Life Controlling You

## FOREWORD

There are people you meet through whatever paths your life takes you that fall into convenient categories like co-workers, friends, family, service providers, and so on, and then there are people who serve as mirrors or inflection points to either show you a clearer reflection of yourself or to nudge you forcibly into changing your amplitude, attitude, and altitude.

Pat Honiotes falls into the latter category. Having served in the role of educator helping kids access the resources and by providing the support they needed to take on what was then a most indifferent world, Pat set the tone of servant leadership that would guide her through the rest of her career and life. From educator to office manager of a busy medical office, to coach, author, speaker, and entrepreneur, Pat Honiotes has built a life and career that has seen it all and has allowed her to cross the paths of many people, providing inflection and reflection points to many along the way.

She describes her approach as ‘Low-Cal Honesty’ because she doesn’t sugar coat or fluff up the way she talks with you to add the spoonful of sugar that helps the medicine go down. Instead, she supports the crap out of you to make sure you dare to step out onto those skinny branches where the best-tasting fruit is there waiting for you, getting kissed by the sun on the highest branches.

Me? I describe it as being someone who can cut through the crap that we tell ourselves and each other to show us what’s truly going on in those most desperately hurt and dark places of our hearts and minds that literally poison our ongoing efforts to achieve our goals, dreams, and successes.

Once you come face to face with your shadow, your hurt and dark places, you can bring light, healing, and joy back into parts of you that have been festering for so long, you probably don’t even recognize them anymore. And that transformation becomes a most profound source of freedom, freedom to become who you were always meant to be.

From there the choice is yours; to return to the haunting darkness with light, or with more darkness, but either way your trajectory WILL change. Your Amplitude, Attitude, and Altitude will definitely change because it will never be the same once you’ve spent any time at all with Pat.

So here’s to you, the reader; let this be the beginning of an inflection point in YOUR life, one where you get to choose the light or the darkness, your freedom over your demons, and your passion over your pain.

Your humble know-it-all friend,

Chris Cayer

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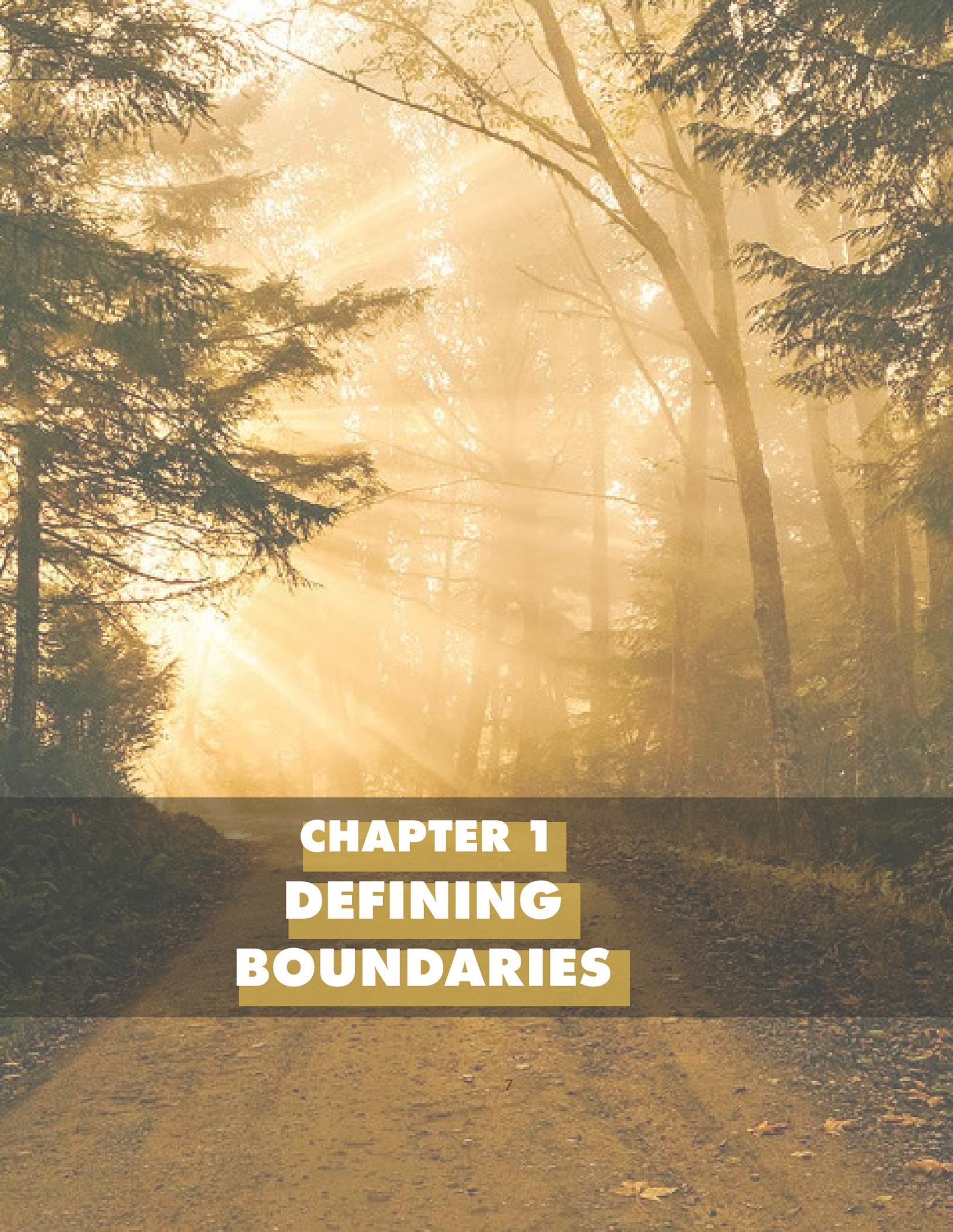
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# INTRODUCTION





**CHAPTER 1**  
**DEFINING**  
**BOUNDARIES**

## DEFINING BOUNDARIES

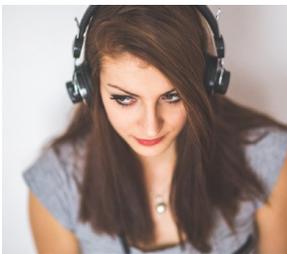
Boundaries define limits...limits on what you will accept and allow (or not allow) in your business, in your relationships, in your life and in your world. They are the line you draw in the sand that says, "Stop! That's enough, don't come any closer." Boundaries are imaginary lines that separate your physical space, feelings, needs and responsibilities from others. These boundaries let other people know your expectations for how you expect to be treated. Without boundaries, people may take advantage of you, have you feeling badly or even have you be uncomfortable in your own skin.

### Boundaries:

- Show what you think of yourself.
- Teach others how to treat you.
- Show up when you value yourself.
- Are a result of you learning to listen to yourself.
- Are about honoring what you want, what you don't want, what you need, what you don't need, what you like, what you don't like and what you want and don't want for yourself.
- Come about when you believe you deserve the best.

**Bottom line**...boundaries come from your self-worth and what value you place on yourself. Setting and honoring healthy boundaries indicates the level of your self-worth.

Many people find setting boundaries to be difficult. And, even more difficult, at times, to honor them. The reason for this is that for a boundary to work, you must be willing to tell someone who has crossed a boundary that what they've done is unacceptable in your world. In other words, you must be able to stand up for yourself and communicate that unacceptability to the other person.



"It is necessary, and even vital, to set standards for your life and the people you allow in it."

--Mandy Hale

## Why Do I Need Boundaries?

Boundaries are critical to having happy, healthy and successful relationships that are beneficial to both you and the other person. Not only that, they are also key to having a happy, healthy and successful relationship with yourself.

There are several reasons why you need boundaries and will find them useful. Here are the most important:

### 1. Boundaries allow you to be your most authentic self.

When you create and honor your boundaries, you draw an invisible line between you and another person. As a result, you become a unique individual who is separate from everyone else. This allows you to have your own feelings, make your own decisions and know what you need without trying to please others. This allows you to be your most authentic self.

### 2. Boundaries are self-care.

One of the most important aspects of self-care is valuing and respecting your own needs and feelings. Creating boundaries means that you put your needs and emotions *above* the needs and emotions of someone else healthily and respectfully.

As a result, you can focus on your needs instead of worrying about what someone else wants from you. This acts as a form of self-care because it allows you to cherish yourself by doing what you need and want.

### 3. Boundaries set realistic expectations with clear directions.

When you set a boundary, you and the other party involved have clear and explicit awareness of what is expected of each other. As a result, the relationship's expectations become realistic and come with clear directions. For the most part, people honor boundaries and guidelines when they know what is expected of them. So, setting boundaries and providing clear direction creates realistic expectations that all parties can respect.

### 4. Boundaries protect you emotionally and physically.

One of the most important reasons for you to set boundaries is that they protect you emotionally and physically. The reason for this is that boundaries tell you, and others, **how you intend to be treated**. If someone repeatedly breaks your boundaries, whether they be emotional or physical boundaries, you immediately know that person is not in tune with you or your feelings.

As a result, you become very aware of who you should let into your life and who you should avoid. This allows you to protect yourself from uncomfortable or hurtful situations.

## Types of Boundaries

When you are setting your boundaries, it is important to keep in mind the six general areas where boundaries apply. These areas interact with each other and various parts of your life and well-being. Here are the 6 major types of boundaries:

### 1. Material Boundaries

Material boundaries relate to physical objects such as money, clothes, books, a hairbrush, or anything else that is a physical object that you own. Material boundaries are expectations of how you and the other person will behave when material objects are borrowed, sold, or jointly shared. Having healthy boundaries in this area helps to maintain healthy, long-lasting friendships and relationships.



### 2. Physical Boundaries

Physical boundaries relate to your personal space, privacy, and body. They set rules for how you and another party interact in a physical relationship. Physical boundaries can range from appropriate settings to give a handshake versus a hug when you expect a borrowed item to be returned or how loud your roommate plays their music. Physical boundaries are different from sexual boundaries, which will be discussed later.



### 3. Mental Boundaries

Mental boundaries relate to your thoughts, values and opinions. In other words, they relate to what you believe and think. Mental boundaries can relate to how gullible you are, what you believe and listening to other people's opinions. Often, mental boundaries are boundaries with yourself in that they determine how you let other people affect your thoughts and beliefs. When you are crystal clear on your boundaries, you are in a much better position to choose how you are going to respond in a situation, instead of just reacting.



