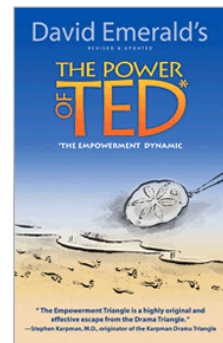


The Drama Triangle, first described by Stephen Karpman, is a widely acknowledged psychological model of human interaction that grew out of transactional analysis (“TA”). The work of David Emerald, author of *The Empowerment Dynamic (TED)*, introduced a new framework that he describes as the antidote to The Drama Triangle. The practice described below helps professionals intentionally shift their mindsets and behavioral approaches in order to optimize their performance. When identified with any of the three “unresourceful mindsets,” a person can find themselves trapped in the Drama Triangle. These unresourceful mindsets are closely correlated with unresourceful emotional states. Conversely, when a person shifts into one of the three “resourceful mindsets” associated with The Empowerment Dynamic, greater awareness and choices become available. It is important to understand that these “mindsets” or “modes” are fluid orientations or attitudes and not fixed personality traits.



MODE	EXAMPLE	MODE	EXAMPLE
Victim		Creator	
The chief characteristic of the Victim mode is the unwillingness to take responsibility for oneself and/or one's circumstances. When identified with this mindset, one feels “acted upon” by some outside force, powerless, overwhelmed, or hopeless.	Poor me... I'm not responsible... I can't do anything about it... I don't know what to do... Why is this happening?	When in the Creator mode one accepts responsibility for themselves and/or their circumstances and becomes a self-determining agent. When identified with this mindset, one feels capable, confident, resourceful, and resilient. A Creator considers new ideas that can be used to solve problems.	I choose to... I take responsibility for my part of this. The outcome I'm going to create is... The vision I'm committed to is... The learning I'm getting from this difficult situation is...
Persecutor		Challenger	
The chief characteristic of the Persecutor mode is the aggressive assigning of blame. When identified with this mindset, one feels self-righteous, threatened, defensive, or angry. A Persecutor may attempt to control or dominate by shaming, coercing, interrogating, lecturing, or being critical.	It's all your fault... I do everything around here! What's the matter with you? What were you thinking? Why did you do that?	When in Challenger mode one provokes in others the inspiration to create. One feels clear, confident, centered, and committed. A Challenger often spurs others to make difficult decisions that cultivate new insights or take action that will lead to the development of new skills.	I believe that you are better than this. Come back when you have a solution. This is clearly an opportunity for you to step up your performance.
Rescuer		Coach	
The Rescuer shields others from the consequences of their own actions. When identified with this mindset, one feels needed, responsible, attached (to outcomes), powerful and/or superior. Failing to see others as capable, a Rescuer thinks he/she must “fix” things, robbing others of the opportunity to learn from the consequences of their choices.	Let me help you... I'll make it okay... Let's not fight... I feel bad for you...	When in the Coach mode one supports others by encouraging them to learn from their own experience and actions. When identified with this mindset, one feels supportive, non-attached, optimistic, and a sense of contribution. Rather than providing answers or trying to “fix” the problem, a Coach finds ways to help others tap their inherent capabilities and resourcefulness.	What is it that you really want? What do you see as your options? What might you be missing here? What can you choose to do to improve this situation?

PRACTICE INSTRUCTIONS

1. Be sufficiently mindful of your own orientations in order to quickly recognize when you are involved in a “drama dynamic.”
2. Recognize which mindset you are identified with.
3. If you are identified with an unresourceful mindset, make the shift into the corresponding resourceful mindset using the action inquiry questions listed below:

MINDSET		
Victim	➡	Creator
Persecutor	➡	Challenger
Rescuer	➡	Coach

THE SHIFT
From reacting to choosing
From tearing down to building up
From telling to asking

THE QUESTION
What do I really want?
What is my intention?
How am I seeing the other person?