

Saying No for Flow

Today's Gameplan

- 1 The Necessity of No
- 2 Saying No Like a Pro
- 3 Asserting Boundaries Broadly

Not Saying No Is a Trainwreck for High-performance

If we can't say no



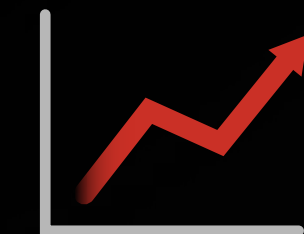
**We can't get
into flow**



**We can't
sleep**

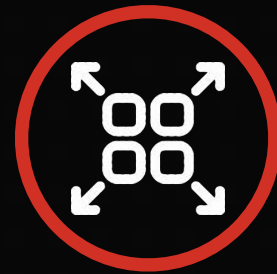


**We can't
recover**



**We can't chart our
own trajectory**

Research Shows the Inability to Say no Agitates the Bad Guys



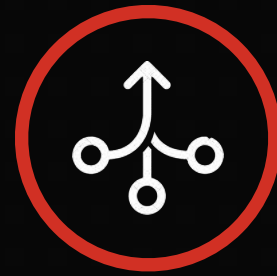
Depression



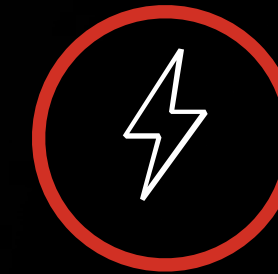
Bad relationships



Resentment



Anxiety



Burnout



Lack of self-identity



Stress

Saying No to the President



Saying No Commands Respect, Reassurance and Admiration from Others

- 1** **Saying “NO” to Your Boss**
Strength and Respect
- 2** **Saying “NO” to a Colleague**
Mutual Peer Status
- 3** **Saying “NO” to a Client** Healthy
and Realistic Relationships
- 4** **Saying “NO” to a Subordinate**
Encourage Future Input

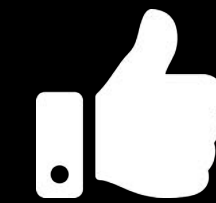
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First – What You Usually Do...

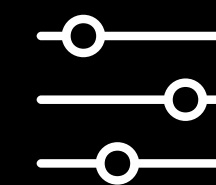
- 1 Accommodate**
Say yes when you wanted to say no
- 2 Attack**
A poor, destructive way of saying no
- 3 Avoid**
Try to avoid any commitment, neither yes nor no

The Three Nos Not to Do



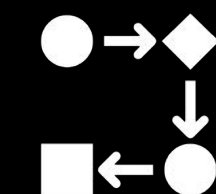
Accommodate

Saying yes when you wanted to say no



Attack

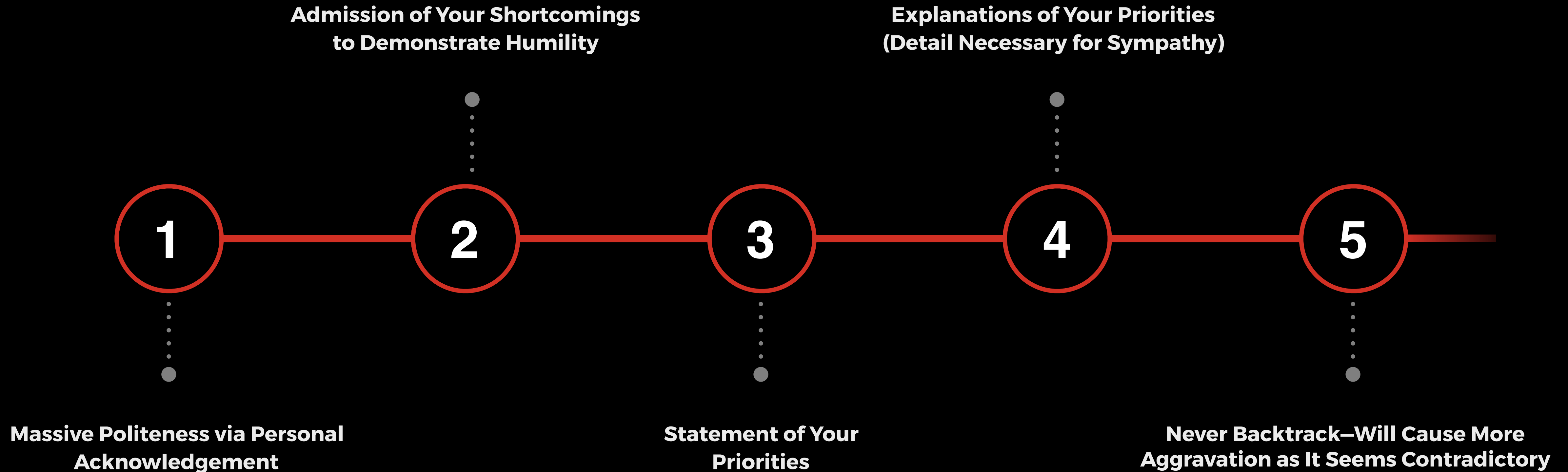
A poor, destructive delivery of your “no”