**“Your personal boundaries protect the inner core of your identity and choices.”**

**--Gerard Manley Hopkins**



#### 4. Emotional Boundaries

Emotional boundaries relate to your feelings and emotions; they separate your feelings and emotions from someone else's feelings and emotions. Having good emotional boundaries allows you to not only feel your own emotions, but they also allow you to take responsibility for your emotions. Like mental boundaries, emotional boundaries are often boundaries with yourself because they require you to be in touch with your emotions, express them and take responsibility for them.



#### 5. Sexual Boundaries

Sexual boundaries have to do with your comfort level relating to sexual touch and activity. They can help you to determine what, where, when and with whom you are comfortable having sexual interactions. Sexual boundaries are a must and need to always be implemented and respected in sexual or flirtatious settings.



#### 6. Spiritual Boundaries

Spiritual boundaries relate to your belief and experiences with God (Universe, Higher Power, etc.). Spiritual boundaries often only relate to yourself and Higher Power, but they can also relate to how you interact with people who have different spiritual ideas and beliefs than you.

## Why Setting Boundaries Can Be Difficult

Though setting boundaries are critical for your health and well-being in relation to other people, they can sometimes be difficult to set, implement and honor. If you are one of those people who want to keep everyone else happy and not ever disappoint others, you may find setting boundaries especially difficult. Here's why:

### 1. Boundaries require you to put YOU first.

When you set boundaries, you put your needs and wants above another person's needs and wants. This can be difficult if you are a people-pleaser or are desperate for love and acceptance because it may cause the other person to become angry or irritated with you.

### 2. Boundaries require you to know yourself.

Another thing that makes setting boundaries so difficult is that they require crystal clear knowledge of yourself. You must know what you like, what you don't like and what you expect from yourself and others. If your perception of yourself is clouded or unclear, it will be extremely difficult to set and implement effective boundaries that reflect your needs and wants.

### 3. Boundaries require you to feel like you have rights.

Setting boundaries means that you feel in your bones and clearly know, beyond a shadow of a doubt, that you have the right to be treated a certain way. For people who are insecure or want a certain relationship, feeling that you have the right to be treated a certain way does not come naturally. As a result, setting boundaries can be difficult because you feel as though you are not entitled to the treatment that you want and need.

### 4. Fear that boundaries will jeopardize the relationship.

Many people feel as though setting boundaries will destroy relationships. As a result, honoring and enforcing boundaries will be difficult out of fear of losing someone that you love or admire. Of course, it is important to remember that losing someone who refuses to respect your boundaries may not be a loss at all.

### 5. Boundaries take practice.

Just like anything else, setting boundaries requires practice. If you have never set boundaries before, setting them for the first time can be difficult, but it does get easier the more you practice.

Boundaries are imaginary lines that separate your needs from someone else's needs. There are many types of boundaries, and each one of them is indicative of having healthy and happy relationships with those around you. Though boundaries can sometimes be difficult to set and enforce, it is important to do the practice so that you have a healthier relationship with yourself and others.

# Tips for Healthy Boundaries

Personal boundaries are the limits and rules we set for ourselves within relationships. A person with healthy boundaries can say “no” to others when they want to, but they are also comfortable opening themselves up to intimacy and close relationships.

## ***Know your limits.***

Before becoming involved in a situation, know what’s acceptable to you, and what isn’t. It’s best to be as specific as possible, or you might be pulled into the trap of giving just a little bit more, over and over, until you’ve given far too much.

## ***Know your values.***

Every person’s limits are different, and they’re often determined by their personal values. For example, if you value family above all else, this might lead to stricter limits on how late you will stay at work, away from family. Know what’s most important to you and protect it.

## ***Listen to your emotions.***

If you notice feelings of discomfort or resentment, don’t bury them. Try to understand what your feelings are telling you. Resentment, for example, can often be traced to feelings of being taken advantage of.

## ***Have self-respect.***

If you always give in to others, ask if you are showing as much respect to yourself as you show to others. Boundaries that are too open might be due to misguided attempts to be liked by elevating other people’s needs above one’s own.

## ***Have respect for others.***

Be sure that your actions are not self-serving, at the expense of others. Interactions should not be about winning or taking as much as possible. Instead, consider what’s fair to everyone, given the setting and relationship. You might “win”, but at the cost of a relationship’s long-term health.

## ***Be assertive.***

When you know it’s time to set a boundary, don’t be shy. Say “no” respectfully, but without ambiguity. If you can make a compromise while respecting your own boundaries, try it. This is a good way to soften the “no”, while showing respect to everyone involved.

## ***Consider the long view.***

Some days you will give more than you take and other days you will take more than you give. Be willing to take a longer view of relationships, when appropriate. But if you’re always the one who’s giving or taking, there might be a problem.

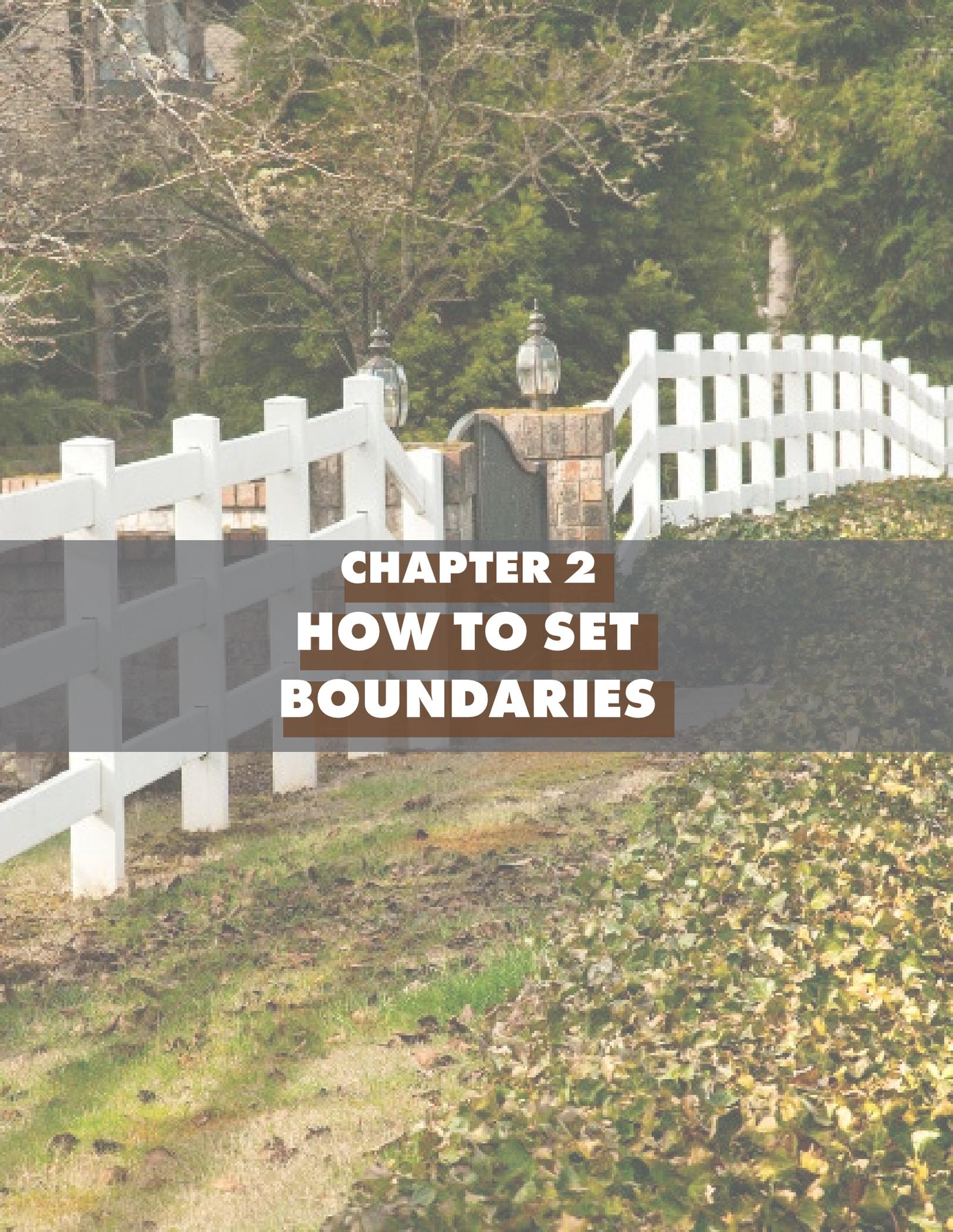


3. What are your healthy reasons for setting boundaries?

4. What are some unhealthy reasons you've had for setting boundaries in the past?  
Recognizing these reasons can help you avoid them in the future.

*The difference between successful people and really successful people is that really successful people say 'No' to almost everything.*

*--Warren Buffett*

A white picket fence runs across the middle of the image. In the center, there is a decorative stone pillar topped with a lantern. The fence is set against a background of lush green trees. The foreground shows a grassy area with some fallen leaves. A dark grey semi-transparent banner is overlaid on the middle of the image, containing the chapter title in white text.

**CHAPTER 2**  
**HOW TO SET**  
**BOUNDARIES**

## HOW TO SET BOUNDARIES

If you've never set boundaries before, you may find setting and implementing them difficult or, at the very least, uncomfortable. Just like anything else in life, creating boundaries takes practice. So, you must get in the habit of creating and implementing appropriate boundaries. If boundaries are not created and implemented in an appropriate way, your boundaries may be ineffective.

Setting boundaries must start with awareness...the awareness that you, really do need a boundary around something. In other words, you must get that something isn't working, is off-kilter or just isn't right. Setting boundaries just for the heck of it rarely happens.

Here are the steps to getting the awareness that you need boundaries:

**Step 1: Awareness** is getting the insight that, "Oh, something's not quite right here."

**Step 2: Awareness of the Truth** is a realization that sounds something like, "Oh, I'm being used. I always get talked into going along with Gracie even when I want to say, 'no.' I have no boundaries with Gracie."

**Step 3: Experiencing the Truth** is for you to experience not having boundaries. How does it feel when you see you are being used? How does it feel to always say "yes" to another person even when you want to say "no"? How does it feel to not think enough of yourself to say "no" when you want or need to? How does it feel to not have a boundary? Make sure you are feeling and experiencing not having that boundary.

