

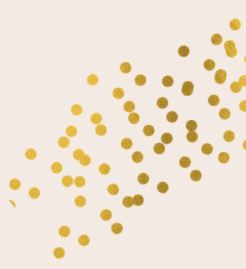
A background image showing three people in a professional setting. On the left, a man with glasses is partially visible. In the center, a woman with blonde hair is looking towards the right. On the right, another woman with dark hair is looking down at a device in her hand. They appear to be in a meeting or collaborative work environment.

THE  
NANNY  
SOLUTION

# THE NANNY SOLUTION

SETTING BOUNDARIES  
WITH YOUR EMPLOYERS

PERSONALIZED CHILDCARE SOLUTIONS TO FIT YOUR LIFESTYLE



**Dear Nannies,**

Having personal boundaries is an essential part of any working relationship. As a Nanny, you are employed by the family; therefore, it is important to establish boundaries with your employers in order to ensure that you are able to maintain a work/life balance, and to avoid being in a position where you are being taken advantage of.

That's why the Nanny Solution has put together these tips for helping Nannies effectively communicate and establish boundaries with their employers.

*The Nanny Solution Team*

## REFLECT ON YOUR VALUES

What is important to you? What are your needs? What is a priority in your life? Once you are able to answer these questions and identify what your values are, you can begin to explore ways to ensure those values are being upheld and your needs are being met.

For instance, let's say there is a 6:00 yoga class that you attend two evenings a week as part of your self-care routine. If self-care is important to you, you should make this a priority. You could establish a boundary around this, and ensure that need is being met, by informing your employers that on Tuesdays and Thursdays, you can't work past 5:15 PM, even if you're able to be flexible on other days of the week.

## EXERCISE:

My **top 3 priorities outside of work** are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

The **top 3 things I need to do for myself** each week are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

My **number 1 boundary** is: \_\_\_\_\_

# YOUR LIMITS



## KNOW YOUR LIMITS

It is essential for both families and Nannies to have a clear job description that outlines the tasks and expectations for the Nanny. Which tasks are you always expected to do? Which are you able and willing to do, on occasion? And which are beyond the scope of your role as a Nanny?

This should all be outlined in your **contract**. We encourage you to refer back to it if you ever feel that you are being asked to do something outside of your job description.



## COMMUNICATE CLEARLY

When setting boundaries, it's important to **be polite, but not passive**. Use clear, direct language to state what your boundary is.

For example, saying "I would prefer that you call me if you want to discuss something serious, rather than texting" is clearer than "I don't mind texting, but you could also call if it's something serious". Another example would be if an employer was offering you a glass of wine after your shift. Clearly stating "thank you, but I have a personal rule that I never drink with my employers" is a more effective way of establishing a boundary than saying "no thank you, I have to drive home... maybe next time".

## BE TIMELY

If your employer crosses or doesn't respect one of your boundaries, it is important to address the boundary violation in a timely manner. If you don't address the issue in the moment, you risk having it happen again in the future, or giving your employer the impression that you are okay with what happened.

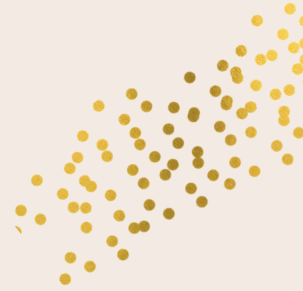
As an example, saying "I had asked you to not talk about my work performance in front of the children, please do not do that again in the future" in the moment is better than leaving your shift upset and going home to ruminate on the situation for the rest of the evening.



## ESTABLISH RULES AND STRUCTURE

One way to ensure your boundaries are being respected is to establish rules and create structure around your work. If you were not able to do this with the family at the beginning of your contract, scheduled feedback sessions are a great opportunity to reevaluate and establish rules and structure with your employer (see our [Family Feedback guide](#) for more helpful tips).

One suggestion is to create a schedule with your employers, with work times and personal time (during which you are not available for work or be contacted about work) clearly outlined. You may also want to implement rules for yourself, such as not responding to work-related texts or emails on days off, putting your phone on silent when you get home each day, etc.



## COMMON BOUNDARY ISSUES TO LOOK OUT FOR:

- Parents consistently coming home late or expecting you to work over-time.
- Parents contacting you on your day off.
- Being asked to do things that are unrelated to childcare (e.g., iron a shirt, clean the bathroom, wash the parents' bed sheets, etc.).
- Being asked to do pet-sitting duties (unless already agreed upon in the contract).
- Important conversations taking place over text when they should be done in-person, or at least over the phone.
- The "scope creep" -- when the job description contract you had agreed to begins to include more and more tasks and responsibilities, without consultation or adequate compensation.
- Over-sharing of personal information that isn't relevant to the childcare role (e.g., hearing about your employer's romantic life, conflict with their boss at work, etc.).
- Being the parent's primary source of emotional support / make-shift therapist.
- Employers wanting to "friend" or "follow" you on social media.
- Being offered an alcoholic beverage by your employer.
- Being invited to a party or social event with the parents, not as a childcare provider (this excludes children's birthday parties, graduations, etc.).
- Parents contradicting or criticizing something you have said or done in front of the children.







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