



FROM DRAMA TO FREEDOM

For Leaders

LEADING CONSCIOUS CHANGE

When Leaders and Organizations are on the Drama Triangle, Our Effectiveness and Impact Drops



“When the ego dominates in organizations, even spiritual organizations, there is usually drama or an upheaval of some kind and self-destruction begins.”

- Eckhart Tolle



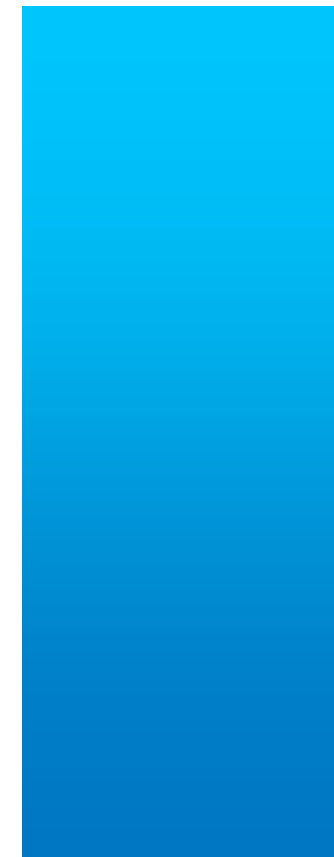
“When we consciously lead and connect with others, we are in a state of ease as we achieve our mission through collaboration.”

- Leading Conscious Change

Leadership Effectiveness and Organizational Performance

Organizations cannot perform at a level higher than the **Consciousness** of the leadership.

Highest
Performing
Businesses
(Top 10%)



Lowest
Performing
Businesses
(Bottom 10%)



Collaboration

Broad focus

Vision driven

High engagement

Productive relationships



Drama

Narrow focus

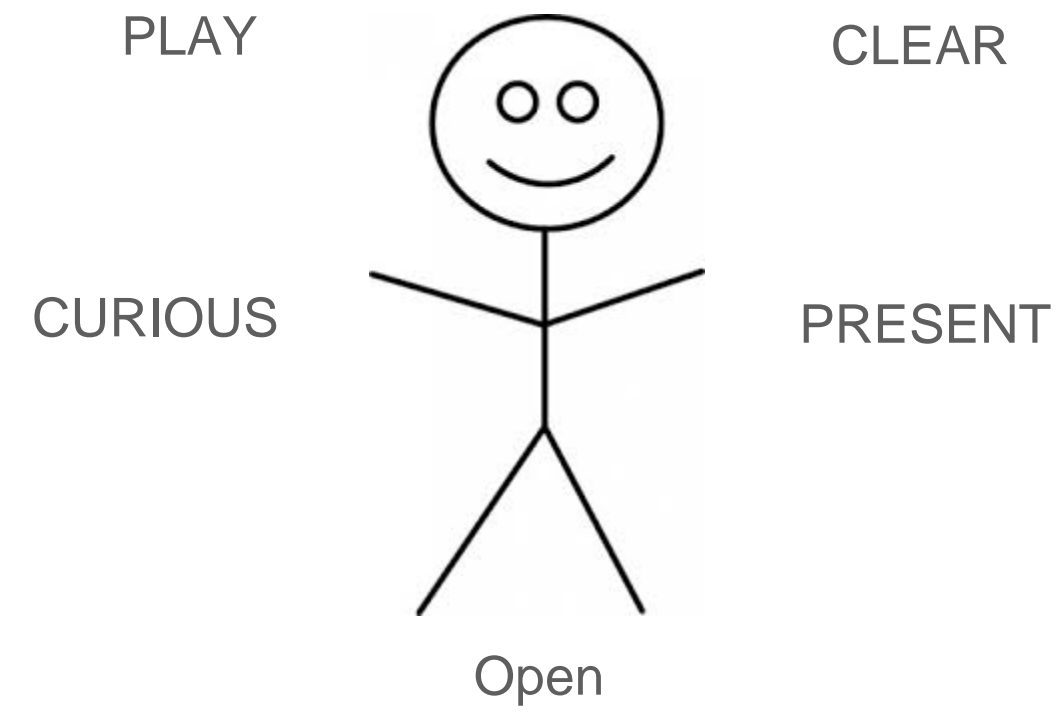
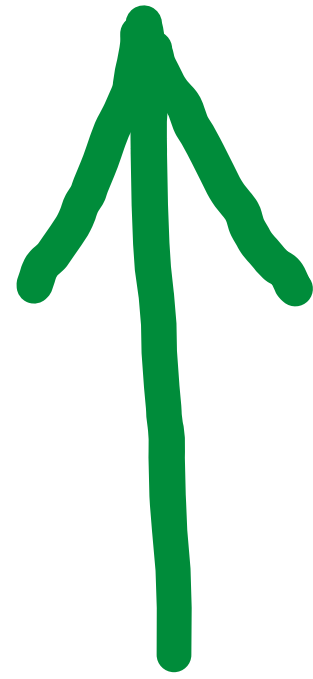
Lower morale