**Step 4: Accept the Truth** is to accept you don't have a boundary. And, to accept you don't have a boundary in a situation without beating yourself up about it. In other words, you accept you don't have boundaries in a situation without judgment. If you are beating yourself up by telling yourself what a pathetic human being you are for having put up with this for so long, you have judgment and you are not really accepting. You are too busy focusing on your judgment.

**Step 5: Reclaim Your Power** by setting a new boundary and honoring it.

## Hints That You Might Need to Set Boundaries

If you are feeling anger, rage or irritation about a certain person, you probably need to set a boundary.

If you feel threatened around a particular situation or around a particular person, you probably need to set a boundary.

If you find yourself whining or complaining about a situation or person on a fairly regular basis, you probably need to set a boundary.

If you feel sad, frustrated, suffocated or like a victim in a situation, you probably need to set a boundary.

## Here's how to set healthy boundaries in your life:

### Mentality for Setting Boundaries

The first step to setting good boundaries is having a firm foundation. This foundation is made from a healthy and appropriate mentality about boundaries. In short, your goal for setting boundaries is to better respect yourself and help other people respect you; boundaries are meant to keep you and your relationships happy and healthy.

Setting boundaries is not about controlling, manipulating or nagging the other person. If you view boundaries in this way, your boundaries will not be helpful to you or to those around you. Instead, they will more likely be harmful and infringe on other people's personal boundaries.

Always do the best you can to create boundaries with the intention of creating healthy relationships. It is important to have this motivation for your boundaries because it ensures that your boundaries are healthy and empowering. When setting a boundary, make sure that it relates back to the overall purpose of respecting yourself and others.

“Boundaries define us. They define what is me and what is not me. A boundary shows me where I end and someone else begins, leading me to a sense of ownership. Knowing what I am to own and take responsibility for gives me freedom.”

--Henry Cloud

## Defining Your Boundaries

Once you have a firm understanding of the motivation of boundaries, it is time to actually decide on the nuts and bolts of the boundaries. This means defining your boundaries so that you can express them to other people.

You can begin to find your boundaries by reviewing the beliefs you carry about your rights. Remember to keep these basic rights in mind when you are defining your boundaries:

- You have a right to say no without guilt.
- You have a right to be treated respectfully.
- You have a right to have your needs at the same level as someone else's.
- You have a right to accept your mistakes and flaws.
- You have a right to reject other people's unreasonable expectations.

You can also add your own rights that are unique to you and your experiences. It is important to identify your rights and choose why you believe in them. This will allow you to honor your emotions and needs more truthfully. When you do this, you will stop trying to please others and focus on yourself instead.



“Setting boundaries is a way of caring for myself. It doesn’t make me mean, selfish, or uncaring just because I don’t do things your way. I care about me, too.”

--Christine Morgan

## Hold It Right There

In addition to your rights, it is important to identify your 10 most important values in life. It is only when you know what your values are that you will be able to act in a way that is respectful to your and others. If it serves you to narrow the 10 most important values down into a smaller batch made of 5 or 3 values, begin with those.

### 10 MOST IMPORTANT VALUES


As you think about your values in life, also think about how and when they are challenged or provoked in any way. Does a close friend or family member do something that makes you feel uncomfortable regarding your values? If so, it is likely that you need to create a boundary about that value specifically.

As you start developing your list of rights and values, begin to pay attention to how you feel when you interact with other people. A good thing to keep in mind is that boundaries do not have to be rigid. You may learn through trial and error that certain boundaries are unrealistic or not relevant to your true values and needs. In that case, adjust your boundaries accordingly.

There is also the concept of wiggle room. Wiggle room is giving the other person the opportunity to learn and remember the new boundary. It is perfectly okay to remind someone of the new boundary... once....maybe twice. Maybe even three times. Be careful though. Too much wiggle room can put you right back where you started. Too much wiggle room and your boundary no longer exist. Even during the wiggle room phase, you do not tolerate being treated poorly. Are there certain scenarios that make you feel uncomfortable?

Does a certain person make you feel bad on a regular basis? Do you feel stressed in certain social scenarios? Paying attention to these instances will inform you in what areas you need to set boundaries.

# Hold It Right There

## Action Guide 2: Even More Clarity

1. How do you know when it's time for you can tell when it's time to set a boundary? What are the signs and symptoms for you?
2. In the space below, make a list of the specific areas of your life where you know you need to set boundaries. Be as specific as possible.

### Area:

What's the boundary?

What's the healthy reason for setting the boundary?

Steps you will take to set this boundary:

- 
- 
- 

How will you honor and enforce this boundary?

**Area:**

What's the boundary?

What's the healthy reason for setting the boundary?

Steps you will take to set this boundary:

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Steps you will take to set this boundary:

- 
- 
- 

How will you honor and enforce this boundary?



## Honoring and Enforcing Boundaries

Once your boundaries are set within yourself, it is time to extend your boundaries to the people and situations in your life. You can begin enforcing your boundaries by verbally expressing them to other people.

When you express your boundaries, make sure you are **assertive but kind**. You do not need to be aggressive or harsh, but you do need to use assertive language so that it is clear your boundaries cannot be ignored. You can be more assertive by using “I” statements. “I” statements are when you focus on how you feel instead of the other party. It makes the statement more assertive and less passive.



For example, say “I feel overwhelmed when...” instead of “You make me feel overwhelmed when you...” This sentence structure puts the focus on you in a clearer and more confident way. At the same time, it takes the blame off the other party, which makes them less likely to get defensive.

that the boundary is serious and state potential consequences, make sure that you can follow through on those consequences. **You will be tested!** You must be willing to follow through on the consequences you’ve promised. If you are not willing to do that, don’t even bother to set the boundary in the first place. You are setting yourself up if you expect others to honor your boundary just because you set it. When you honor your boundary and follow through with consequences when needed, no one else has a choice but to honor the boundary or face the consequences. The key here is to have no attachment to the outcome, meaning you’re happy and pleased if they honor your boundary and your fine and ok if they choose to take the consequences instead.

Additionally, you can consider telling the other party of the consequences of violating your boundaries. This lets them know that their actions come with consequences. If you choose to



Another healthy part of enforcing your boundaries is being able to say no. When someone asks you to do something that you are uncomfortable with or that you do not have enough time to complete, say no. It is not necessary to give an explanation or apology.

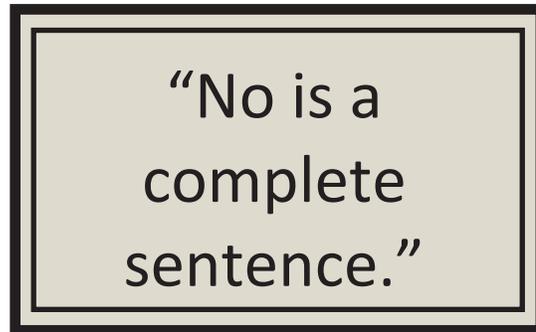
## Just say, “No.”

Make sure you point out when someone does not respect your boundaries. If someone is repeatedly and consciously ignoring your boundaries, you need to have a conversation with that person and see where there is a gap in the communication.

## Hold It Right There

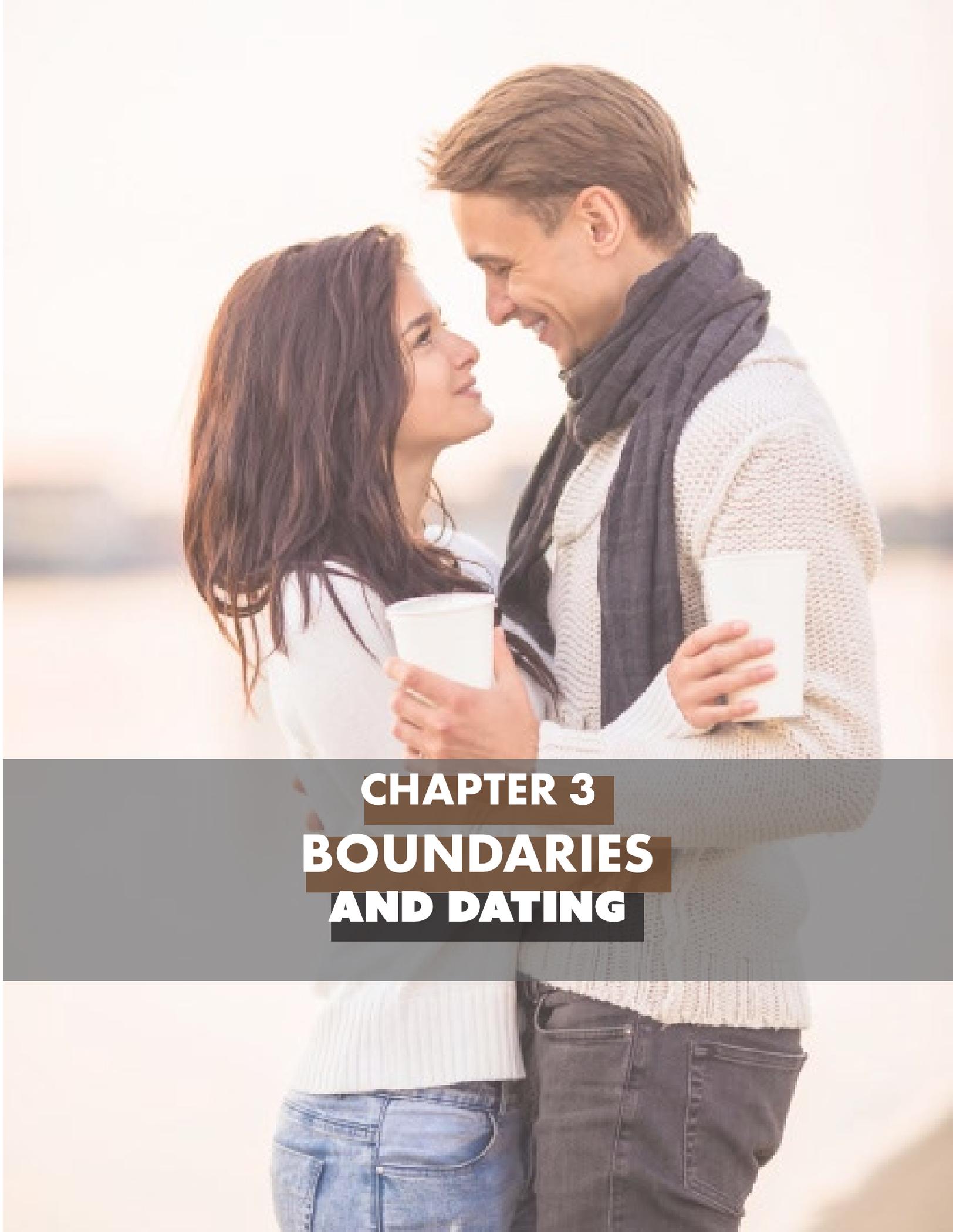
If the person refuses to respect the boundaries you have set, then you really need to consider cutting them out of your life. If that's not entirely possible, have as little contact with them as you can.

