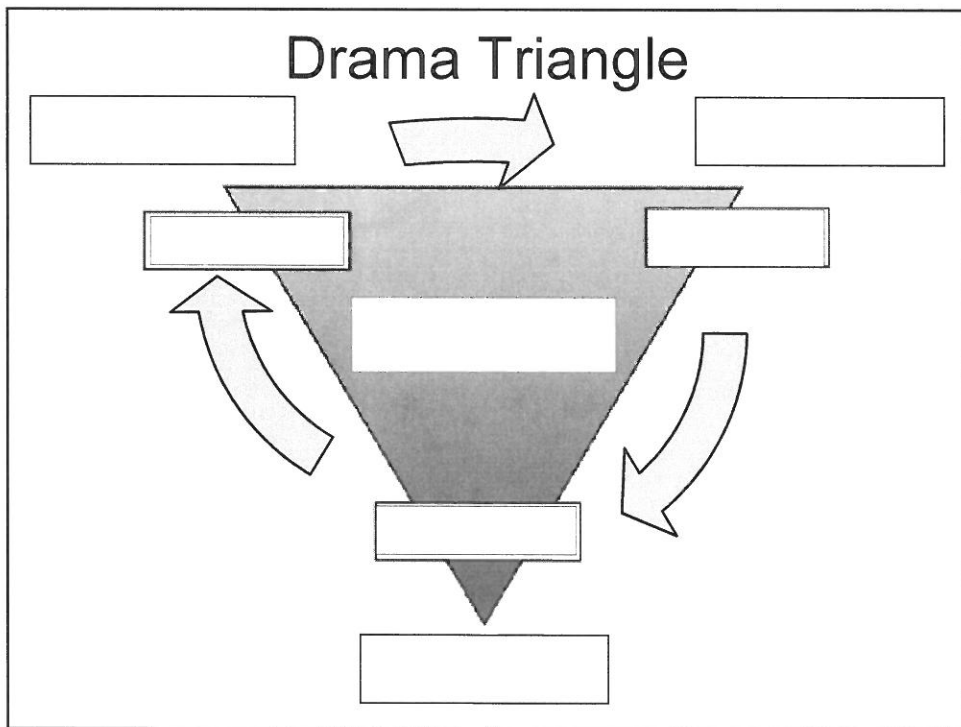
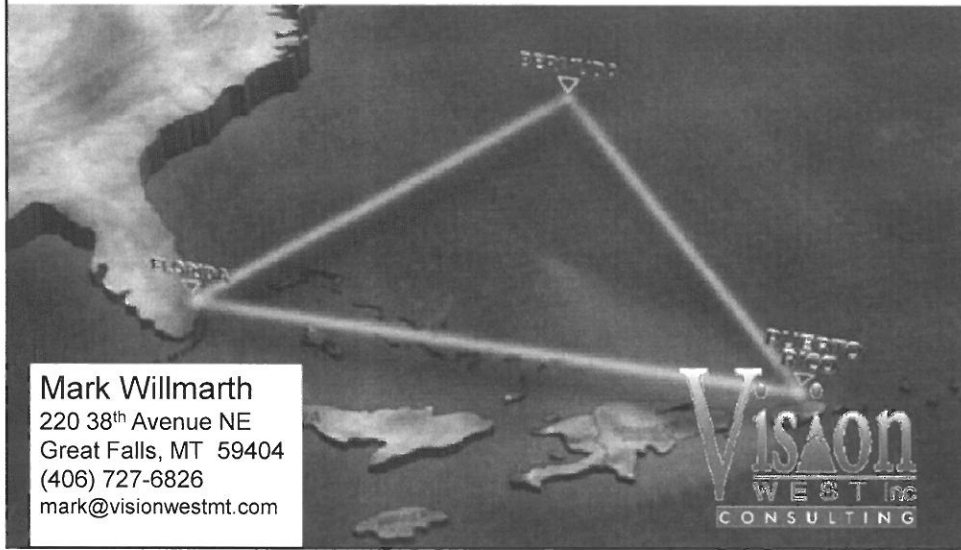


The Dreaded Drama Triangle



Aspects of the Triangle

1. Victims are always in the “_____” position.
2. The _____ and _____ believe they are better than the _____.
3. Each of us has a _____... the place where we enter the triangle.
4. Once in the triangle we often _____.

Two things to know about the triangle

1. All positions represent a _____-orientation – not _____-solving.
2. The triangle is based on the need to be _____. They way they view it is the way that it is.

Victims

- Victims see themselves as completely at the mercy of forces beyond their control.
- They don't take responsibility for their actions and don't think they have the power to change themselves or their situations.
- They may be characterized by complaining, incompetence, and helplessness.
- A typical victim statement is: "I can't do anything right. No matter what I try, nothing seems to work."

Persecutors

- Blame victims for being weak and rescuers for babying and encouraging victims without offering a solution to either of their problems.
- Are often over-critical and quick to find fault.
- They can be characterized by a judgmental or domineering personality, which is often just the way they protect themselves from their own insecurities.
- They may say something like "Yeah, I'm being a jerk, but that's how the world is. You need to be tough to survive."

Rescuers

- See themselves as doing more than their share of work to help out "victims."
- They often seek these victims out though, trying to offer them short-term solutions, while neglecting their own problems.
- They may be characterized by hidden anger, tiredness, resentment and tactical use of guilt.
- Appear the most positive of the three roles, but their help is not genuine: They want to be needed.
- This can come out in resentful statements: "I'm always there for you, but I can't keep doing it." "Everyone wants me to take care of them and I'm tired."

Victim to Creator

- Focus on what you want rather than what you don't want.
- Moving from reacting to problems to choosing actions that lead toward desired outcomes.
- Look for ways to solve your problem and not complain about your problem.

How to Stop Victim Mentality

Use the three empowerment questions
(Listen and acknowledge first.)

Question 1: What do you want?

Question 2: What are your choices?

RED FLAG: I want them to get fired.

Question 3: Are you willing?

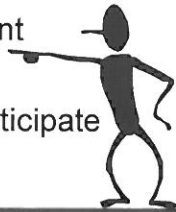


Persecutor to Challenger

- A shift from being brutally honest to being honest in a challenging, constructive way.
- Consider your intention. Am I focusing on trying to be right and being in control or encouraging growth?
- The intent of the Challenger is to spark learning, growth and change.

How to Stop Your Persecutor Co-worker

1. Question uncertain motives
2. Ask for what you want
3. Set a boundary
4. Do not plug in or participate



Rescuer to Coach

1. See the pattern you create by your thinking. Are you helping by doing it for them?
2. Help them help themselves.
3. Contribute by building their skills through training, coaching and feedback, rather than rescuing.
4. Be willing to be misunderstood. When you stop rescuing, victims will tend to persecute you!

Final Thoughts

- We all get _____ in to the Drama Triangle and become _____.
- We all have a _____ entry point.
- When we are in the Triangle we tend to _____ and _____ and keep the Triangle going.
- We all are _____ of exiting the Triangle but it requires self awareness and accepting responsibility.