Relationships suffer

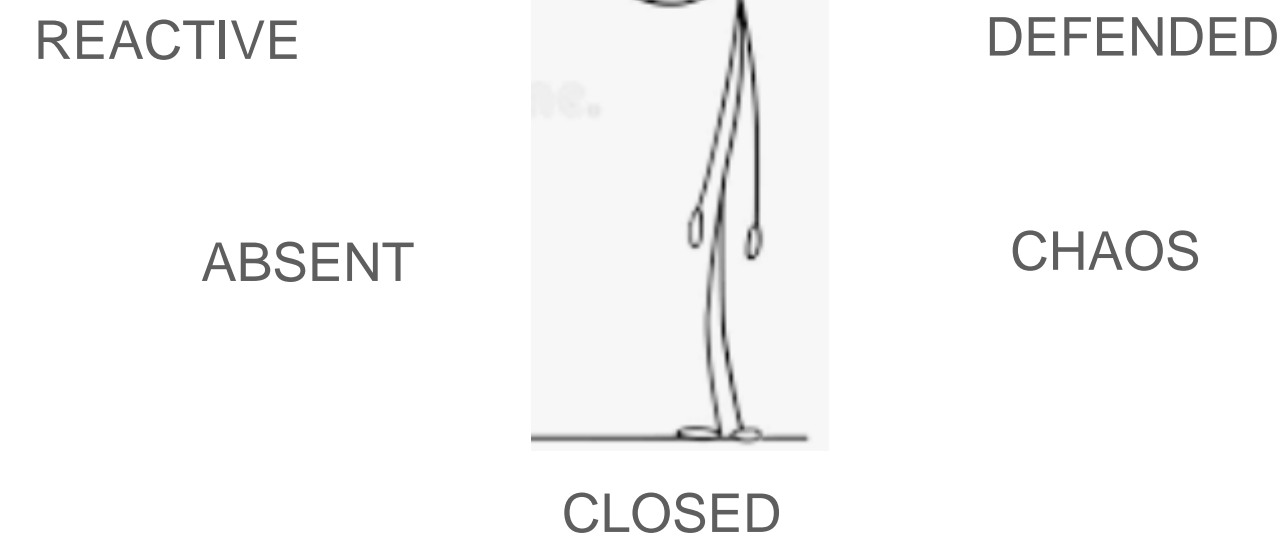
Diminishing return



In Drama or Conscious Collaboration



CONSCIOUS CHOICE...
INNOVATIVE
PLAYFUL
PRESENT
LEARNING
SEE BIG PICTURE
EXPANSIVE



RESISTANCE AND FEAR...
NOT ENOUGH
TRIGGERS
GRABBED BY
EMOTIONS
DEFENDED
SEE LIMITED PARTS
CONTRACTED

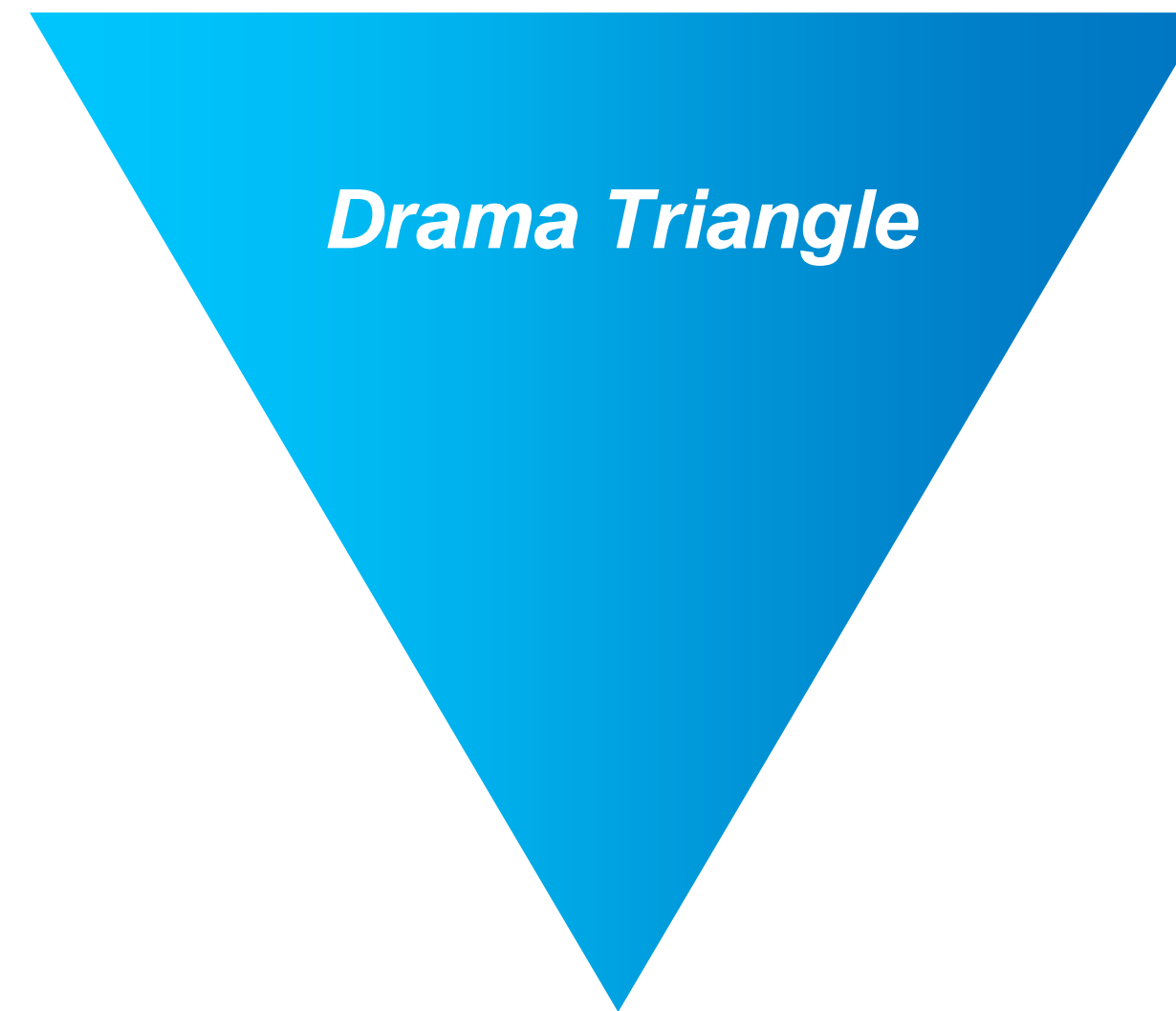
Think about a **current challenge in your work.**

Choose a challenge that is *slightly* challenging (a 3 or 4 on a scale of 1-10).

Leaders on the Drama Triangle

Victim Role in Leadership

Seeing self as disempowered and at the affect of... people, situations - avoiding creative responsibility



Rescuer Role in Leadership

Seeking relief on a surface level to make something go away, assuming I can control or change it and expecting reward.