For boundaries to be effective, it is important to set them in a way that is respectful and efficient. Remember that boundaries are meant to create healthy relationships, not control another person. From there, you can begin setting boundaries based on your needs and values. Once your boundaries are set, make sure to enforce them in an assertive but kind manner. If people disrespect your boundaries, let them know.



“No is a  
complete  
sentence.”





**CHAPTER 3**  
**BOUNDARIES**  
**AND DATING**

## BOUNDARIES AND DATING

The modern dating world can be confusing and exciting. Everyone is looking for love, but not everyone has the same expectations. As a result, it is important to set boundaries in your dating life so you and the other person are on the same page and have healthy dynamics.

The goal of boundaries in dating is to create healthy limits and interactions in the romantic relationship. They allow you and the other party to have your own needs, space, individuality and health. They also allow you to know when a person is a good romantic partner.

### Here's how to set good boundaries while dating:

#### Come With Non-Negotiables

Before you start dating someone, it is important to have a list of non-negotiables beforehand. These non-negotiables are things that you absolutely need for a relationship to work.

It is important that non-negotiables are expressed at the beginning of any relationship so that both parties are on the same page and capable of respecting one another properly. If the non-negotiables are breached or not respected by the other person, you need to immediately cut them off.

Think about things you absolutely need in a relationship. What do you need in order to feel emotionally and physically safe with another person? Are there things that you will never be okay with if they are done by your partner? How do you expect the other person to behave in the presence of other men and women? Questions such as these will allow you to pinpoint your non-negotiables.

Once you have your non-negotiables, it is important to express them clearly and explicitly with your partner. If they are unaware of the non-negotiables, they may accidentally break your boundary and your trust without ever knowing they did anything wrong. So, it is important to let them know about your non-negotiables at the beginning.

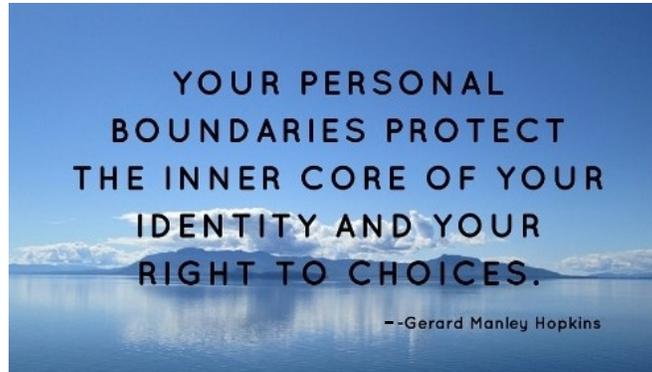
If the person you are dating is not okay with your non-negotiables, be prepared to walk. Do not make exceptions for your non-negotiables. That is why they are called non-negotiables.

**If someone  
throws a fit  
because  
you set  
boundaries,  
it's just more  
evidence  
the  
boundary is  
needed.**

**--Unknown.**

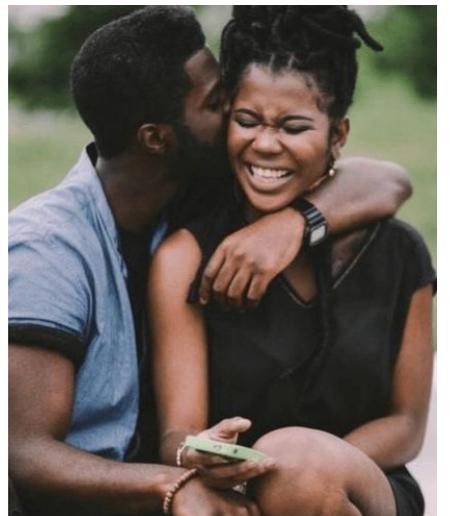
## Hold It Right There

Any person that is not willing to respect your non-negotiables is probably not someone you need to be interested in dating. If the person agrees to your non-negotiables but then breaks them, break up with them. They do not respect your needs and wants. Only date people willing to abide by your non-negotiables.





Hold It Right There



## Take Time Apart



When you first start dating someone, it is easy to want to spend all your time with them. It is fun and exciting and completely normal to be infatuated with your new person. For the sake of your and the other person's health though, it is important to take time apart from one another.

Taking time apart will allow you and the other person to decide what is important and how you feel about each other and the relationship. If you never take time apart, you can become so encompassed by the other person that you do not actually know how you are feeling about the situation.

Additionally, taking time apart ensures that you keep your hobbies and friends. If you spend all your free time with the other person, you may lose touch with other people in your life or hobbies. So, it is important to keep time available for those purposes.

For example, perhaps set one day a week where you hang out with your friends or loved ones without the person you are dating. This ensures that you do not accidentally cut off the other people who are important in your life while infatuated with someone else.

### **Know How and Where to Express Yourself**

Additionally, it is important to know how and where to express yourself and your boundaries with your partner. Since boundaries are meant to help you and the other party have a healthy relationship, you never want to have difficult or emotional conversations in a way or place that makes the other person feel uncomfortable or attacked.

For intimate discussions, it may be best to go to a private place so that other people do not overhear

## Hold It Right There

the conversation. Perhaps consider a park or somewhere else that is secluded. If you are comfortable, you could have serious and private conversations at one of your homes. For many conversations though, it is important to pick a neutral location so that neither individual feel as though they have a home advantage. Places like coffee shops, parks or restaurants are good neutral places to have civil conversations.

Additionally, it is best to have serious conversations at an agreed-upon time. This ensures that both parties are fully levelheaded and prepared for the conversation. Do not just call up the other person and start ranting about your feelings. This will immediately set the other party on the defense, especially if they are busy or with other people.

*“There is a very important rule in dating and romance: To be happy in a relationship, and to pick the kind of relationship that is going to be the kind you desire, you must be able to be happy without one.”*

*--Henry McCloud*

## Listen to Your Partner's Needs

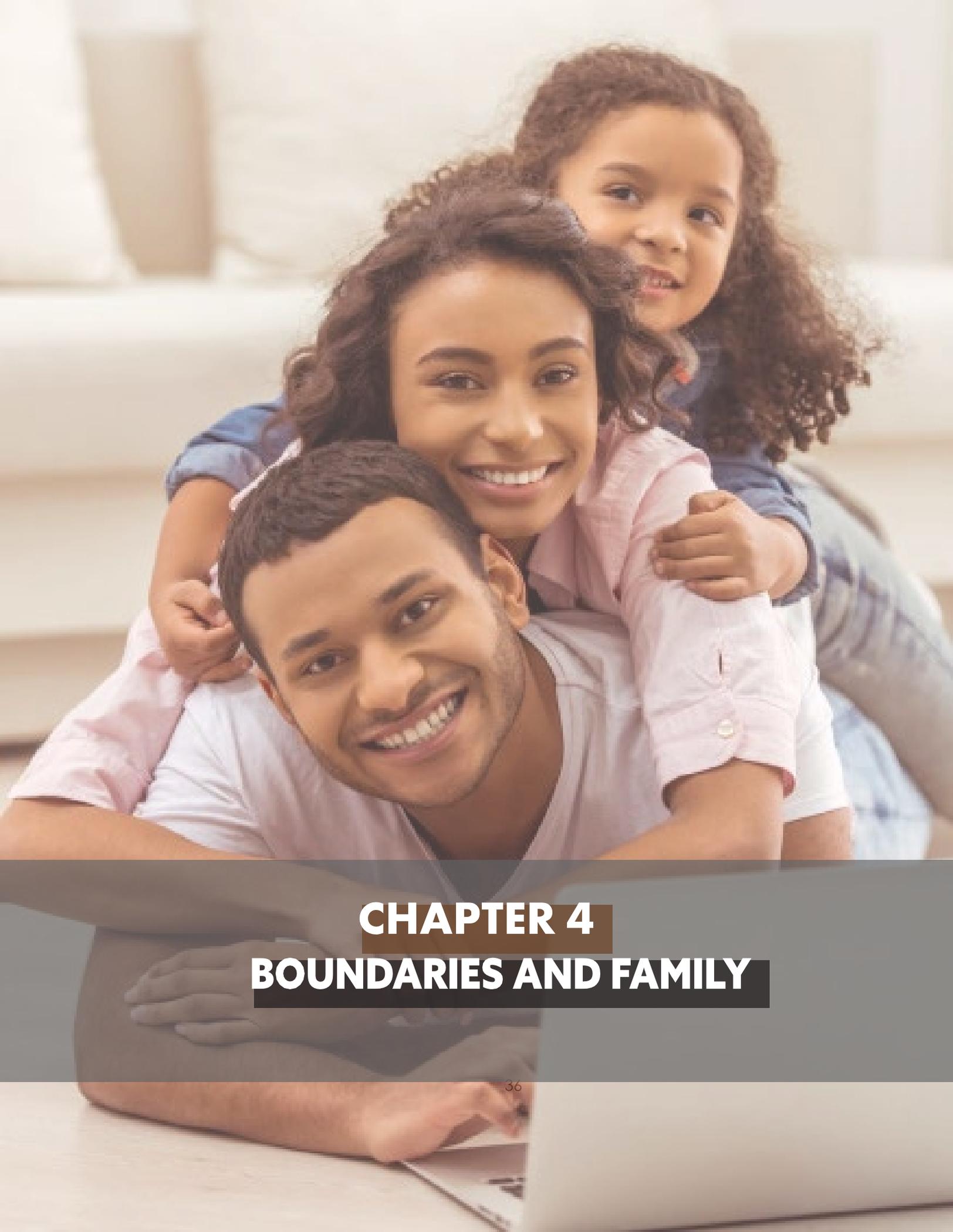
Dating involves more than just you. As a result, your partner has boundaries and needs as well. It is important that your partner feels heard and respected for the relationship to last. Make sure to listen and respect their boundaries as well. It is important that both parties feel heard and set their boundaries.