Avoid

The avoidance of any commitment, neither yes nor no

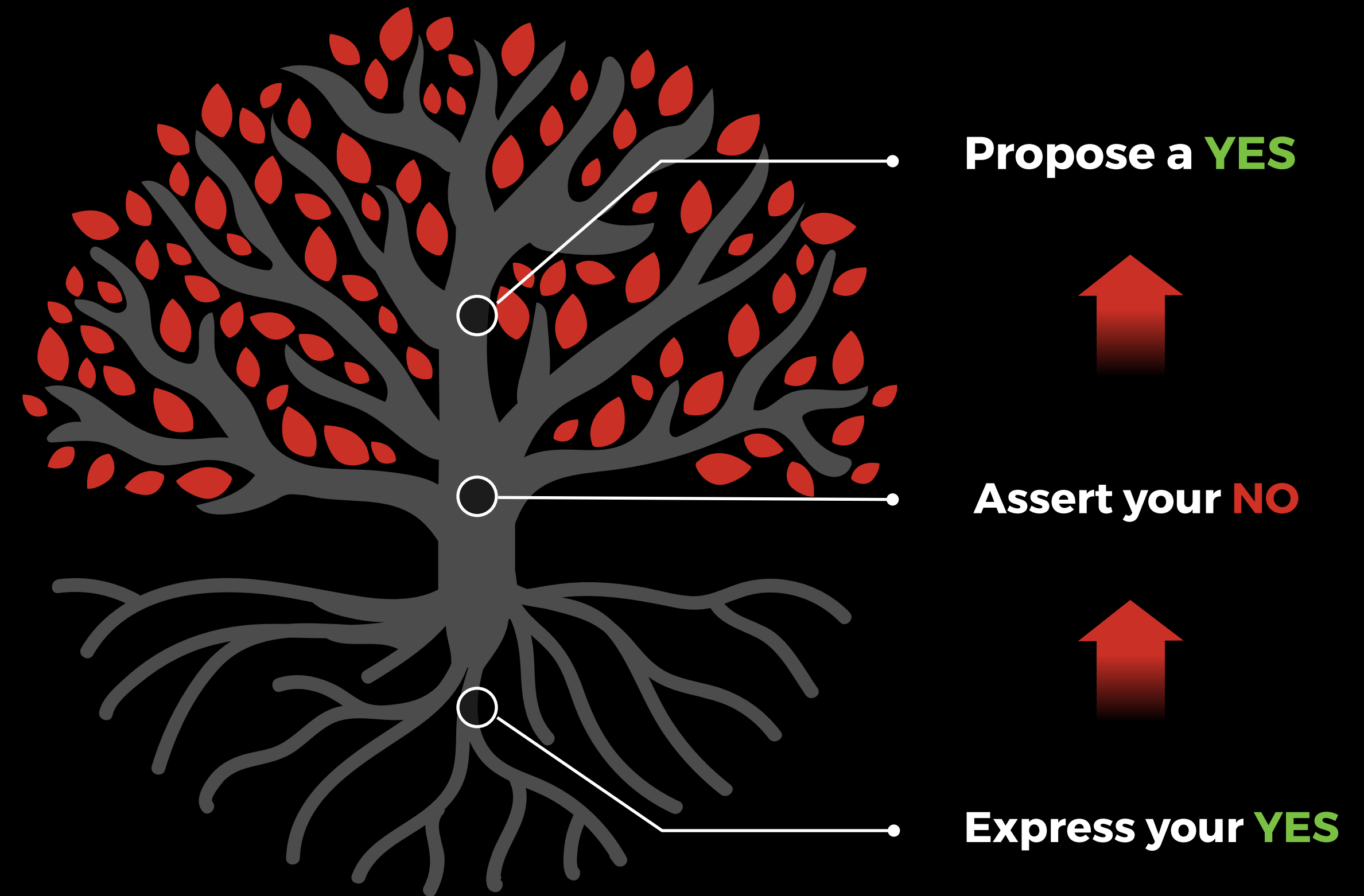
No 1 – The Broadly Applicable No



No 2

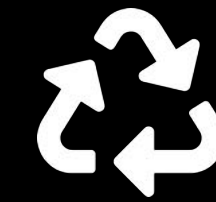
The Blanket Policy/Diet – Leveraging Your Life Rulebook

