

Career Development | 10 Minute Tools

Dealing with Drama





Stephen Karpman developed the drama triangle in 1968 as a way of understanding the destructive interactions that can happen between people in conflict.

Three roles can often emerge in these situations:

1

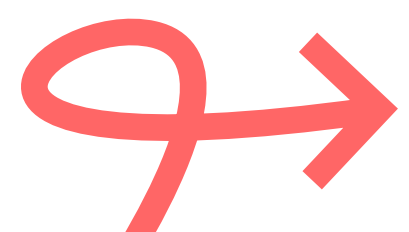
Victim
The person who feels powerless and 'done to'

2

Persecutor
The oppressive and critical instigator

3

Rescuer
The enabler who always runs to help





All three roles create issues in resolving the drama:

The Victim doesn't take accountability and blames other people rather than looking at what they can control.

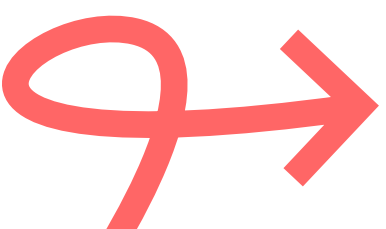
The Persecutor creates toxic cultures and can draw other people into their judgement of the 'Victim'.

The Rescuer can create a unhealthy dependency on them from the Victim and may be feeding their own ego or hiding from their own challenges.

In order to resolve the drama, there are 3 actions to consider:

1. Identify your habitual role

Reflect on the moments of drama in your career, what has been your habitual role? What patterns can you spot?



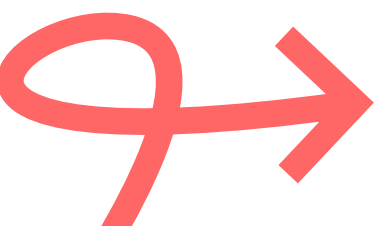
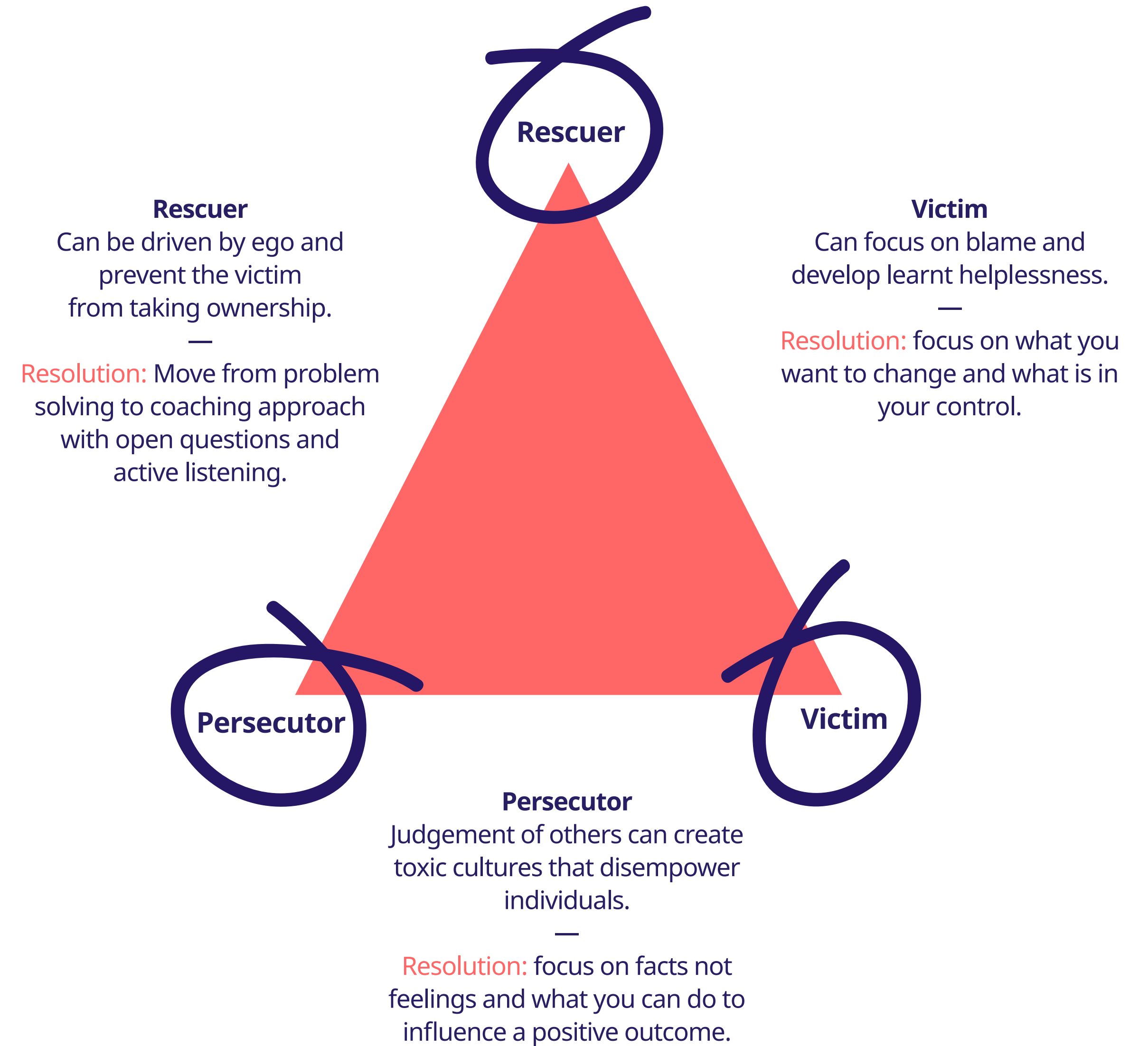