If you find that you and your partner's boundaries are similar and work well together, that is great. At some point though, you may find that your boundaries conflict. If this is the case, do not immediately panic. As we previously said, boundaries can be flexible. See if there are ways for your boundaries to be flexible and negotiate with the other person. The only boundaries that are not be flexible are the non-negotiable boundaries.

The dating world can be fun and exciting, but it is important to set healthy boundaries so that you and the other person respect one another and are on the same page. Make sure to come with, express, and enforce non-negotiables early on in a relationship. Once you have been dating for a bit, make sure to have boundaries relating to time apart and expressing yourself. Additionally, listen to your other partner's needs since dating involves more than one person.

“You have to learn to say ‘No’ without feeling guilty. Setting boundaries is healthy. You need to learn to respect and take care of yourself.”

- unknown



**CHAPTER 4**  
**BOUNDARIES AND FAMILY**

## BOUNDARIES AND FAMILY

For many people, dating is no longer a part of their life. Instead, they are married and have children. Boundaries are equally as important within the family though. So, it is imperative to set boundaries within your family relationships. These boundaries need to be set with your spouse and children.

### Boundaries and Marriage/Domestic Partnerships

Marriage can be one of the most challenging yet rewarding relationships with another person. As a result, it is imperative to have healthy boundaries so that you and your spouse both feel appreciated and respected.

When setting boundaries in your marriage or domestic partnership, it is important to have boundaries that preserve each other's individuality. When you are living with someone, it is easy to lose yourself and feel like another part of that person. To prevent this from happening, set boundaries that relate to time apart, and use that time with other people or doing hobbies that you love by yourself.

Do you have a passion or hobby that you often do not have enough time for? If so, set a boundary that says that you need a certain day and time off from the family so that you can pursue your own passions and hobbies.

Also, allow your partner to have the same type of boundaries so that both partners feel individually fulfilled.

Additionally, it is important to set emotional boundaries in your marriage. Though it may sound counter-intuitive, setting emotional boundaries often leads to more emotional connectivity between partners. The reason for this is that it allows partners to really understand each other in terms of their emotions and needs.

Emotional boundaries in partnerships can include how and where to talk about feelings, how to fight, and actions that make you feel unappreciated. Make sure to express your emotional boundaries to your significant other so that they know what they need to respect. Also, allow your significant other to state their emotional boundaries so you can respect them as well.



“When we fail  
to set  
boundaries  
and  
hold people  
accountable,  
we feel used  
and  
mistreated.”

--Brené Brown

Another important part of boundaries in marriage and domestic partnerships is physical boundaries. When you are living with someone, it is very easy to feel like your personal space, body, and items are infringed upon. It is important to set boundaries with the other person so that they know how to treat you and your things.

As far as physical boundaries in these kinds of partnerships are concerned, you can set boundaries relating to alone time, shared spaces, and shared chores. It is important in physical boundaries that you focus on working together so that both parties feel happy, safe, and comfortable in their home.

Finally, boundaries in marriage and domestic partnerships need to relate to sexual boundaries. Though this is rarely talked about, sexual assault occurs frequently in marriage and domestic partnerships. It is important that you and your partner still respect each other's sexual preferences and needs. Have open conversations and be truthful with one another.

## Boundaries and Kids

As parents, it can sometimes feel overwhelming to deal with your children. You may feel that you have lost your individuality and control of your home. If this is the case, it is almost guaranteed that you need to set boundaries with your children. Setting boundaries with your children will let them know that you are in charge.

One boundary to set is “no-go zones.” These zones are behaviors that you will absolutely not tolerate from your children. They can include how they speak to you, how they treat their siblings, going into your bedroom, etc. It is important to set these zones so that your children know their behavior boundaries.



Set boundaries that create structure in your and your children's day. Things like bedtimes and bath times are great ways to create a structured routine that you and your child can depend on. Bedtimes are especially helpful because they will give you and your partner a time to connect.

When you set boundaries for your children, it is important to be firm and consistent. Make sure that they know you are being serious. Then, stick to the boundaries. If you are not consistent, your child will probably not respect them.

If your child breaks a boundary, make sure to have proper and fair consequences in place. Let the child know these consequences beforehand and enforce them if you have to. This will teach your child to respect the boundaries.

## Hold It Right There

At the same time, expect that your child will cross the boundaries some, especially at first. Part of childhood is learning how and where to push the bounds. Your child is not going to respect your boundaries at first. So, be patient with them, and be ready to enforce consequences.



It is very important to set boundaries within the home. For your personal, intimate relationship, set boundaries that relate to time away, emotional intimacy, and physical space. Also, set boundaries with your children that relate to no-go zone and structure. Both of these boundaries will result in a happier and healthier life for you and your family.

# Hold It Right There

## Action Guide 5: Boundaries and Family

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What are your, standard, non-negotiable boundaries with your family?

Are there specific boundaries, in a specific family situation, that you need to set now? If yes:

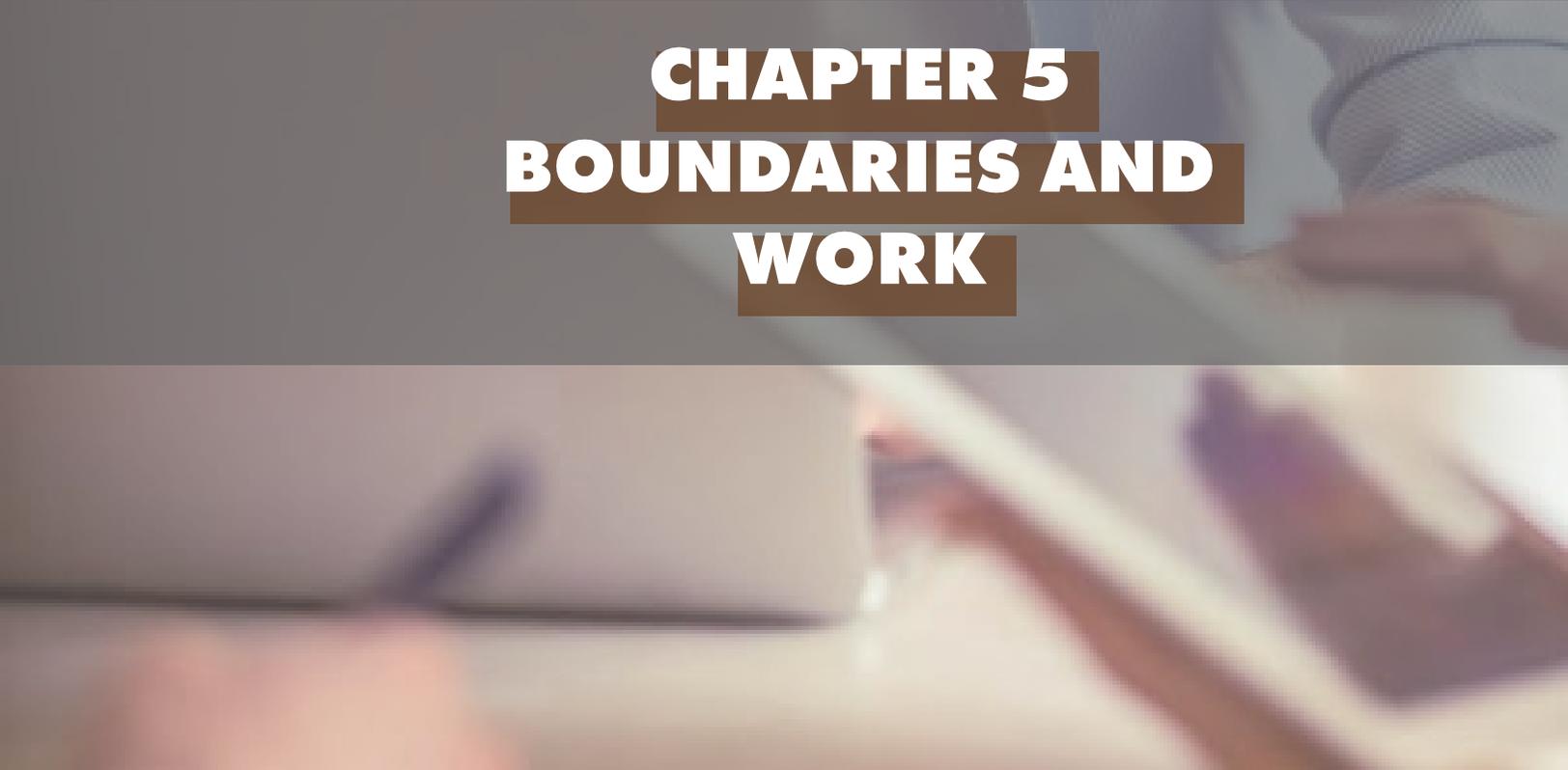
- What's the boundary?
- What's the healthy reason for setting the boundary?
- Steps you will take to set this boundary:
- How will you honor and enforce this boundary?

## **How to Set Boundaries With Family**

- 1. Value yourself and your time.**
- 2. Give yourself permission to do what's best for you.**
- 3. Know your triggers and anticipate them.**
- 4. Be clear about your needs and communicate them.**
- 5. Practice saying NO.**
- 6. Make a list of coping strategies.**



**CHAPTER 5**  
**BOUNDARIES AND**  
**WORK**



## BOUNDARIES AND WORK

Your workplace is one of the most important places to set clear and healthy boundaries. According to the United States Department of Labor, the average full-time worker works 8.5 hours a day, or 44 hours a week. Since the average American works so much, it is important to set boundaries in your workplace to have a healthier life.

### Why You Need Professional Boundaries

Professional boundaries are one of the best ways to ensure that you stay fulfilled at your work. Those without good professional boundaries are more likely to experience burnout and feel unfulfilled in their workplace. To prevent this from happening, it is important to set professional boundaries.

Boundaries in the workplace will prevent you from pushing your physical, emotional and mental limits. As a result, it protects you from overcommitting, being manipulated or behaving unethically in the workplace. This will allow you to preserve your personal energy and be more functional in and out of the workplace.

### How to Set Professional Boundaries

To many people setting professional boundaries is more difficult than setting boundaries in their personal lives. The reason for this is that people do not want to do anything that would jeopardize their income and career.



*The difference between successful people and really successful people is that really successful people say "NO" to almost everything."*

*-- Warren Buffett*

## Hold It Right There

Though setting unreasonable or disrespectful boundaries may cost you your career, setting healthy and reasonable boundaries are more likely to help you fulfill your professional goals. So, it is important to set boundaries that are conducive to a more productive, happier and healthier you.