No 3 The Power of a Positive No



No 4

The No to a Superior



Identify the trade-offs



Let your superior choose

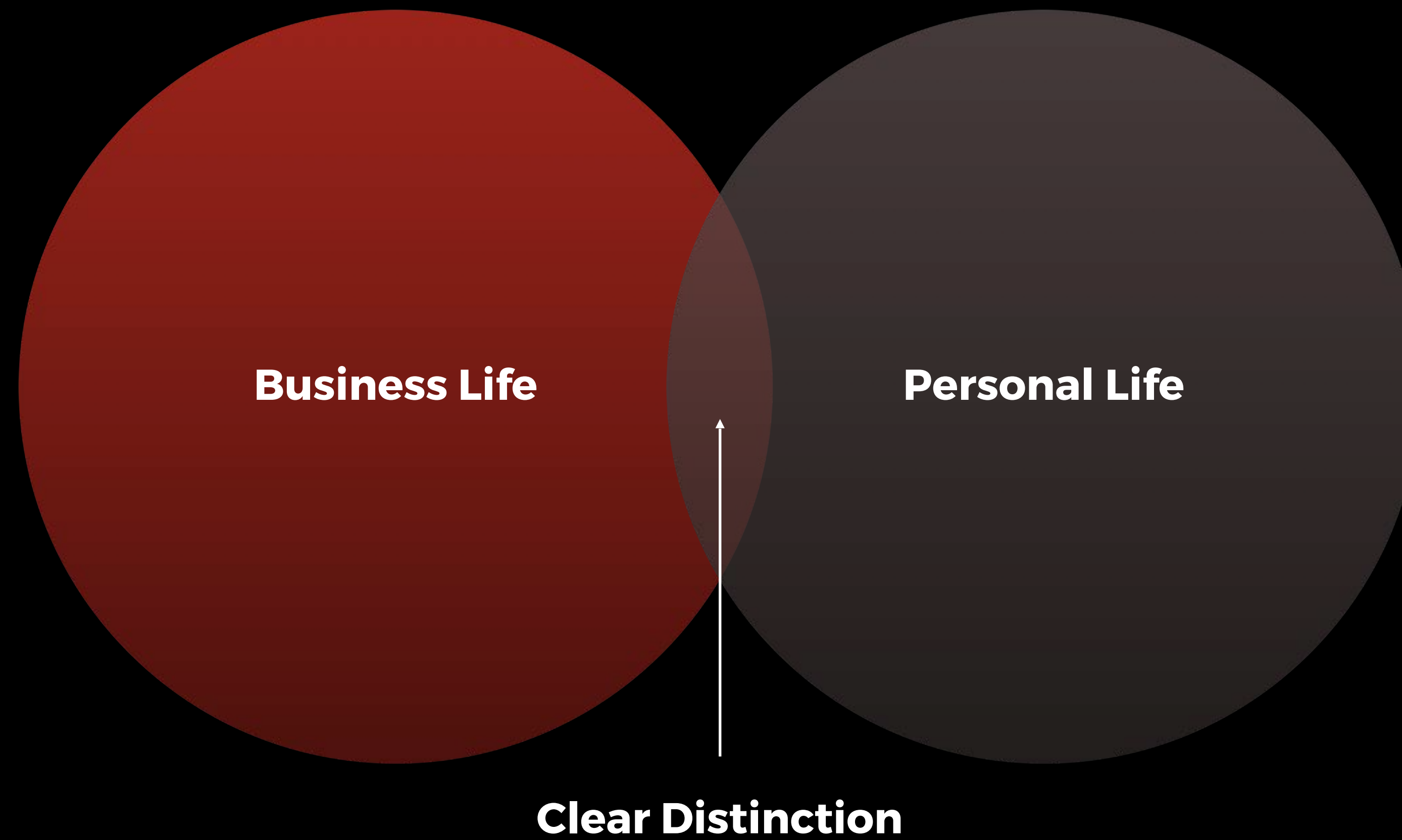


Propose the options with a clear breakdown of the consequences of each

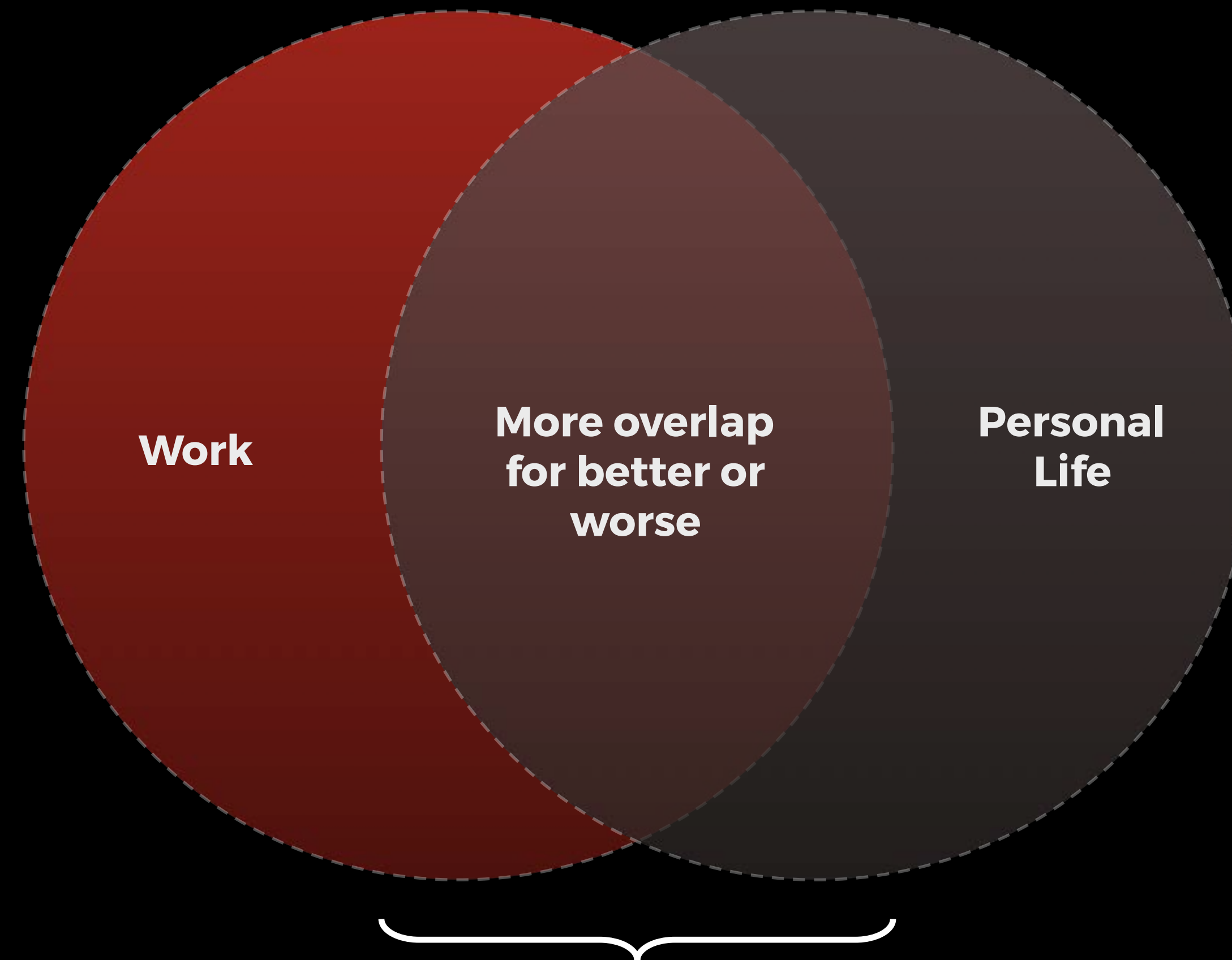
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20th Century View of Work/Life



