

Helping Without Carrying™

English Boundary Guide

Care and responsibility are different

You can care deeply without becoming responsible for another person's recovery, choices, attendance, treatment, or safety plan.

Use clear boundaries

Try: "I care about you, and I want to help you connect with someone equipped for this." "I can stay for ten minutes while we identify the next call." "I cannot keep this private if I believe someone is in immediate danger."

Share the response

Use supervisors, HR, crisis teams, family, community supports, clinicians, or emergency services as appropriate. Do not hold urgent concerns alone.

Check your capacity

Notice dread, sleep disruption, irritability, constant monitoring, or feeling solely responsible. Pause, consult, rest, and reconnect with your own support.

Reflection

What support can I offer? What is outside my role? Who else should be involved?
What do I need after this conversation?