It is important to draw the line between a healthy boundary and an unhealthy boundary. If you set up unhealthy boundaries that are inflexible and inconsiderate of other people, you are likely to be demoted, fired or disliked.

To prevent this from happening, it is important to establish healthy and flexible boundaries that are beneficial to both you and your place of work. Though expressing these boundaries may be awkward at first, most employers and partners will not have an issue respecting your boundaries.

To create professional boundaries, reflect on how you feel during the day. Are there any people or actions that make you feel extremely anxious, overwhelmed or upset? If so, you should probably set boundaries relating to those actions.

Now, consider how much work you have committed to currently. Do you feel overwhelmed by the amount of work you have? Do you feel stressed even when you are at home? If so, you need to set boundaries relating to your workload and work-to-life ratio.

## How to Express Boundaries to Your Boss and Coworkers

When you come up with the boundaries that you think you need, it is important to express the boundaries to your boss and coworkers. If you do not express your boundaries clearly and professionally, your coworkers and boss will have no idea that they are even breaking your boundaries. So, it is important to communicate clearly.

Boundaries are not meant to punish, but they are instead meant to make relationships healthier and more productive. For professional boundaries, it is best to approach your boss and coworkers as though the conversation was a negotiation. Express the problem using assertive language and “I” statements.

Then, submit the proposed solution, which in this case is the boundaries. From there, explore and explicitly list what your boundaries entail. Give your boss or coworkers a chance to ask questions and fully understand the boundaries.

At the same time, ask your boss or coworkers their side of the story. Do not look at this as a one-sided negotiation. Hear how they look at the situation and gain from their perspective. Be prepared to adjust your boundary in order to compromise with the other coworker. Once again, this is a negotiation. So, work with their perspectives so that both parties feel respected.

## What to Do if You Experience Pushback

In most scenarios, your boss or coworker will be willing to work with your boundaries. The reason for this is that they are also human and understand the pressures of work and life. Unfortunately, there may be instances where your boss or coworkers may not be willing to hear your boundaries. Here's what you can do if you experience pushback:

### 1. Reiterate the boundary and why it's set.

Begin by reiterating your boundary and explaining why you need it. Doing this may clarify any misunderstandings about the boundary, which may be the root of the pushback. If the misunderstanding is resolved, then your boss might not push back anymore. Be sure to listen to the other person's thoughts and worries as well as express your own thoughts and worries.

### 2. See if you can come to a compromise.

If all misunderstandings are resolved but you are still experiencing pushback, see if you and the other person can compromise. Boundaries, especially those in the workplace, are about being flexible so that both parties feel respected and heard. Coming up with a compromise may be a great way to respect your needs while respecting the company or other coworker's needs.

### 3. Stand Your Ground.

If the other person is still resistant to the boundary and is unwilling to compromise, stand your ground. You are just as important as the other person in the company. So, do not allow another person to bully you out of your boundary. Respectfully but firmly say that you will not change your boundary unless they are willing to compromise as well.

It is highly imperative to have boundaries in the workplace so that you can be the most professional and proficient worker possible. Make sure to set professional boundaries that are respectful and flexible to your other coworkers, and make sure to express the boundaries clearly and assertively. You may want to approach the discussion as though it were a negotiation. If you experience pushback, reiterate the boundary, and come to a compromise.

## **BOUNDARIES at WORK..... WHEN YOU'RE THE BOSS!**

Rarely do we hear people talk about boundaries at work from the perspective of the boss (supervisor, manager, owner), unless you are a boss, and you hang out socially primarily with other bosses.

As mentioned earlier in this chapter ..... Your workplace is one of the most important places to set clear and healthy boundaries. But now, let's look at it from the perspective of being in charge, being the boss or being the owner of a business. While it's true the average full-time worker works approximately 44 hours a week, it's also true that frequently supervisors, bosses or owners work that many hours and sometimes more. So, you can see bosses need boundaries in the workplace as well. Bosses need boundaries for all the same reasons as co-workers and employees plus a few more for different, equally important reasons.

We're going to take a bit of extra space here to specifically address bosses to help them get more clarity around boundaries for their business.

### How you know you need to set boundaries in your business:

- If you are feeling anger, rage, or irritation about a certain person, you probably need to set a boundary.
- If you feel threatened around a particular situation or around a particular person, you probably need to set a boundary.
- If you find yourself whining or complaining about a situation or person on a regular basis, you probably need to set a boundary.
- If you feel sad, frustrated, suffocated or like a victim in a situation, you probably need to set a boundary.

We're going to concentrate on the 2 biggest areas of your business: team and clients. Here are some signs to specifically look for to determine if it is time to set a boundary with your team:

- Crappy work
- Late to work
- No shows

**Boundaries represent awareness, knowing what the limits are and then respecting those limits.**

**--David  
W. Earle**

## Hold It Right There

### Action Guide 6: Boundaries and Work

What are your, standard, non-negotiable boundaries around your work?

Are there boundaries in a specific work situation that you need to set now? If yes:

- What's the boundary?
- What's the healthy reason for setting the boundary?
- Steps you will take to set this boundary:
- How will you honor and enforce this boundary?

## Hold It Right There

These signs are just a start. You can probably think of several other signs that tell you to set more boundaries specific to your business or industry. Be aware of them and stay alert around them.

Here are some signs to look for to determine if it is time to set a boundary with your clients or customers:

- No shows
- Assignments not complete
- Late payments

Again, these signs are just a start. You can probably think of several other signs that tell you to set more boundaries with your clients or customers specific to your business or industry. Be aware of them and stay alert around them.

## Healthy reasons for setting boundaries in your business:

- To protect yourself and your business (lawsuits, etc.).
- To keep your integrity and the integrity of your business intact (includes your reputation and how your staff treats your clients).
- Establish and maintain a healthy relationship with your clients and your team.
- Having an atmosphere where you, your clients and your team have the biggest chance for success and satisfaction in their work.

## Unhealthy reasons for setting boundaries

- Out of anger or to get even.
- To teach the other person a lesson or because you don't really want to "say" anything (sophisticated manipulation).
- Because I'm the boss and it's my way or the highway (inflexible).

These unhealthy reasons (read excuses) for setting boundaries aren't going to work for anyone, you included, or the business! As an additional step, review the beginning of this chapter so that you can keep the perspective of your employees in mind when setting your work boundaries.

Boundaries in the workplace will prevent you from pushing your physical, emotional and mental limits. As a result, it protects you from overcommitting, being manipulated or behaving unethically in the workplace. This will allow you to preserve your personal energy and be more functional in and out of the workplace.

Individuals set  
boundaries to  
feel safe,  
respected, and

--Pamela



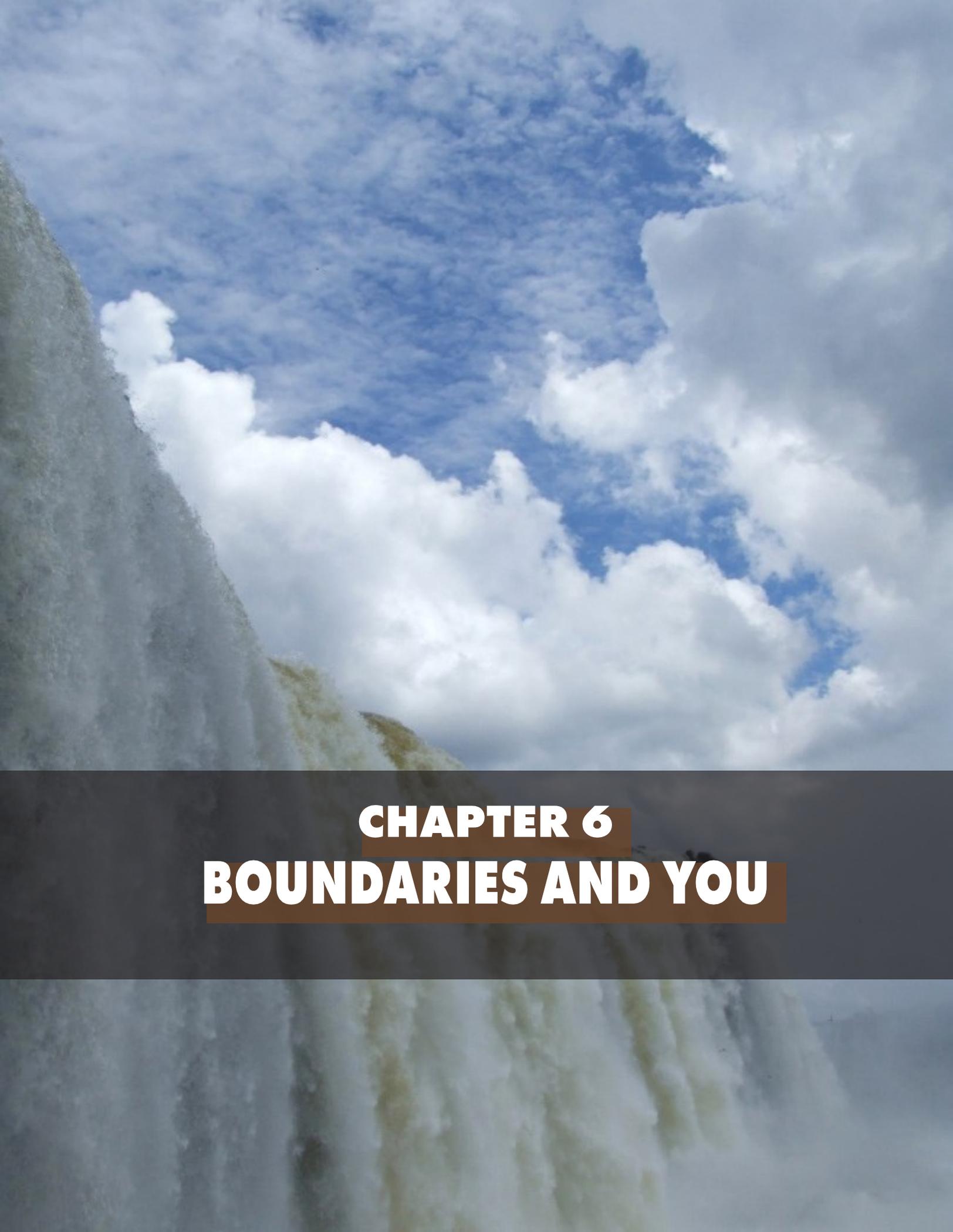
*"If you spend your life sparing  
people's feelings and feeding their  
vanity, you get so you can't  
distinguish what should be  
respected in them."*

*-- F. Scott Fitzgerald*

# Hold It Right There

## Action Guide 6B: Bosses and Boundaries

- 
- 
- 
1. What are some symptoms (behaviors, etc.) that are happening in your business that tell you it is time to set some boundaries?
  2. Is there a specific team member that needs to have boundaries set?
    - Who is the person?
    - What is the new boundary?
  3. **SPECIFIC CLIENT:** Is there a specific client that needs to have boundaries set?
    - Who is the client?
    - What is the specific issue that involves this client?
    - What is the new boundary?



