

# Facilitating the Shift

## From Drama to Empowerment

### Drama Roles

#### Victim

**Thoughts:** Life happens to me—its not my fault  
I am powerless  
My dream isn't possible  
"Poor me"

**Feelings:** Helpless  
Victimized  
Discounted

**Behaviors:** Reacts to problems and drama  
May distance themselves  
Gives up  
Little energy for forward action



### Empowerment Roles

#### Creator

**Thoughts:** I have a choice despite my circumstances  
I am dedicated to continuing growth  
I am focused on what I want to create

**Feelings:** Hopeful  
Energized  
Inspired  
Resilient

**Behaviors:** Action oriented toward desired outcomes  
Takes responsibility to make choices  
Uses Baby Steps to learn and grow

**Primary Action:** Moves from reacting to choosing

#### Rescuer

**Thoughts:** I must save others from harm  
If I do good, it will be "worthy"  
I feel sorry for them (Victim)

**Feelings:** Fears not being needed  
Feels persecuted when victim doesn't accept their help  
Feels "superior" to Victim

**Behaviors:** Jumps in to save the day  
Fosters dependency & indispensability  
May sacrifice the truth to protect others



#### Coach

**Thoughts:** Others are resourceful and creative  
I trust others and their abilities

**Feelings:** Compassionate and engaged  
Fulfilled and reflective  
Supportive and "non-attached"

**Behaviors:** Uses inquiry to help others and self to develop their own clarity and vision  
Empowers and develops others  
Encourages and provides positive reinforcement

**Primary Action:** Telling to asking

#### Persecutor

**Thoughts:** I must win  
Dominating others will get me ahead  
I know best

**Feelings:** Defensive, on guard  
Discounted so must lash out  
Self-righteous

**Behaviors:** Dominates and controls  
Critical and blames  
Exerts covert/overt power over others



#### Challenger

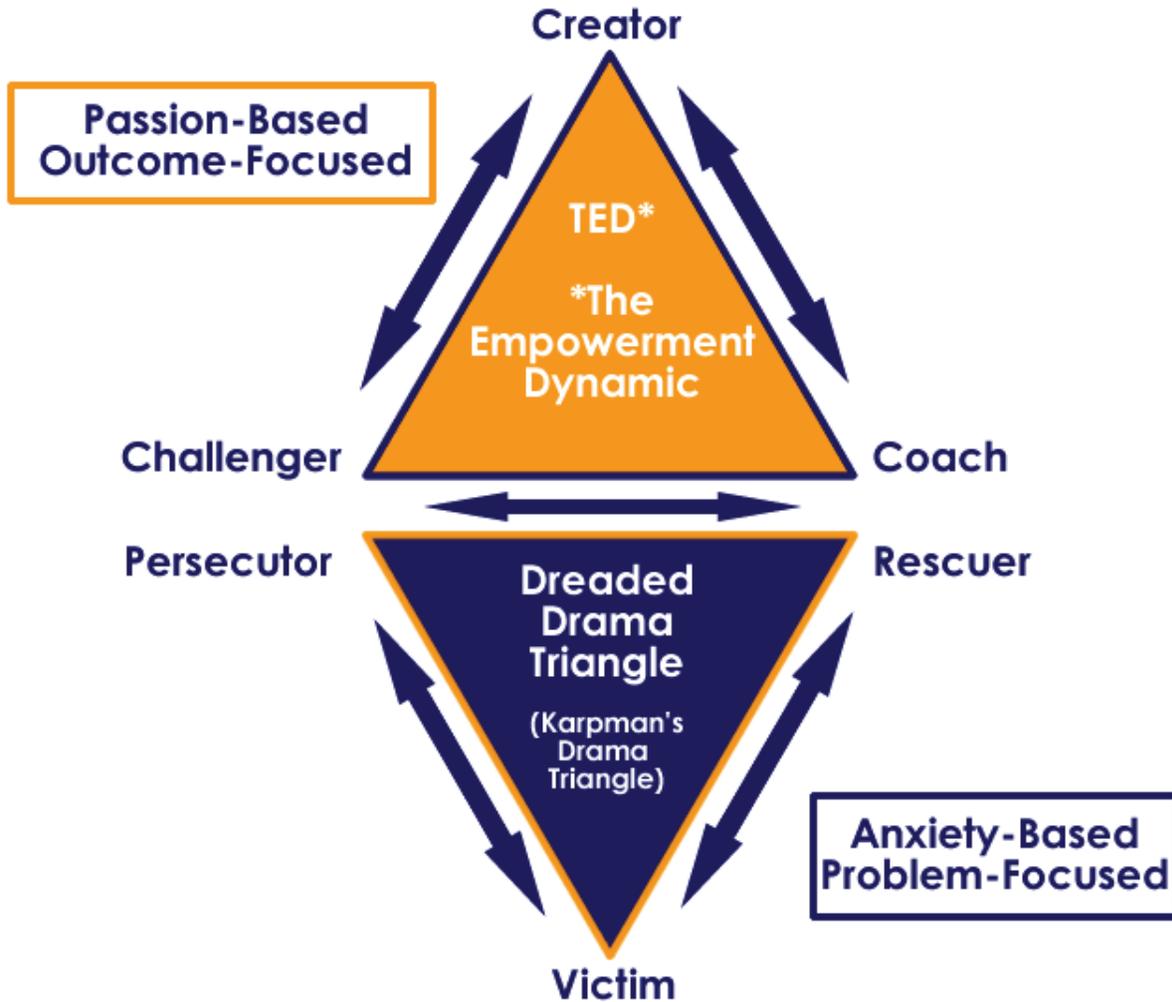
**Thoughts:** Things unfold at their own pace  
"you" can do it  
Trust the process

**Feelings:** Self awareness  
Empowered toward high standards  
Confident, direct and clear

**Behaviors:** Provokes or evokes themselves and others to take action  
Focuses on improvement and growth  
Hold others—as Creators—accountable

**Primary Action:** Putting down to Building up

# David Emerald's TED\* (\*The Empowerment Dynamic) triangle provides an alternative to the Karpman Drama Triangle



## A Ground-breaking Book about Escaping the Drama Triangle

The Drama Triangle, first described by Stephen Karpman M.D., is a widely acknowledged psychological model of human interaction that grew out of transactional analysis (“TA”). The work of David Emerald, author of *The Power of TED\* (\*The Empowerment Dynamic)*, introduced a new framework that he describes as the antidote to the Drama Triangle. The ways of thinking, interacting and taking action helps individuals 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 are not fixed personality traits.

### About the Author

David Emerald Womeldorff is an engaging consultant, master facilitator, executive coach, speaker and author. What sets David apart is his authentic style of presenting his inspirational and practical material aimed toward stepping groups away from problem-oriented approaches. He is co-founder of the Bainbridge Leadership Center (Bainbridge Island, WA). As director of the Center's Organizational Leadership and Self Leadership practice areas, David's passion lays in supporting individuals, teams, and organizations in making conscious shifts toward leading and working from an outcome-focused orientation. His principals and frameworks are based on his nearly 30 years of study, observation and application of his lessons of collaboration with a wide range of individuals and organizations.

