MODULE OVERVIEW

Stepping out of the drama triangle at work

Adaptive module | ~20 min

A sharp remark in a meeting, an insistent complaint, unwanted help: each invites people into Karpman's drama triangle, which wears them out. This module gives three strategies for stepping out: spot the hook without biting, bring the exchange back to specifics with a question, then change their role. Each stance has a healthy counterpart, described by Choy and Emerald: the persecutor becomes assertive, the victim a creator of solutions, the rescuer a coach.

LEARNING OBJECTIVES

01 Spot the hook, the phrase or tone that invites you into a role, and respond with facts instead of biting.

02 Clarify by asking questions: "What exactly do you expect from me?" is the question that moves the exchange away from complaint or attack.

03 Turn your own role into its healthy counterpart, following Acey Choy's Winner's Triangle and David Emerald's approach.

04 Choose to be the first to leave the dance, so that others have the chance to leave it too.

WHO IT'S FOR

Anyone who wants to keep an adult stance in tense conversations and bring others back to it.

- **Prerequisite:**
  The drama triangle: Victim, persecutor, and rescuer

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Karpman Drama Triangle (victim/persecutor/rescuer) – Stephen Karpman, transactional analysis
- Winner's Triangle – Acey Choy, transactional analysis
- The Empowerment Dynamic (TED) – David Emerald
- Spotting the hook / clarifying by asking questions – Afthonios method

SOURCES & REFERENCES

- Stephen Karpman – created the "drama triangle" (victim/persecutor/rescuer) in 1968, a founding concept of transactional analysis
- Acey Choy, "The Winner's Triangle," Transactional Analysis Journal, 1990 – healthy counterparts of the three roles
- David Emerald, "The Power of TED* (The Empowerment Dynamic)" – the victim becomes a creator, the persecutor a challenger, and the rescuer a coach
- Eric Berne (1961) – Transactional Analysis in Psychotherapy

Module created by Afthonios.com.

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