

# HR LEADERSHIP ZOOM SESSION TECHNOLOGY FORUM 2026

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**Setting Boundaries:  
Building Psychological  
Safety Through Assertive  
Communication**

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**FEB 03 2026**  
10AM - 12NN

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# Setting Boundaries

Building Psychological Safety  
Through Assertive  
Communication

We all have 4 Communication Styles



# Setting Boundaries

We all have 4 Communication Styles

## Passive

“Hindi comfortable mag say ‘No’ instead, ikaw na lang ang mag-aadjust.”

## Aggressive

Lalapit palang sila, Umiiwas na kasi Alam nilang “NO” lang ang sasabihin mo

## Passive-Aggressive

“Mag ye-yes ka nga, pero puro PA-rinig, PA-Guilty, PA-daplis” ang kasunod

## Assertive

“Marunong kang mag say ‘No’ na may katwiran at respeto” Marunong mag communicate para hindi ma-burnout at hindi ma offend (nang gaano) ang kausap”



# Setting Boundaries

Professionally Without Offending Peers is best done with

“Assertiveness”

When you Don't treat people with respect, it creates a “Stigma” not just for the people you deal with but also for you

# “Assertiveness”

Starts with “Self-Regulation”

1. Being aware of your Mood

Daily “intention setting”

2. Being aware of your Perspective

3. Being aware of your Inner Voice



### 3. Being aware of your Inner Voice

What we say in our thoughts becomes the reality that we build for ourselves

#### 3 Inner Voices To Be Aware Of

1. “Eh Ganon eh”
2. “Hindi Dapat Ganyan”
3. ...

### 3. Being aware of your Inner Voice

What we say in our thoughts becomes the reality that we build for ourselves

What we think and say "Eh Ganon Eh"	"Hindi Dapat Ganyan" What we should Believe and say
"May sakit ako"	"Naghe-heal ako"
"Ang malas ko."	"Ang swerte ko."
"Mahirap yan."	"Madali yan."
"Ayoko na."	"Kaya ko ito."
"Hindi ko alam."	"Hahanap ako ng solusyon."

Inner Voices for Assertiveness

1. "Eh Ganon eh"
2. "Hindi Dapat Ganyan"

### 3. Being aware of your Inner Voice

What we say in our thoughts becomes the reality that we build for ourselves

#### Inner Voices for Assertiveness

1. "Eh Ganon eh"
2. "Hindi Dapat Ganyan"

What we think and say "Eh Ganon Eh"	"Hindi Dapat Ganyan" What we should Believe and say	Missing Piece: "Do One Positive Action"
"May sakit ako"	"Naghe-heal ako"	Drink a glass of water and close your eyes for 2 minutes to acknowledge your body's recovery.
"Ang malas ko."	"Ang swerte ko."	Write down / think about a small win from the last 24 hours (e.g., "walang traffic kanina").
"Mahirap yan."	"Madali yan."	Commit to working on the task with pure hyper focus.
"Ayoko na."	"Kaya ko ito."	Take three deep breaths then try again.
"Hindi ko alam."	"Hahanap ako ng solusyon."	Reach out to AI ...Or someone who can help

### 3. Being aware of your Inner Voice

What we say in our thoughts becomes the reality that we build for ourselves

#### 3 Inner Voices To Be Aware Of

1. "Eh Ganon eh"
2. "Hindi Dapat Ganyan"

3. "Eh Ano Ngayon"

Pano kung hindi mag work?

...Gagawin ko hanggang matuto!

# Setting Boundaries

Professionally Requires the balance of

“Assertiveness”

+

“Receiving Area” Framework

# Setting Boundaries

Professionally Requires the balance of

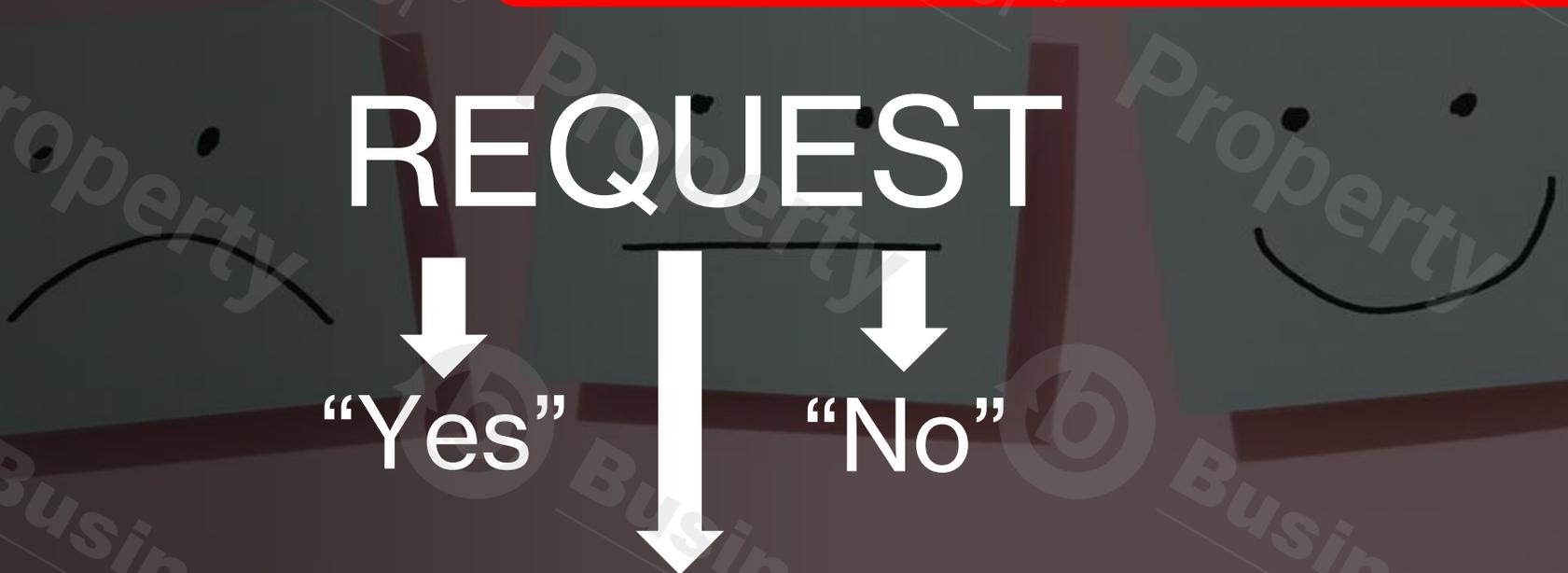
“Assertiveness” + “Receiving Area” Framework

REQUEST

“Yes”

“No”

“Wait”



# Setting Boundaries

Professionally Requires the balance of

“Assertiveness” + “Receiving Area” Framework

# REQUEST

“Wait”



Ask: “When do you need it?”



Classify: “Can do” vs “Can not do”



Communicate



“I understand... here’s what I can do... [Mention that they are on your priority list / wait list and you will get to them after a certain task is done]”



Setting Boundaries means managing your Time, Energy and Focus

Always communicate with positive phrasing  
You are building goodwill every time you do so

# Setting Boundaries

Professionally Requires the balance of

“Assertiveness” + “Receiving Area” Framework

## REQUEST

“I understand... I’d love to help but my hands are full right now [state the urgent task being done], here’s what I can do instead... [Give an alternative solution]”

“Wait”



Ask: “When do you need it?”

Positive Phrasing

Classify: “Can do” vs “Can not do”

Stick to Facts

Communicate

Positive Action



# Setting Boundaries

Professionally Requires the balance of

“Assertiveness” + “Receiving Area” Framework + “Positive Communication”

## Builds Psychological Maturity

Protecting Your Energy Reduces Stress & Promotes  
Psychological Safety

# Setting Boundaries

Building Psychological Safety  
Through Assertive  
Communication

Thank you!

## We all have 4 Communication Styles

What we say in our thoughts, the  
communication we use and the action  
that we do becomes the reality that we  
build for ourselves



# HR LEADERSHIP TECHNOLOGY FORUM 2026

ZOOM SESSION

## Thank you

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### Contact us through:

 (0917) 6372471, (0912) 2231826, (0917) 1357279

 (632) 8687-4645, 8687-3416

 [info@businessmaker-academy.com](mailto:info@businessmaker-academy.com)

 [www.businessmaker-academy.com](http://www.businessmaker-academy.com)

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Suite 1503A West Tower Tektite Bldg. Exchange Road Ortigas Center Pasig City, Philippines