A 21st Century View of Work/Life



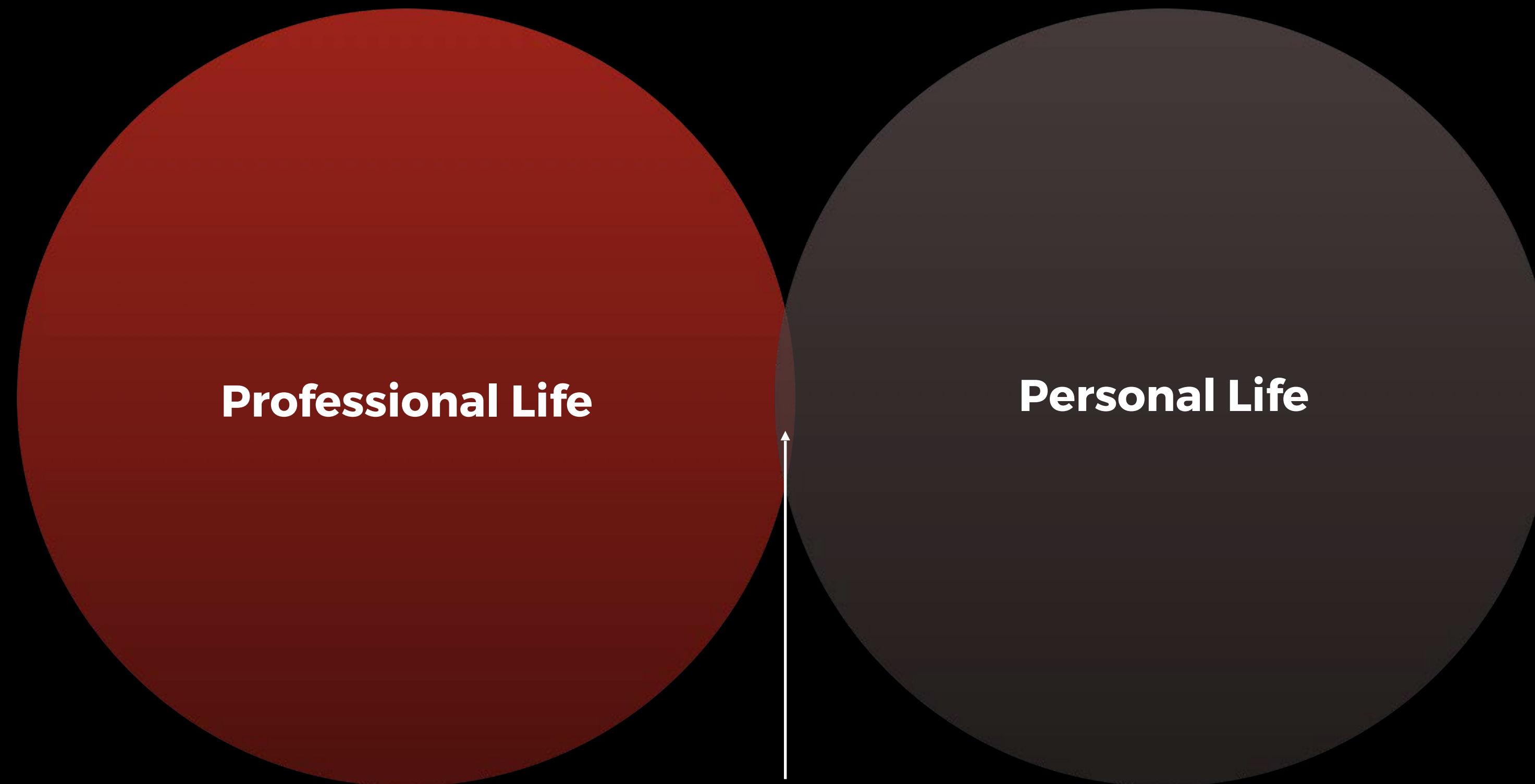
Note the porous boundaries between each. Think about things like: Smartphones as work phones, working from home, daycare and cafeterias at workplace, etc.

Business Owners, Tech Startups, etc..



