The Art and Science of Saying No

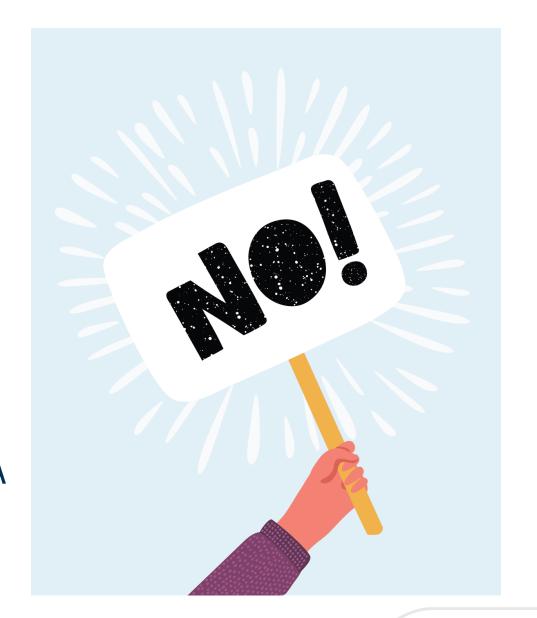
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Office of Faculty Professional Development
October 18, 2022



Agenda

11:00-11:30 Saying No

11:30-12 Faculty Development AMA





Why We Say Yes When We Mean No?





Why We Say Yes When We Mean No?

- Fear, FOMO
- Guilt
- Ambition
- Competition/comparison culture
- Sense of duty



What are your goals, your priorities?





Reasons to Say No

- You are genuinely too busy/overwhelmed.
- It's not aligned with your goals.
- The thing is unnecessary.
- There's a better solution/person.
- You are starting to feel angry/resentful.
- You are on the edge of or in burnout.



Support for Saying No

- Your gut
- Your workload
- Mentors
- Leaders (chair, etc.)
- "No" committee





- What are my goals? Does the request align?
- What boundaries have I set around my time/effort? Does the request violate them?



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- Do I know enough about the request to make an informed decision?
- What are the costs/benefits of accepting the request?



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- What boundaries have I set around my time/effort? Does the request violate them?
- Do I know enough about the request to make an informed decision?
- What are the costs/benefits of accepting the request?
- Will I be able to complete the request and my other work to my standards?
- Will there be similar opportunities in the future?

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 Does the request violate them?
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- Will I be able to complete the request and my other work to my standards?
- Will there be similar opportunities in the future?
- How much impact will it have on others?
- What Have I recently said yes to as well?



Variations of No

- No
- No, but maybe...
- No, but <someone else>
- Not so much
- Maybe, if the deal was sweeter
- Maybe, if the cost/benefit was clearer



References

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