Persecutor Role in Leadership

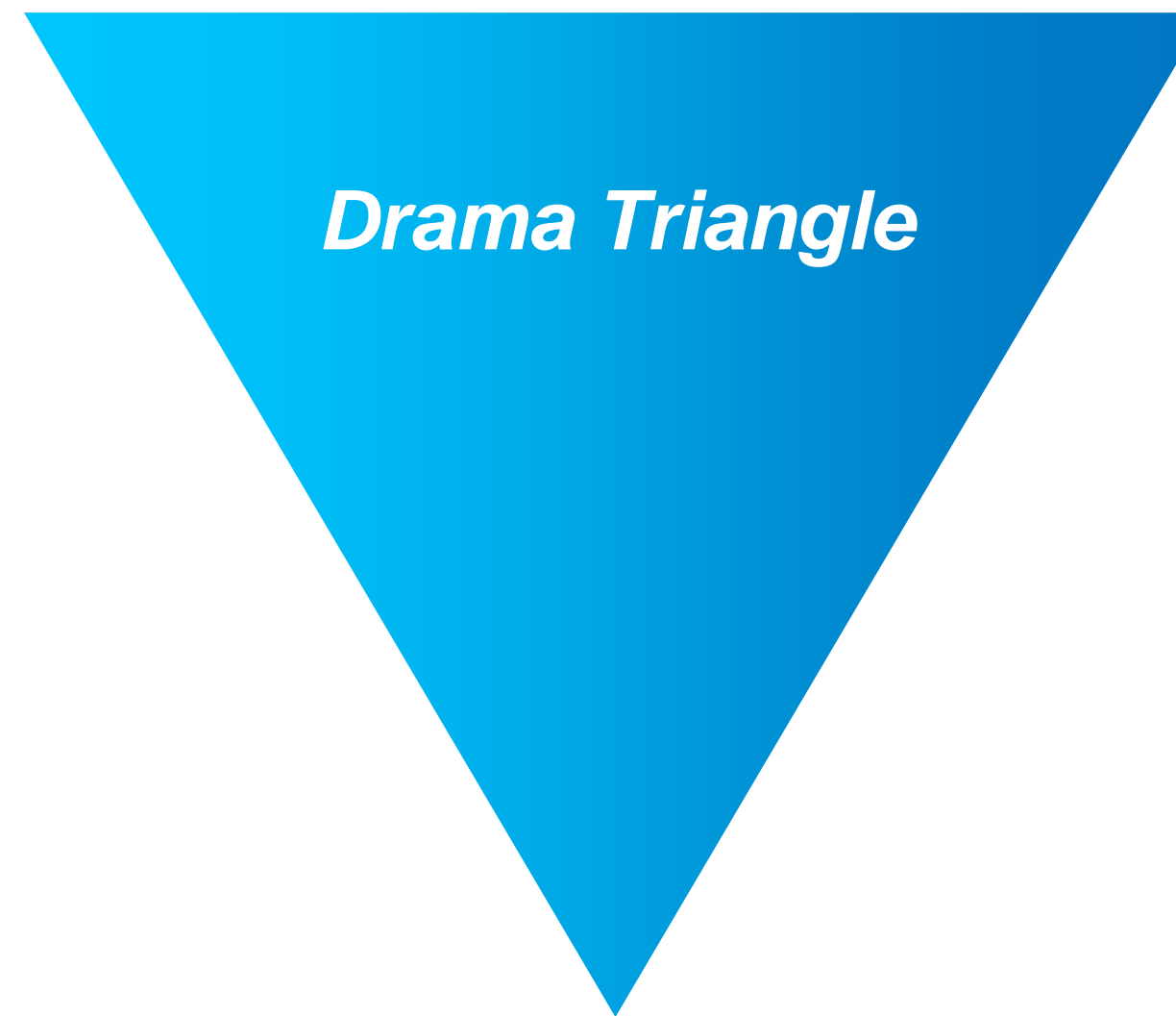
Blaming and believing I am right – finding fault and focusing narrowly at a 'problem'

Adaptations from Karpman and Hendricks Institute

Leaders in the Drama Triangle

Attributes of the Victim in Leadership

- Not knowing what I want
- Not seeing my contributions as valuable
- Lack of voice and authenticity
- Passive, compliant or pleasing – *going along to get along*



Attributes of the Persecutor in Leadership

- Controlling and/or manipulative, power over – *might makes right*
- Driving for results at any cost
- Blaming problems on others
- Leaning more into results than relationships
- Not empowering others, less receptive to other's POV