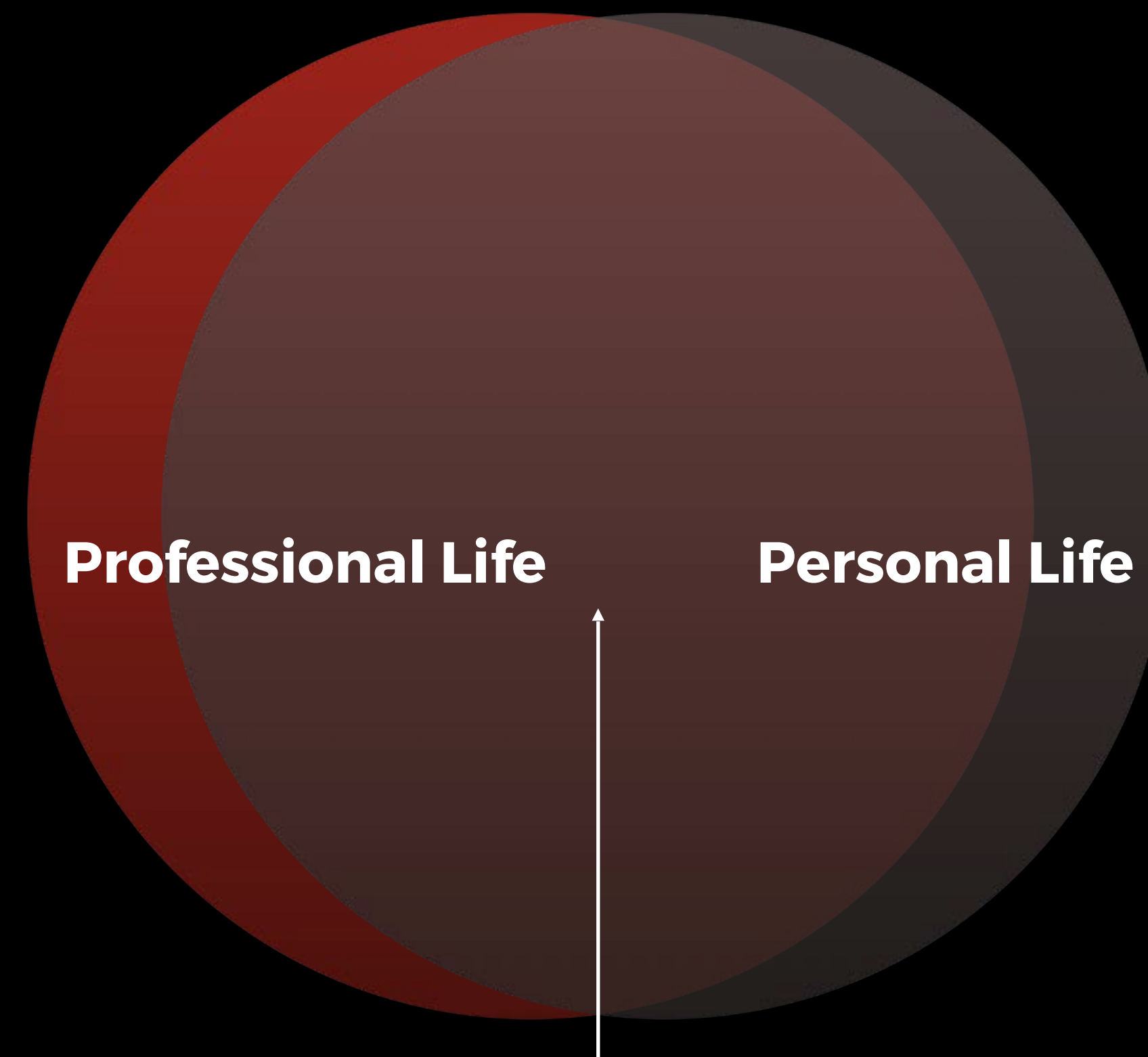
Some of us have a total blend.

Stage 1 - Work and Life as Separate



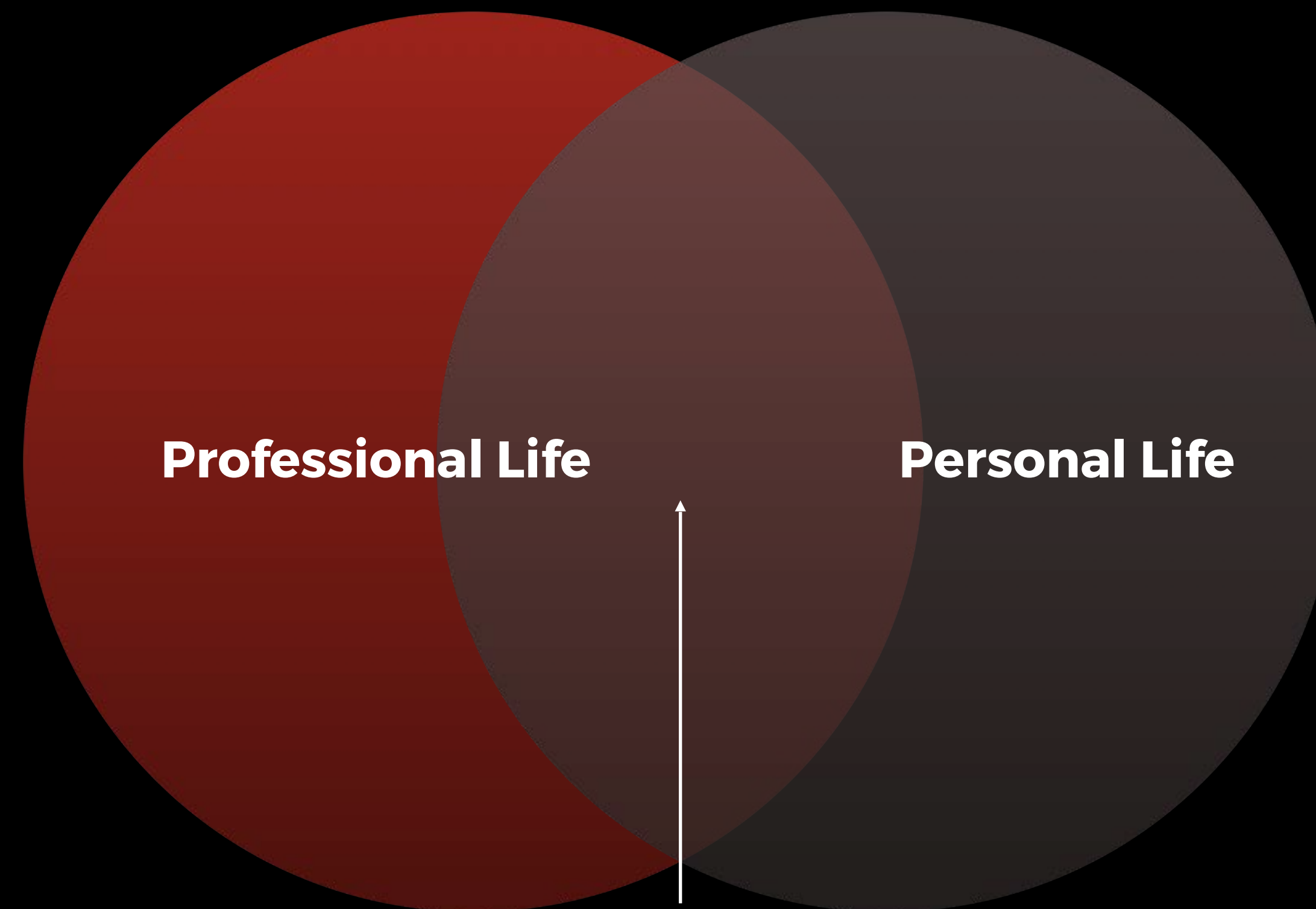
**Work and life are distinct.
The “working to live” dynamic.**

Stage 2 - Work and Life Are Integrated!



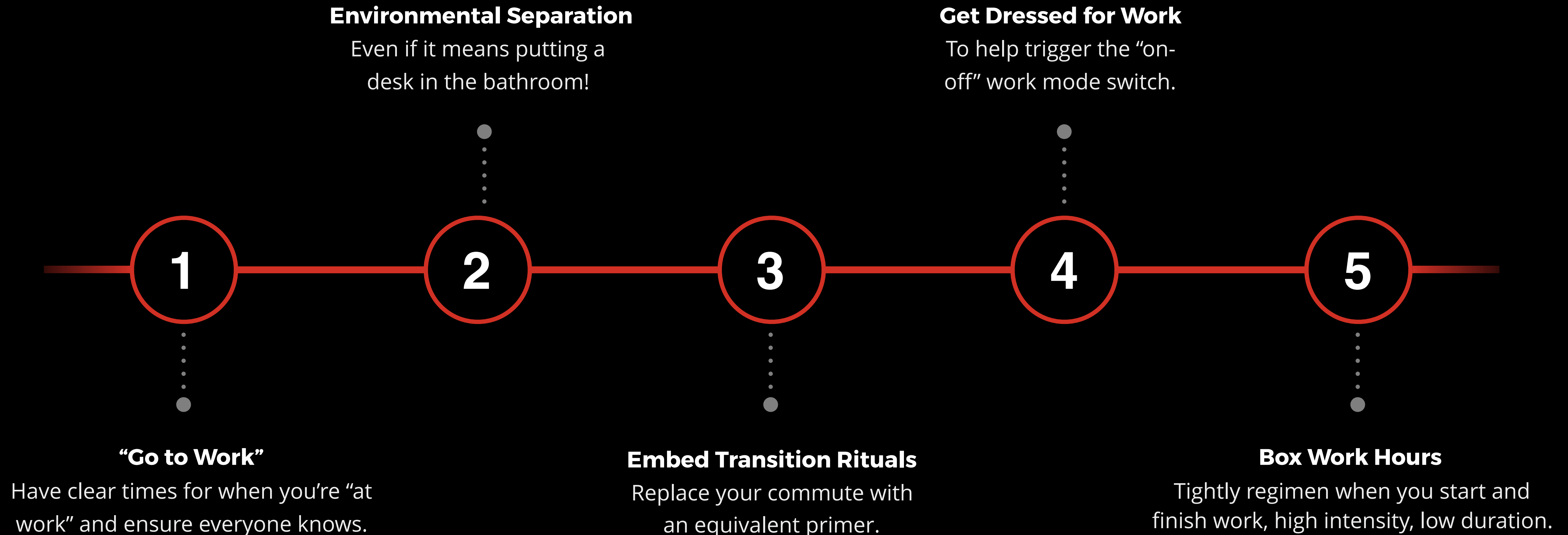
**Work and life are integrated.
The “I love my work. It’s all just life” dynamic.**

Stage 3 - Optimal Seperation!

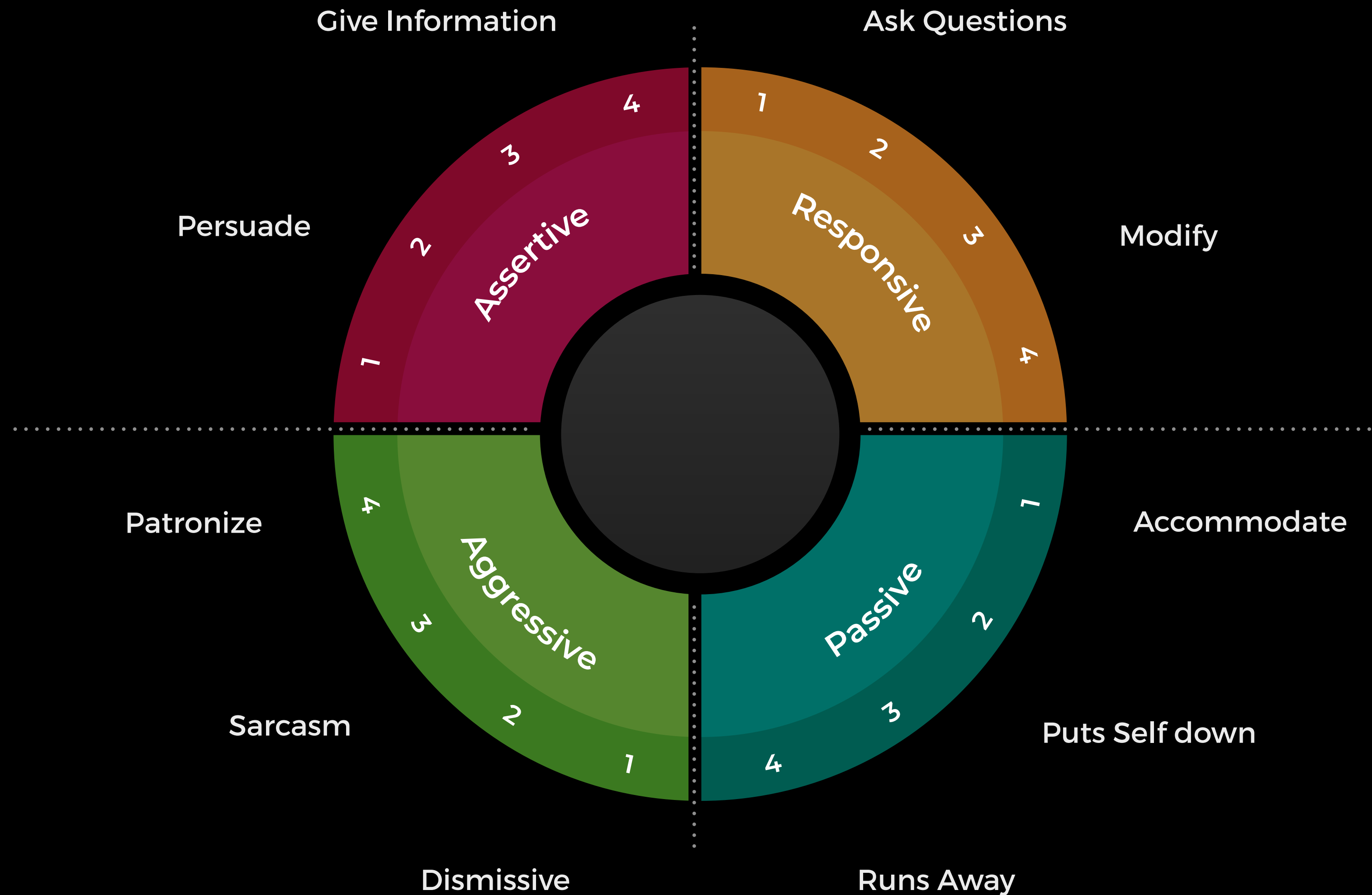


Work and life are healthily distinct resulting in more productive work and recovery. The “I love my work, but boundaries are actually helpful” dynamic.

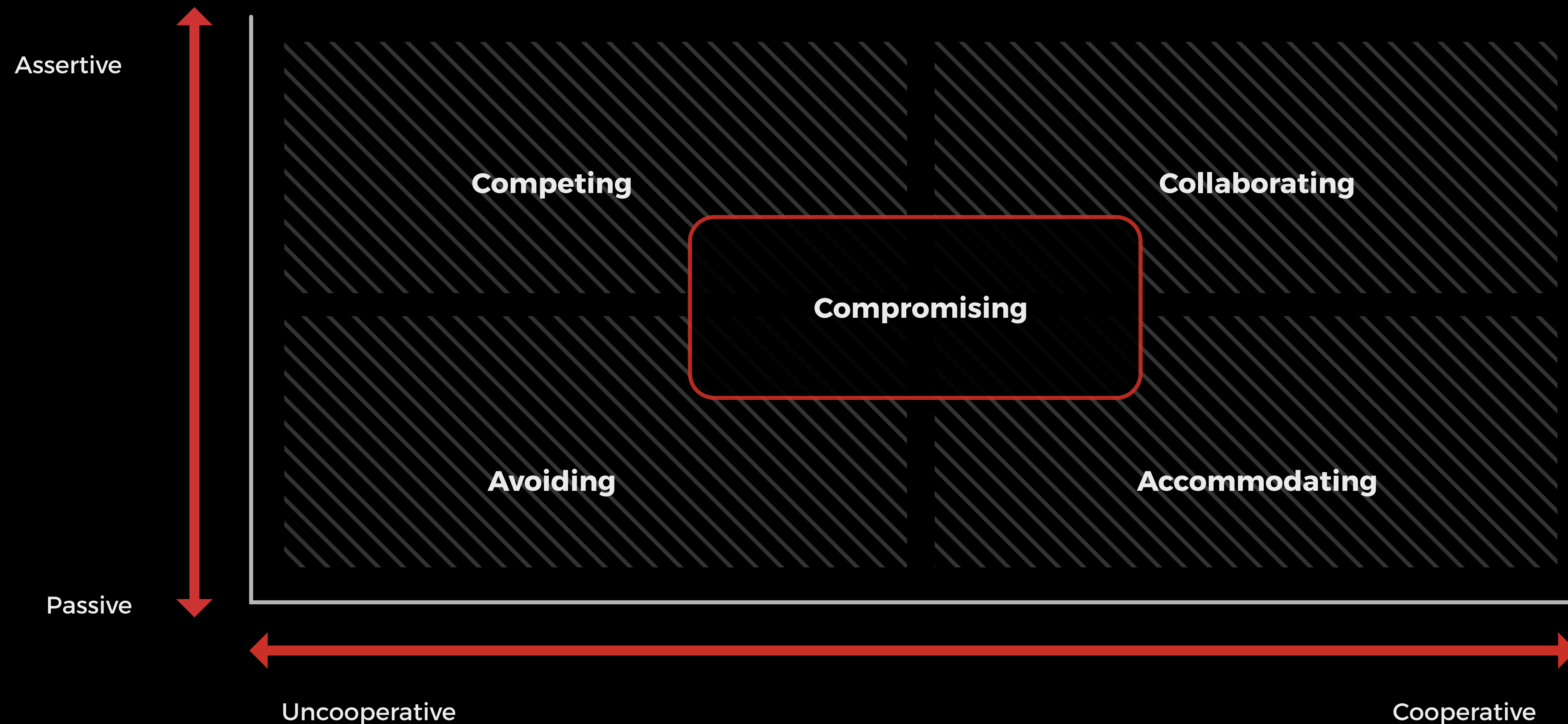
Stage 3 While Working from Home!



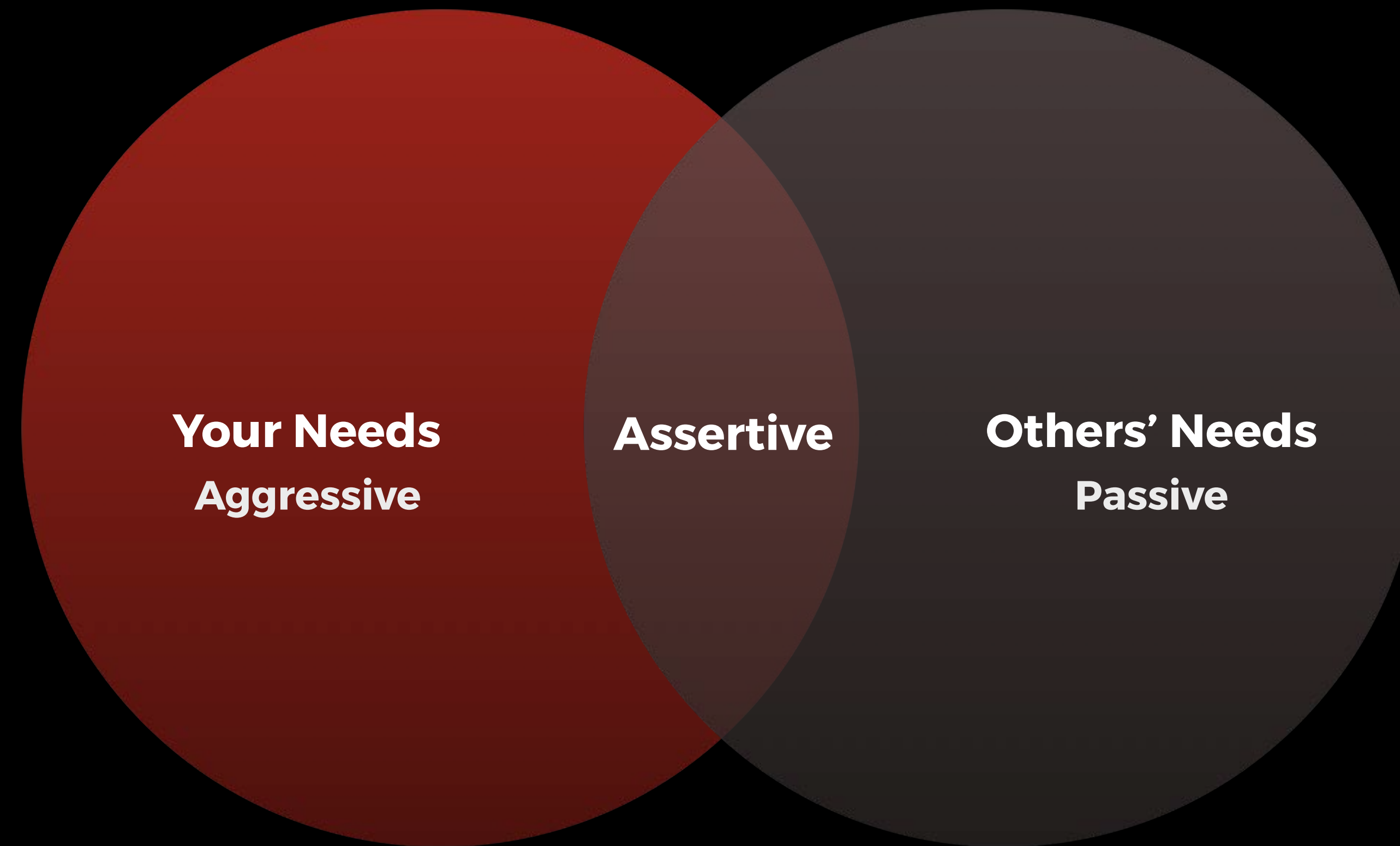
How to Get It Right



Striking the Sweet Spot Between Collaborative and Assertive



The Sweet Spot



What We've Covered

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Exercise:

Yes Tracking and the Big 5



Download Workbook
to Get Started

- 1 Every evening, for the next week, list where you said yes, when you should have said no. This will make you hyper aware of the excessive agreeableness.
- 2 Become a “no-man”—if in doubt, for the next six weeks SAY NO!
- 3 Take the big five personality test, assess for agreeableness. If agreeable, pay extra attention to this lecture and exercise as it’s more of a challenge for you.