MODULE OVERVIEW

Equal footing at work: With your manager, team, and AI

Adaptive module | ~20 min

When team members speak as equals, they build trust and the ability to move forward together, but it doesn't come naturally, especially with two key contacts: their manager and their AI assistant. This module uses Eric Berne's four life positions to make "win-win" concrete as the only healthy stance. It shows they can hold this stance with colleagues, clients, and decision-makers, and that AI, a mirror of their stance, also gives its best only on equal footing.

LEARNING OBJECTIVES

01 Distinguish Eric Berne's four life positions and recognize "plus-plus" as the only healthy and lasting relationship.

02 Hold this stance as an equal with your manager, expressing disagreement without caving in or attacking.

03 Work as an equal with your AI assistant: awareness of its strengths and limits, critical thinking, and mutual respect.

04 Anchor "plus-plus" in daily life through self-esteem, compassion, and holding your stance in the face of toxic positions.

WHO IT'S FOR

Anyone who wants to approach their managers, colleagues, and AI with both confidence and consideration.

- **Prerequisite:** none

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.

A SAMPLE PRACTICE SCENARIO

Inès is a nurse. Her nurse manager, Marco, has sent the team the summer leave schedule, with feedback expected before Friday. In the week of 15 August, three of the four experienced nurses will be away, and two major operations are scheduled. Two colleagues have already thanked Marco. What does Inès do?

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

- The 4 life positions (+/+, +/-, -/+, -/-) – Eric Berne's transactional analysis, Franklin H. Ernst's "OK Corral" grid (1971).
- Applying +/+ to the relationship with your AI assistant – Afthonios method.
- Voicing disagreement without caving in or attacking – inspired by the DESC method (Bower & Bower, 1976).
- 3 levers to anchor +/+: self-esteem, compassion, holding your stance – Afthonios coaching practice.

SOURCES & REFERENCES

- Eric Berne – "Transactional Analysis in Psychotherapy" (1961), the founding of transactional analysis
- Thomas A. Harris – "I'm OK, You're OK" (1967), which popularized life positions
- Franklin Ernst – the "OK Corral" grid (1971)
- Eric Berne – "Classification of Positions", Transactional Analysis Bulletin (1962): the four life positions

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