Attributes of the Rescuer in Leadership

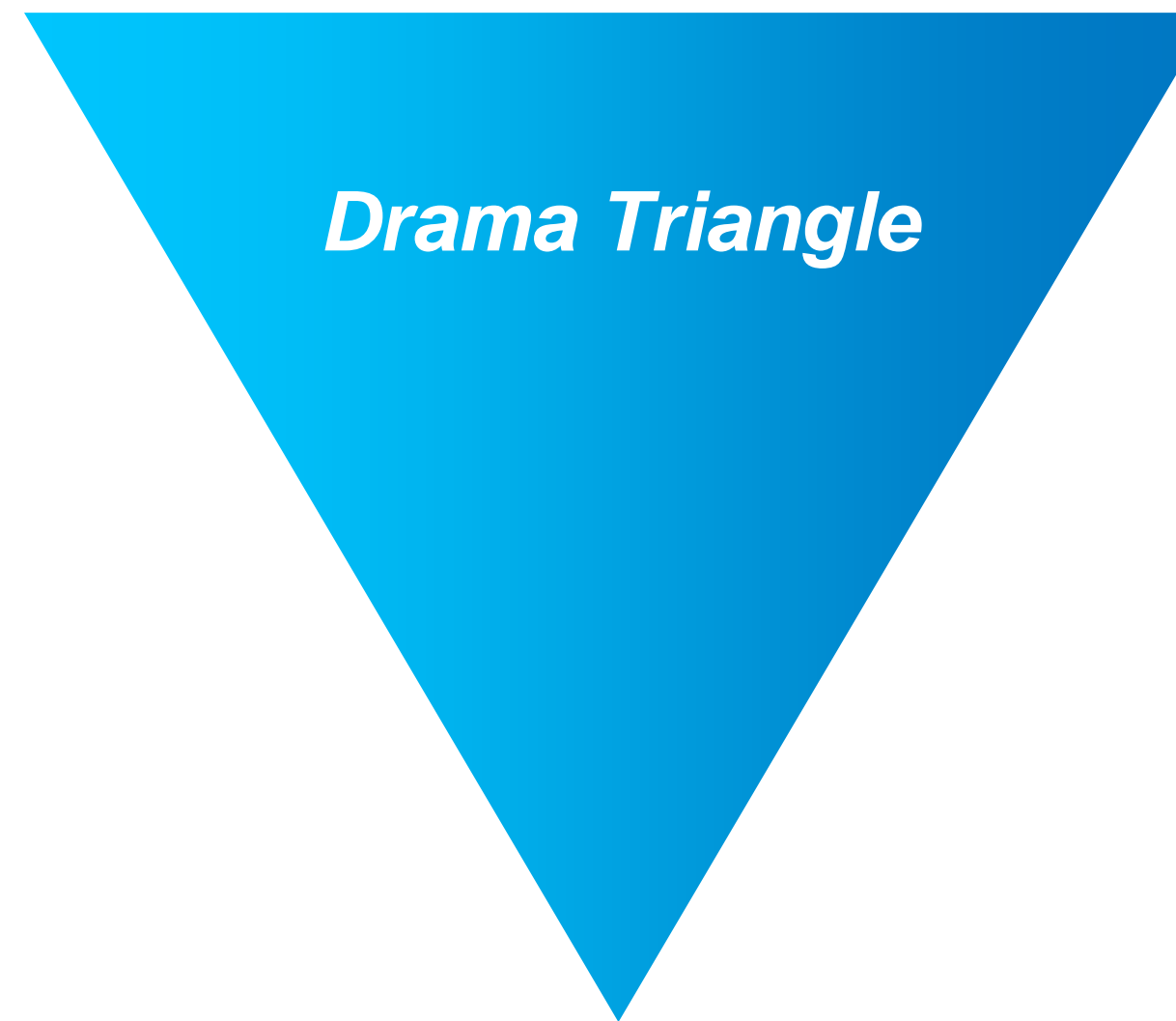
- Pleasing – more focused on relationships than work; being more of a friend than a leader
- Fixing things- rather than leaning into feedback, mentoring and developing
- Doing it myself
- Not empowering others
- Looking for harmony – solving conflicts

In your scenario, what role are you playing?

Leaders in the Drama Triangle

Victim

- Think: *“I can’t”, “I have to”, “What I do doesn’t matter”, “I don’t know what I want”*
- Feel: Scared, avoidant, anxious, unmotivated, tension
- Do: Lack of boundary-setting, say ‘yes’ when it’s not meant or appropriate, react, complain, not speaking up, sharing ideas or visions



Persecutor

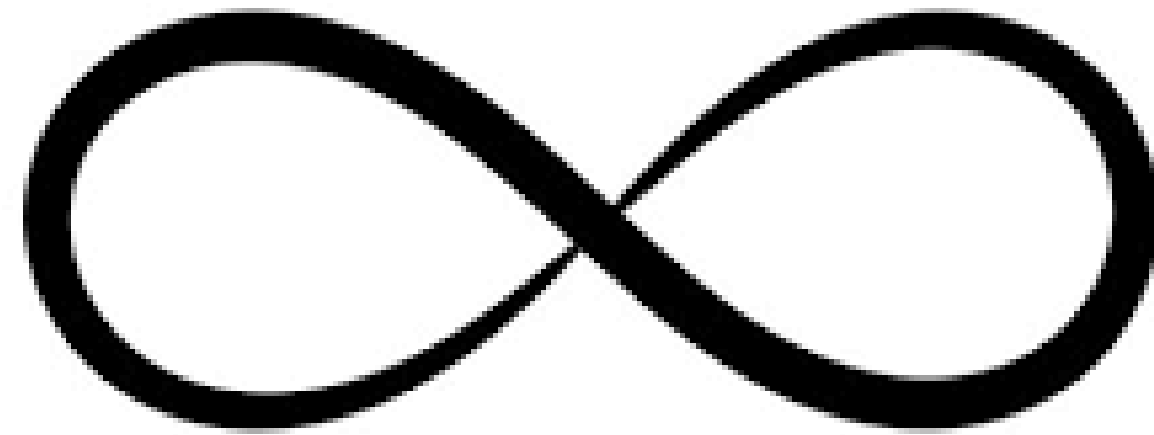
- Think: *“You’re wrong, I’m right”, “You should/’nt”, “I must win at all cost”*
- