

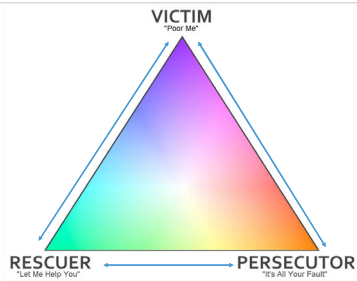
Fundamentals of Supervision

Virtual Session 8



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Introduction to the Drama Triangle



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The Drama Triangle - Persecutor



- Criticizes others without understanding the reasons behind other's actions.
- Assumes a negative intent when one is not present.
- Usually gives judgmental and non-specific criticism.
- Often uses sarcasm to make a point.

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The Drama Triangle - Rescuer



- Discounts another's ability to handle their own problems and takes responsibility for doing for another when that person has ability to solve own problems.
- Affirms own ego need to help others and believe it is my duty to solve problems for others.
- Keeps others dependent on you.
- Assumes higher, righteous purpose for actions. (I can do it better than you.)

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The Drama Triangle -Victim



- Role assumed when a person discounts his/her ability and relies on someone else to "take care of them".
- Allows criticism that may not be warranted, affirms low self-esteem.
- Believes others are responsible for their situation and places responsibility for success or failure on someone else rather than solving own problems when they have ability to solve problems.

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Drama Triangle Realities

- Supervisors, parents, spouses often are expected to take on the roles in the Drama Triangle.
- The roles we tend to play in the Triangle may also be based on our own experiences. (Mental Models)
- Supervisors', teachers', parents' and spouses' expectations of another are usually met (Self-fulfilling Prophecy/Pygmalion effect)
- Every victim plays a part in his/her own victimization
- Every rescue/victim transaction becomes a persecutor/victim transaction (Self-Justification, Self-Deception)

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Emotional Triggers – What are Yours?

Persecutor

- Methodical Work
- Grammatical Errors
- Tight Deadlines

Rescuer

- Another person's tears, sad face
- Buffering employees from an angry manager
- Dealing with one's kids

Victim

- Being late
- Being around certain people (persecutor, rescuer)
- Making mistakes

What are your
triggers?

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Getting Out of the Drama Triangle

- Recognize when you are in the triangle. (Observe your own behavior.)
- Recognize that anyone playing a role in the Triangle can suck you in.
- Realize that one's governing values precipitate the Triangle.
- Use appropriate problem-solving skills that include:
 - Test assumptions and inferences.
 - Explain reasons behind statements and actions.
 - Be specific. Use examples and agree on what important words mean.
 - Ask open-ended questions

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