

## Drama Triangle & TED\* Roles

<b>Victim Role</b>	<b>Creator Role</b>
<p>Feels powerless and at the mercy of life's events and avoids taking responsibility for their actions. For Victims it becomes easier to blame others or their circumstances. They deny their personal power and creativity, convinced they will never get what they want. Their focus is on scarcity and more problems while waiting for something or someone else to fix the problem (i.e. a Rescuer).</p> <p>Sounds like: "Why does this always happen to me?" "It's not my fault." "I don't have a choice." "I don't know how." "I can't do it." "This is unfair."</p> <p>Feels: Helpless/hopeless. Discounted, at the same time may feel entitled to be taken care of. Overwhelmed and small.</p> <p>Behavior: Reacts to problems and gives up easily; May stay on the sidelines, disengaged and/or complaining. Little energy for forward action at the same time may be demanding of others.</p> <p>Begin Shift: Be alert to complaining or avoiding responsibility. Begin to focus on outcomes more than problems. Reflect upon what you really want in any situation. Focus on what is yours to do, taking one small step and getting into action.</p>	<p>When Victims take responsibility for their thoughts and actions, they become Creators. Their focus is on their desired outcome and what they want to create. Letting go of needing to have everything figured out, Creators take one step, learn, adjust and take another step, always dedicated to continuous learning. Creators know they have a choice about how they choose to respond to life's challenges.</p> <p>Sounds like: "What do I most care about?" "What is mine to do?" "How do I choose to respond?" "What is the outcome I want given the current reality?" "What is the next step I will take?"</p> <p>Feels: Hopeful, resilient and resourceful. Inspired and connected to desired outcome. Energized and positive.</p> <p>Behavior: Action oriented toward desired outcomes. Takes responsibility for their actions and for choosing their responses to life's challenges. Used small steps to learn and grow.</p> <p>Deepen Shift: Welcome feelings of anxiety, even fear, rather than resist them. Learn to hold the tension in the gap between wants/haves. Nurture self-compassion, time for reflection and joyful moments. Learn to reframe "problems" into opportunities and desired outcomes.</p>

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Persecutor Role	Challenger Role
<p>Persecutors fear being powerless (being a Victim). They use blame, protection and defensiveness to control others and win at all costs. They may use sarcasm, silence or subtle manipulations to stay “one up”. They have little compassion for others or ambiguity. (Important to note a Persecutor can also be a non-person, such as internal self-judgment, health condition or problem situation (air lines canceled flights, lay offs]).</p>	<p>Challengers are catalysts for learning and are willing to stand for the vision, even when others do not. Challengers have a knack for letting go of the details and staying focused on the desired outcome. They often shake things up and are sometimes called the “truth-tellers”. Challengers go to the heart of the matter, often delivering the facts, while inspiring themselves and others to reach for the highest good.</p>
<p>Sounds like: “You’re doing it wrong.” “It won’t work.” “There you go again!” (said sarcastically)</p>	<p>Sounds like: “Your (our) actions are not consistent with our values.” “You (we) can learn from this experience.” “Let’s trust the process and keep moving forward.”</p>
<p>Feels: Fearful of chaos (which requires order and control). Discounted (which breeds anger and lashing out). Defensive (feels pressure to right or perform). Unconscious to their self-criticism.</p>	<p>Feels: Compassion for self and others as learning is often uncomfortable. Stays motivated by remaining focused on values and desired outcomes. May feel fear, yet confident they can keep moving forward.</p>
<p>Behavior: Different forms of control and domination. Critical, blaming and may lecture or be dismissive. Exerts power over others either overtly or covertly.</p>	<p>Behavior: Taps into authentic anger when values or desired outcomes are ignored. Committed to learning and growth. Holds self and others accountable.</p>
<p>Begin Shift: Develop compassion and empathy. Reflect upon the intent behind your actions and statements. Try something new. Become comfortable with “not knowing”.</p>	<p>Deepen Shift: Develops self-awareness in the moment, learning to pause and reflect. Opens to learning and new ideas – trusts an unfolding process. Readily discerns the intention behind challenging behavior.</p>

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### Rescuer Role

By fixing and pleasing others, a Rescuer wants others to value them for their good deeds. By focusing on the pain of others, Rescuers avoid their own feelings of anxiety or discomfort and justifies their helpful behavior. They do not realize their accommodating strategies keep others disempowered. They may also “attack” the Persecutor as a way of being the hero and protector to the Victim.

Sounds like: “Let me do this for you.” “I will take care of it. It’s no problem.” “Let’s all get along.” “Don’t bother them. I’ll handle things.”

Feels: Exhausted and burned out. Victimized when not appreciated for their rescuing. Fearful of conflict and people being unhappy.

Behavior: Caretaking and continuously focused on what others want. May have a zillion ideas about how to fix things or be helpful. Loves to be the heroic problem-solver.

Begin Shift: Reframe “self-care” as selfish to self-appreciation. Consider what they need and want in any situation. Learn to ask others for help and support. See others as Creators, whether they act like it or know it.

### Coach Role

A Rescuer shifts to the Coach role when they hold others as a Creator. Unlike a Rescuer, who reinforces the powerlessness of a Victim by being overly helpful and pleasing, a Coach uses the art of inquiry, curiosity and deep listening to help others discover what is best for themselves and sees others as resourceful and resilient.

Sounds like: “What is working that you can build upon?”  
“What is yours to do in this situation?”  
“What small step might you take?”

Feels: Supportive while “non-attached” to the outcome of others. Trusting of others and their ability to create what they want. Hopeful and energized, inspired and resilient.

Behavior: Asks powerful and direct questions to clarify outcomes. Partners with others to determine incremental actions (small steps). Uses positive reinforcement and encouragement.

Deepen Shift: Continues their journey of self-awareness. Deepens their own commitment and responsibility for self-care. Lets go of their subtle need for approval. Expands their personal presence and the art of inquiry.