2. What assumptions do you make that reinforce the roles?

Do you often put managers in the role of 'Persecutor'? Is there a particular type of person you often see as the 'Victim'? Do you always go to the same sort of person to help you when you're in need.

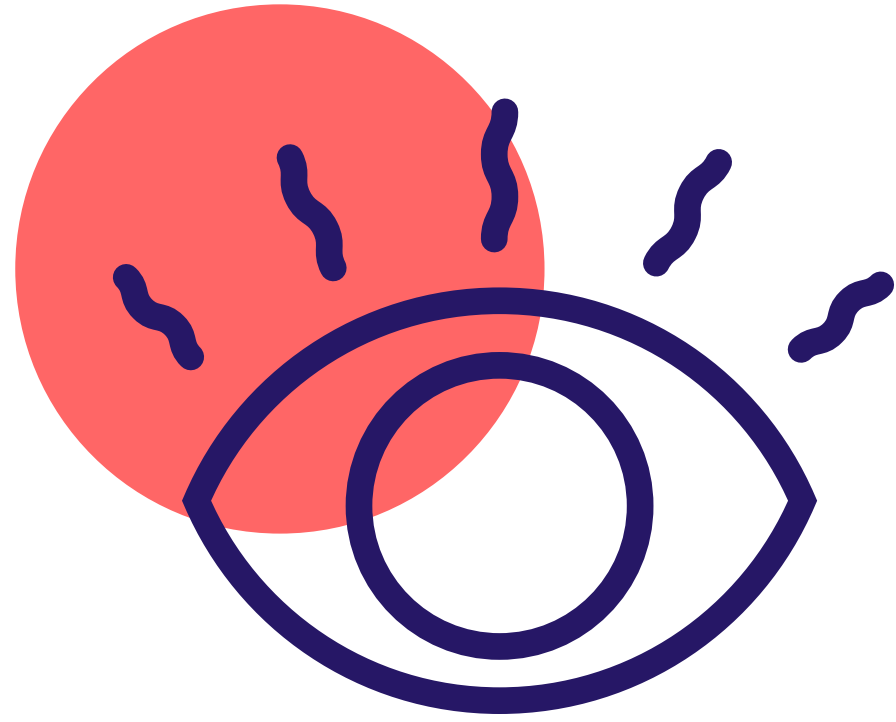
3. Resolve your role

Look at the guidance outlined here.





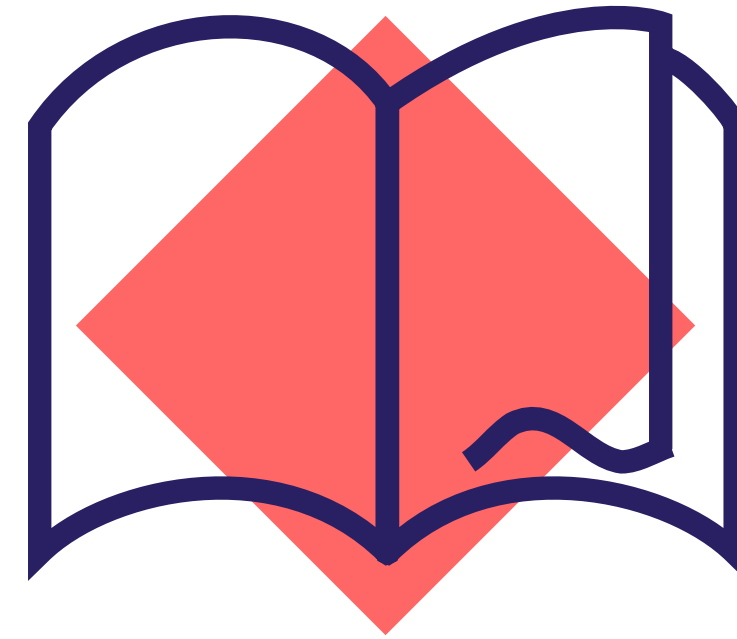
Learn more



Watch



What Productive Conflict
Can Offer a Workplace,
Jess Kutch



Read



The Art of Gathering,
Priya Parker



Listen



HBR IdeaCast,
Dealing with Conflict
Avoiders and Seekers