**CHAPTER 6**  
**BOUNDARIES AND YOU**

## **BOUNDARIES AND YOU**

One of the most important relationships you can have during your life is your relationship with yourself. When you set a boundary with yourself, you set expectations for how you treat yourself and your life. It is important to set boundaries for yourself because it reminds you to love and respect yourself.

Boundaries with yourself can be more difficult to implement because there is nothing holding you accountable. No one will know if you break your boundary with yourself. For this reason, self-boundaries can be some of the most difficult to respect, honor and enforce.

Everyone's boundaries are different, especially those relating to how you treat yourself. It is important that you tailor your self-boundaries so that you can be as happy and healthy as possible. Here are some boundaries that you may want to set for yourself:



### **Financial Boundaries**

One of the best ways to set a boundary with yourself is by setting financial boundaries. These financial boundaries will be how you hold yourself accountable for achieving your financial goals, saving money, paying your bills and having extra spending money.

A financial boundary to set with yourself is to stick to your budget. It is super easy to create a budget and then never follow through with it. Instead of letting yourself go “willy-nilly” with your finances, make a commitment to yourself that you will stick to your budget.

Another financial boundary you can set with yourself is by only buying what you need. This means sticking to your shopping list and having no impulse buys. This can be challenging but it will save you money.

Limiting how often you eat out is another financial boundary you can set. Eating out is way more expensive than cooking at home. Set the number of days in which you eat out, and then do not eat out any more than those days.

## Health Boundaries



Another area to consider when setting boundaries for yourself is your health. Health boundaries can relate to your physical, emotional or mental health. It is important that you focus on all three facets of your health to be the best version of yourself possible.

One way that you can commit to your health through boundaries is by creating a workout schedule or dieting. Though it is easy to slack on some days, hold yourself accountable for committing to your boundary of working out and eating healthily.

It is important that you set healthy boundaries relating to your personal care. Whether your boundary is a bath, skincare regimen or a journaling session, connect to these times of personal care and treat them as though they are a boundary with yourself. Do not let other people or your laziness cause you to ignore these boundaries.

## Social Media Boundaries



In this ever-digitizing age, social media and media consumption is increasing by the day. One way to set boundaries with yourself is to limit your social media and media intake. These sorts of boundaries

## Hold It Right There

may be easy for some people and difficult for others. It just depends on you as the individual.

If you watch a lot of TV, consider limiting your TV intake to only one or two hours per day. Then, be accountable to yourself to ensure that you do not go over this time limit. You could even consider taking screens out of your bedroom so that you do not watch TV before bed.

You can also set time limits on social media use. This boundary is easy to implement because smartphones have app time limitations. All you need to do is go into your settings and change the setting for how much screen time you are allowed on each app. Then, have enough self-control that you do not click “ignore” every time you have reached your maximum app allotment.

## Scheduling Boundaries



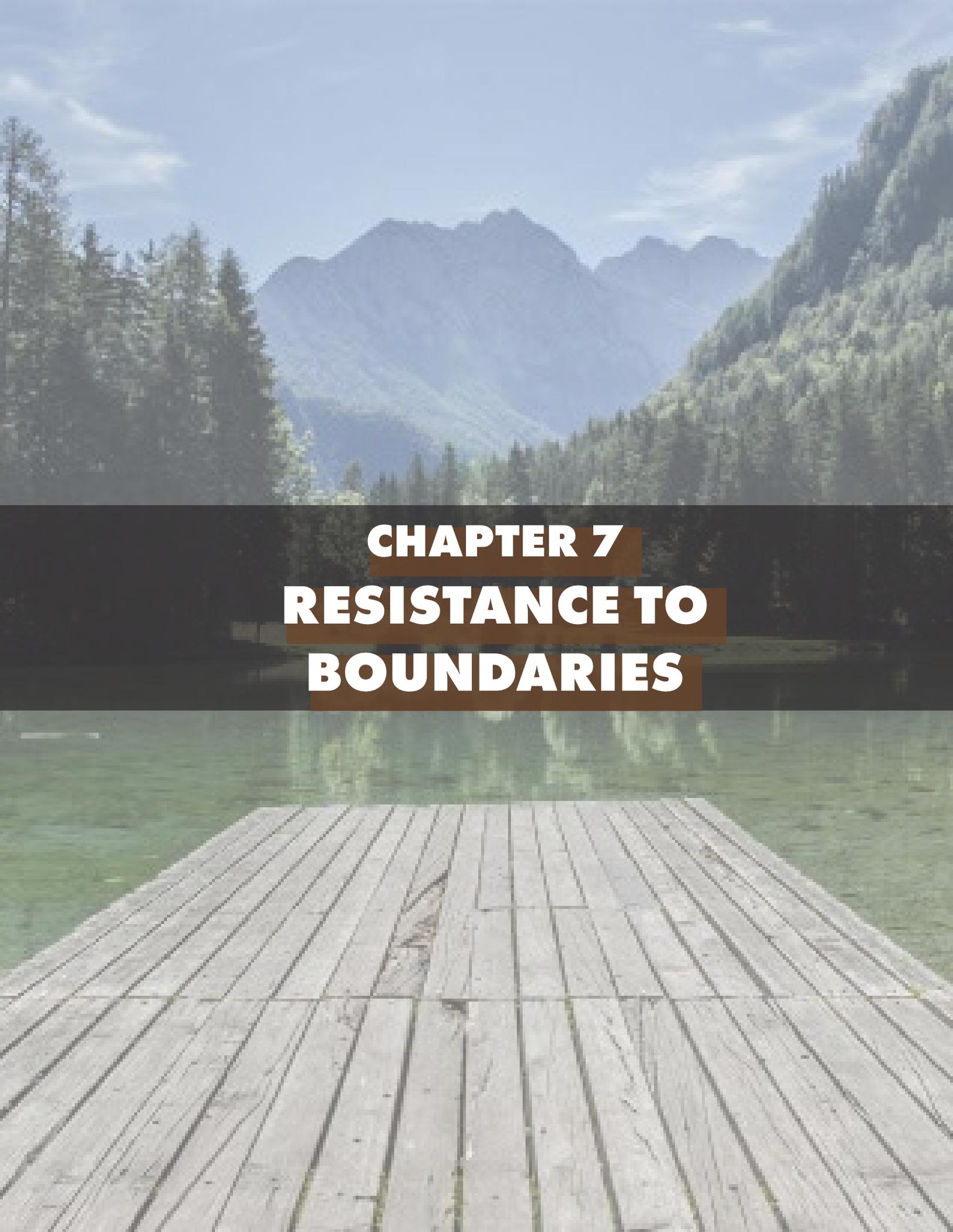
You can also set boundaries for yourself by creating and sticking to a daily schedule. Daily schedules are a great way to keep you happy and healthy so that your day feels predictable and stress-free. Although it may be easy to ignore your schedule on days that you are feeling lazy or busy, treat your schedule as a boundary so that you stick to it consistently.

Two of the most important scheduling boundaries are your wake time and sleep time. Sleep is one of the most important factors for feeling good and staying healthy long-term. One way to commit to your sleep is to go to bed and wake up at the same time every day. Treat these bedtimes and wake times as boundaries that you do not break frequently.

## Recap

It is important to set boundaries with yourself so that you are accountable for your wellness and happiness. Setting financial, health, social media and scheduling boundaries are some of the best ways to gain control of your life and become as happy and healthy as possible.





**CHAPTER 7**  
**RESISTANCE TO**  
**BOUNDARIES**

## RESISTANCE TO BOUNDARIES

When you set boundaries, you can expect to experience resistance at some point, whether it be from another person or yourself. It is important to know how to handle these instances of resistance so you can confidently respect your boundaries without being rude or disrespectful to the other party.

### Be Prepared

The first step to dealing with people who resist your boundaries is to be prepared. It is important to know common tactics that people use in order to resist boundaries. This will allow you to recognize when a person is being disrespectful to your boundaries and needs. Here are the most common forms of boundary resistance:

#### 1. The Controller

One way that people might resist your boundary is by trying to control you or the situation. This type of person is called the Controller. The Controller might resist your boundary by physically challenging you, changing other people's opinion of you, or anything else that results in controlling you or the situation.

On occasion, the Controller may become angry and resort to yelling or fighting. This is a very extreme reaction that can be dangerous to your physical health and safety. If you find yourself in this situation, remove yourself immediately. It is not worth risking your safety for this person.

#### 2. The Intimidator

Another way that people resist boundaries is by trying to intimidate you. These people are called Intimidators. The goal of the Intimidator is to intimidate you until you feel as though you are the one being unreasonable and change your boundary. This person may gaslight you, argue with you or do something else to make you feel as though your boundaries are not worth being respected.

#### 3. The Guilt Trip

People also resist boundaries by attempting to guilt-trip the person setting the boundaries. The goal of the Guilt Trip is to convince you that you are being selfish for setting a boundary. The Guilt Trip is probably the most frequent boundary resistant tactic.

### **Keep in Mind**

When you meet these sorts of people, it is important to keep a couple of things in mind so that you stick to your boundary and do not let them bully you from the respect you deserve. Here are some things to keep in mind when you experience resistance to your boundaries:

1. The angry person is the one with the problem, not you. You are not responsible for their anger, and you do not let their anger cause you to become angry or upset.
2. You do not need to feel guilty for putting your needs and wants on par with someone else. You are just as important as the other person. So, your boundaries deserve respect, and you can respect and honor yourself for setting boundaries.
3. Guilt is just anger and insecurity in disguise. If someone is trying to guilt you, they are probably just angry and manipulative. On the other hand, if you feel guilty for setting boundaries, you are probably insecure and need to deal with that accordingly.

