

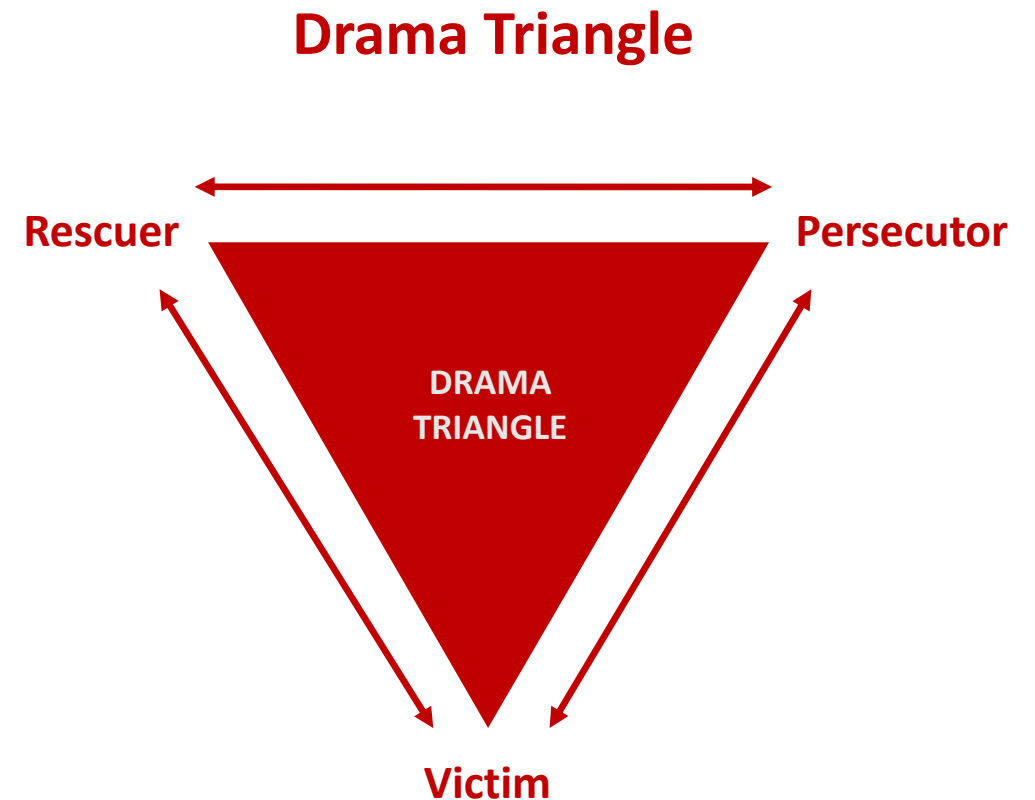


# Escape the Drama Triangle

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If the Drama Triangle discomfort is temporary and helps the people involved to achieve better results, there might be no reason to change it.

However, if the triangular relationship become detrimental for the people involved, which result in long-term conflicts, low performance, and resentments, it is probably the time to break the triangle.



# Escape the Drama Triangle

## ● Create Self-awareness

- Understand the Drama Triangle and its three roles.
- Be aware of your stance in a particular circumstance, and be watchful not to take one of the three roles.
- Use Powerful Questions to improve self-awareness.

## ● Change and Get Help to Change

- Realise you are moving out from your 'comfort zone' and it is challenging.
- Form groups and receive support and encouragement from others.
- Get yourself a coach.

## ● Use Non-Violent Communication

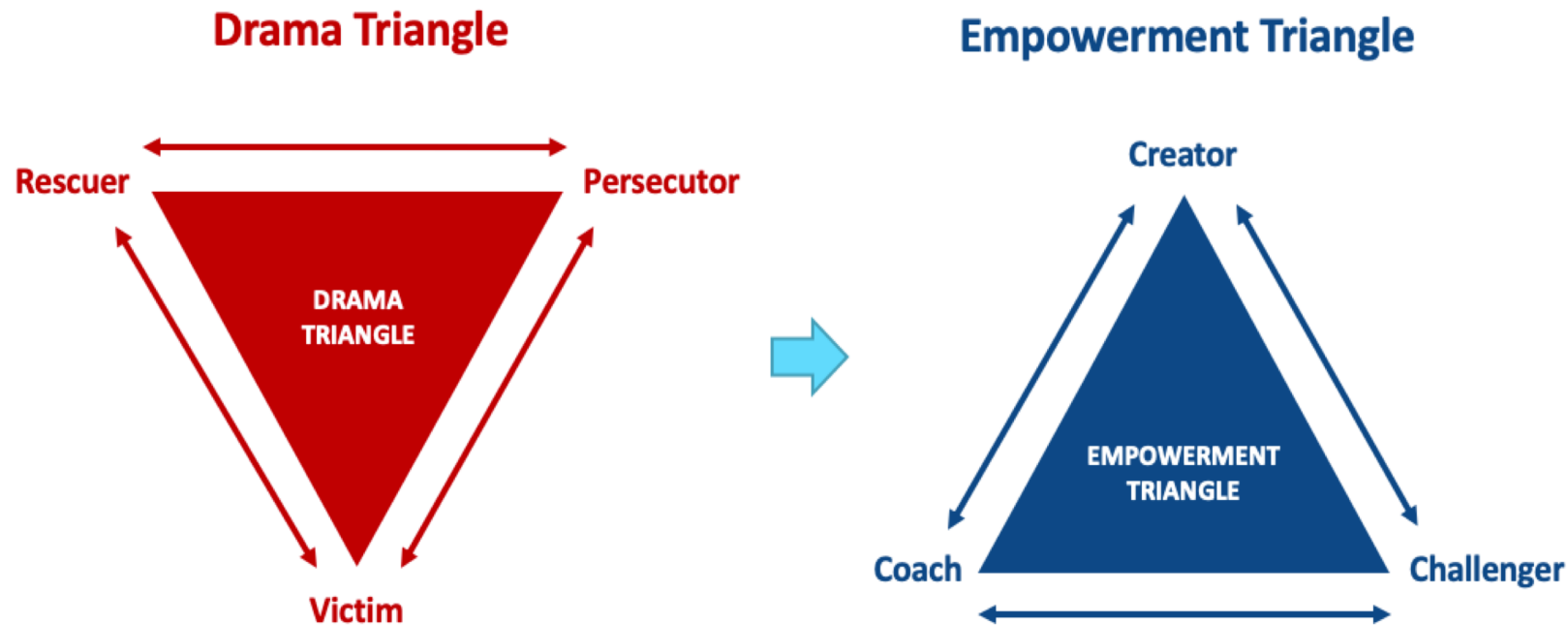
- Share observations in a harmonious way.
- Exchange feelings and establish deep connections.
- Understand the needs and requests from other parties.
- Set the tone for a win-win solution.

## ● Adopt the Empowerment Triangle

- Shift the Drama Triangle roles to the Creator, Coach, and Challenger.
- Establish more passionate and empowering relationships, and a positive approach to life's challenges.
- Change mindsets and facilitate collaborative working.

# Adopt the Empowerment Triangle

Womeldorff pivoted the Drama Triangle into a set of relationships / roles that are more passionate and empowering: Creator, Coach, and Challenger.



# 3 Roles of the Empowerment Triangle

- **Victims change to Creators**

Creators focus on outcomes, rather than problems. Creators get clarity over the outcomes they are trying to create in lives, and take responsibility for initiating actions to achieve those desired outcomes.

- **Rescuers take on the role of Coaches**

Coaches are compassionate and believe in Creators. They empower Creators by helping them develop goals and action plan through inquiry. Coaches encourage, challenge and support individuals to create their own solutions, instead of resolving the problem on their behalves.

- **Persecutors adopt the role of Challengers**

Persecutors challenge assumptions and status quo, and focus on growth and development. They hold Creators accountable for taking actions and making progress, they lift people up instead of criticizing or blaming.

# About the Empowerment Triangle

The Empowerment Triangle promotes a mindset change, and an empowered and resourceful way of thinking, it helps to generate greater awareness and more options.

It leads to a positive approach to life and sees obstacles as challenges, and increases our ability to improve options and desired outcomes.

It is worth to point out that shifting from the Drama Triangle roles to the Empowerment Triangle roles require a huge amount of creativity, courage and effort, especially for someone who has assumed themselves in a particular role for long.

# About Us

Leadership Tribe provide fully accredited Agile consulting, training and coaching services to empower individuals and businesses to design and implement innovative, pragmatic and sustainable changes. We advocate an Agile way of working with a focus on enabling performance improvement, building capability, and delivering measurable improvement.

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