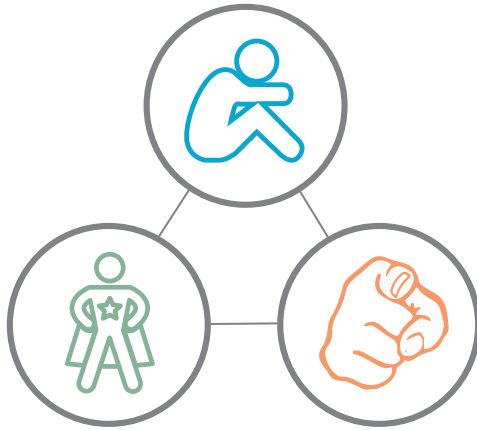


# The Drama Triangle

The drama triangle is a model that captures the different roles people play when they are in a state of reactivity. The primary motivation within the triangle is to be “right,” rather than to assume healthy responsibility for what is occurring.

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The **VICTIM'S** position is one of “Poor me.” They feel powerless, helpless, are often unable to make decisions and appear in a state of collapse.



The **HERO** says “Let me help you” and looks to rescue others. They rush in to relieve anxiety while enabling victims to stay in a collapsed state.

The **VILLAIN** loves to blame, criticize and control. They can be aggressive, angry and superior.

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When you're on the drama triangle, you are using up energy that could be used to innovate, strategize, or build relationships. Spending time in the drama triangle results in a loss in productivity.



# Shift Moves

Inspiring leaders recognize when they are on the drama triangle, and know how to shift. Here are the steps:

1. Notice that you're reactive
2. Ask: Am I willing to shift?
3. If yes, try one or more of the shift moves outlined below

## Shift Moves

**Commit to seeing the other person as your ally** (When reactive, we often see others as threatening or fragile. Expressing a commitment to seeing others as your ally is a way to remove the filter and see them as equals.)

**Breathe** (3-5 slow, deep breaths allow your nervous system to calm and move out of high alert.)

**Exaggerate** (Give yourself permission to go full out with your victim, villain or hero, and do so until you are able to find it amusing.)

**Change your body position** (Victim, villain and hero often come with a particular posture. Dramatically changing your body posture can interrupt the pattern.)

**Move your body** (Walk, stretch and move your joints. Movement helps to calm reactive energy.)

**Appreciate** (Find something about the situation to genuinely appreciate.)

**Speak something unarguable** (Describe a body sensation or a feeling, e.g. sad, scared, angry.)

**Don't believe your (reactive) thoughts** (Thoughts from reactivity are often based in fear and/or anger. It's a good time to be skeptical of them.)

**Employ curiosity**

- "I'm curious how I helped create this situation."
- "I wonder what I'm meant to learn."



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