

# Buddy Up to Boost Boundaries

## With the PAD<sup>2</sup> Method of Responding to Requests

### Purpose

- Explore the value of waiting to respond to a request during the teaching day.
- Partner up to practice a technique for handling requests in your teaching life, ensuring that priorities and self-care time are protected.

### Term to Know

Accountability Partner – a trusted, respected individual who supports and motivates you to achieve a goal through encouragement and monitoring of your progress

### Materials/Preparation

- Downloaded or printed activity sheet for partners
- Scheduled fifteen-minute meeting time with colleague

### Get Grounded

Studies published in the Journal of Applied Psychology reported that people have greater goal commitment and performance when they tell their goal to someone, they believe has a higher status than themselves.

Psychologists have shown that people feel less happy when they perceive themselves as having too little time to get their work done or complete their to-do list.

Researchers at Columbia University Medical Center found that decision-making accuracy can be improved by postponing a decision by a fraction of a second.

### Get R.E.A.L.

1. Find a colleague whom you respect, trust, and feel comfortable with to be your self-care accountability partner. You should both be interested in responding to requests so that you protect your time for your priorities and your own self-care.
2. Before you meet, independently read the New York Times article, "To Create a Healthy Habit, Find an Accountability Buddy" by Tara Parker-Pope.
3. When you get together, discuss:
  - What are the kinds of tasks and assignments we typically say "yes" to when it would be better for our own interests to say 'no'?
  - When are we most vulnerable for saying 'yes' too quickly?

### THE PAD<sup>2</sup> METHOD OF RESPONDING TO REQUESTS

**P**ause to give yourself time to consider the request.

If the request *aligns with your priorities and workload*,

1. **A**ccept and
2. **D**iscuss the terms of what you need to do.

If the request *doesn't align with your priorities and workload*,

1. **A**ssert boundaries with politeness and
2. **D**efend your decision with data.

4. Review the steps of PAD<sup>2</sup>. Take turns quickly role-playing the use of the method when saying 'yes' and when saying 'no' to a task.
5. Set a time to meet as accountability partners within the next week. During this time, intentionally look for opportunities to practice PAD<sup>2</sup>.
6. Meet with your accountability partner to review the success of the method and your accountability process. Discuss:
  - How did the PAD<sup>2</sup> method impact your ability to prioritize and protect your time?
  - What challenges did you encounter? How can we support each other with future challenges?
7. Decide on a length of time to continue your accountability with PAD<sup>2</sup> or select another self-care behavior for your mutual support.

## References

- Columbia University Medical Center. (2014, March 7). Ever-so-slightly delay improves decision-making accuracy. Retrieved from <https://www.cuimc.columbia.edu/news/ever-so-slight-delay-improves-decision-making-accuracy>
- Klein, H. J., Lount, R. B., Jr., Park, H. M., & Linford, B. J. (2020). When goals are known: The effects of audience relative status on goal commitment and performance. *Journal of Applied Psychology*, 105(4), 372–389. Retrieved from <https://doi.org/10.1037/apl0000441>
- Mogilner, C. (2019). It's time for happiness. UCLA Anderson School of Management, USA. *Journal of Consumer Psychology*, 26(1), 80-84. Retrieved from <https://doi.org/10.1016/j.copsyc.2018.07.002>
- Parker-Pope, T. (2021, Jan. 6). To Create a Healthy Habit, Find an Accountability Buddy. *The New York Times*. Retrieved from <https://www.nytimes.com/2021/01/08/well/live/habits-health.html#:~:text=Accountability%20works%20best%20when%20it,workout%20with%20a%20personal%20trainer>