

The Art and Science of Saying No

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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



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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?

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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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Fido, [How to Say No—and Do It Successfully](#), *THE*, 2021

Harzing, [When to Say No?](#), 2019

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