### **What to Do**

Whenever you meet someone who is resistant to your boundaries, it is important to be diligent in your reactions so that you do not let them walk over you. Even if you feel uncomfortable standing up to the person resisting your boundaries, it is important to stand your ground and act accordingly.

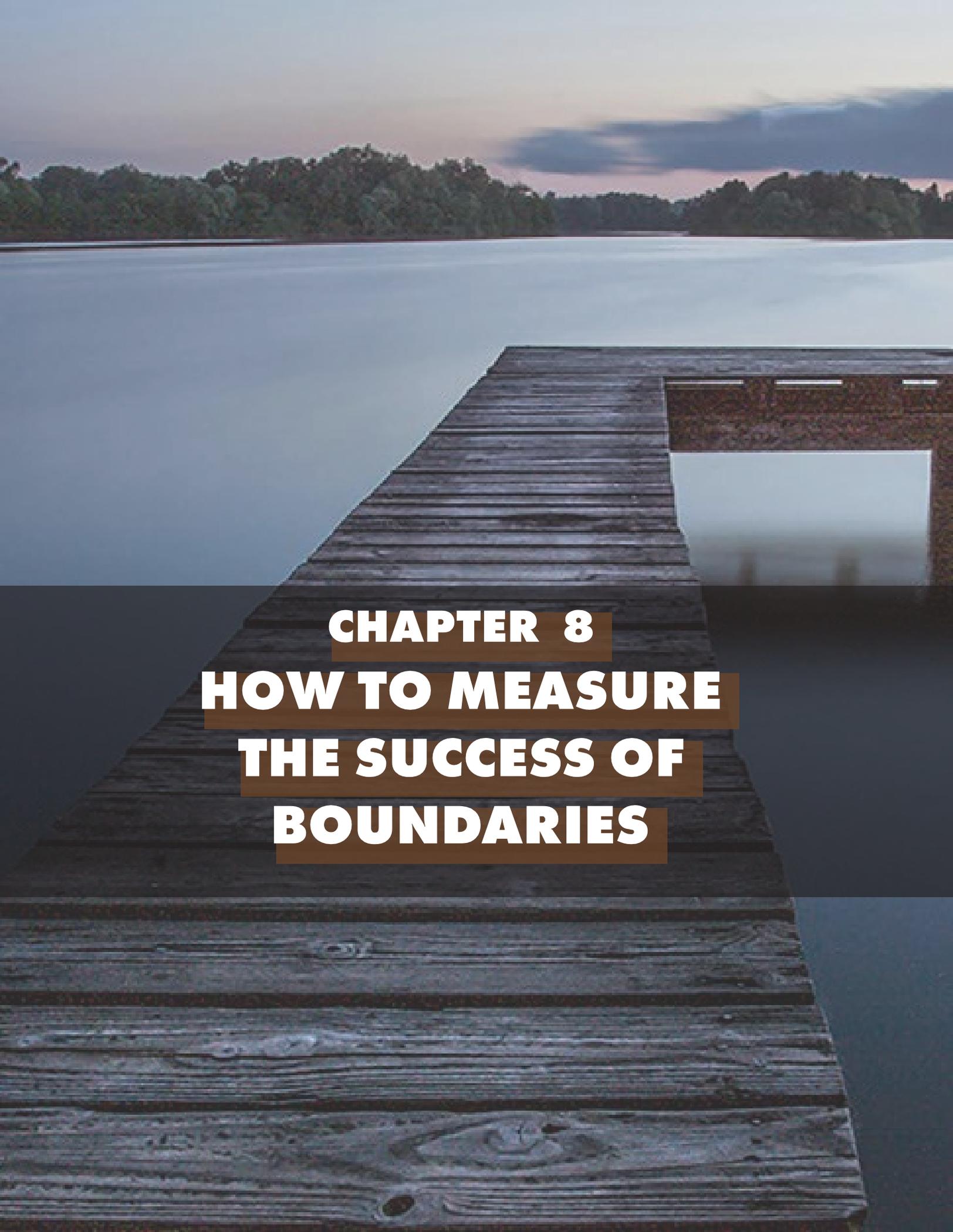
Begin by reiterating your boundary and why it is in place. This gives the other person the opportunity to ask any questions or better understand your boundary. Sometimes, this first step solves the problem because it alleviates any misunderstandings.

If the person is continuing to resist your boundaries, keep the three previous points in mind. The angry person is the one with the problem, not you; do not feel guilty for respecting your needs and wants; guilt is just anger and insecurity in disguise. Use these three points to keep you focused on your boundary and goals, not the other person's resistance.

Do not give in to the resistor simply out of laziness or convenience. Your boundaries demand to be respected, and you need not let the resistor bully you into forgetting them. Do not give in or give up, no matter who the resistor is. Stay confident, assertive, and kind.

If the resistor is resisting for legitimate concerns, give try talking with him or her about those concerns. You all might be able to come to a compromise that is great for both parties. Boundaries do not have to be inflexible. So, you can compromise to make all parties involved more comfortable.

Whenever you set boundaries, expect to experience resistance at some point. You should expect to see someone use controlling, intimidating, or guilt tactics in order to bully you from enforcing your boundaries. When you find yourself in this position, reiterate your boundary and try to find a neutral ground, but absolutely stand your ground. Your feelings are just as important as the resistor's feelings.



**CHAPTER 8**  
**HOW TO MEASURE**  
**THE SUCCESS OF**  
**BOUNDARIES**

## HOW TO MEASURE SUCCESS OF BOUNDARIES

Once you set boundaries and get everyone on board, it will serve you to measure the success of your boundaries. Are they working? Are they making your life easier? Are they adding stress to your life? Depending on the answers to these questions, you may find that your boundaries are successful or unsuccessful.

### Success Tracking Methods

Since the success of boundaries is often addressed by looking at your emotions and feelings throughout the day, it is important to track your moods, emotions, and feelings. Tracking these items will allow you to see how you feel before starting your boundary versus how you feel with the boundary implemented.

One way that you can track your moods, emotions, and feelings is by using a mood tracker. With your mood tracker, you should write down every night how you felt during the day. You can either get a mood tracking app on your phone, or you can put it in a journal and write it down physically.

For some of the more measurable boundaries, such as financial boundaries, keep a detailed record of your progress as well. Whether it be in the form of a bank statement, productivity list on your phone or journal, make sure that you are tracking your relationship with the boundary.

If you are new to setting boundaries, you may want to consider getting a journal purely for recording your thoughts, actions and feelings regarding the boundaries. In that journal, write down all of your ideas relating to the boundaries. Then, update the status of your boundary to measure its effectiveness in your life.

If you are not seeing any progress within a few months, go back to your journal and continue drafting boundary ideas. Try to see why your old boundaries aren't working and tailor your new boundaries to make them more successful.

### Successful Boundaries

Successful boundaries make you feel more balanced, respected and

People who violate your boundaries are thieves. They steal time that doesn't belong to them.

--Elizabeth Grace Saunders

## Hold It Right There

happy. You know boundaries are successful and helpful for your life when everything goes great until someone breaks the boundary. This tells you that this boundary is healthy in your life and reflects your values, rights and needs.

You can measure the success of your boundaries based on how you feel on a day-to-day basis. The easiest boundary category to measure is your professional boundaries.

If you set boundaries at work because you felt overworked and overwhelmed, you now feel like you have a healthier life-to-work ratio and burnout is a thing of the past. If you feel much better than you did before, the boundary is successful.

## Unsuccessful Boundaries

Unsuccessful boundaries can either result in no change or add stress to your life. Both scenarios are not ideal and show that you need to make some adjustment to your boundaries.

If you still feel as badly as you did when you set the boundary, that means that the boundary does not actually address the issue. Continue to reflect on the situation until you find a boundary that best addresses the issue in the violation to your needs, emotion or rights.

Some boundaries can add stress to your life. These boundaries are often unrealistic and not natural. If you find yourself stressing about the boundary itself, consider lessening the boundary or making it more flexible so that it fits more naturally into your life. If it is still stressful after that, look and see if you need to forgo the boundary entirely.

If you find that one or more boundaries are unsuccessful, adjust them. As we have said at several points, boundaries need to be flexible and adjust to your life. There is nothing wrong about tailoring an unsuccessful boundary to make it more applicable and, therefore, successful.

To see if your boundaries are effective, it is important to track them to measure their success. You can track their success by monitoring your moods, feelings, and progress. Successful boundaries make your life easier, happier, and healthier, which will be reflected in your mood tracking or progress reports.

On the other hand, unsuccessful boundaries may result in no change or cause even more stress in your life. If your boundaries are not successful, tailor them so that they better fit your needs and desires.

# CONCLUSION



## CONCLUSION

As we have seen, it is imperative to set healthy boundaries in order to have healthy and respectful relationships with yourself and those around you. If you do not set boundaries for yourself and others, you may feel worn down and disrespected by those in your life.

When you are setting boundaries, it is important to remember that the point of boundaries is to respect yourself and have healthier relationships with others. From there, set boundaries according to your needs and feelings, and be willing to enforce your boundaries if someone does not respect them.

Remember to create boundaries that touch every aspect of your life. Specifically, set boundaries within your dating life, family, work and with yourself. If you set boundaries in all these areas, you are more likely to feel happier, healthier and more respected in your life.

To make sure that your boundaries are working, track their success by using mood trackers, progress reports and journaling. These tools will allow you to reflect on your feelings and know when certain boundaries are simply unsuccessful at making your life better.

It is important to remember that people may resist your boundaries by controlling, intimidating or guiltning you. In these scenarios, reiterate your boundaries and compromise when able, but stand your ground. Your feelings are just as important as anyone else's feelings. Do not let anyone bully you from respecting them.

Though creating your boundaries may take some time and practice, do not get discouraged. If you follow these steps and work diligently and compassionately, you will see the benefits of your boundaries in time.

## ABOUT THE AUTHOR

As an internationally known business coach, mentor, teacher, healer and author who enjoys seeing her clients and their businesses thrive, Pat Honiotes' passion is to support clients in being the "nucleus of their own life" AND when they actually start becoming the central, most important part of their life from which they grow and lead, she celebrates with them.

Pat's coaching philosophy and style focuses on giving her clients the opportunity to learn, experience, fail, succeed, and grow (both personally and in their business) all the while knowing someone has their back and can help them stand in their power when they need a hand.



Photo Credit:  
DeJean Brown

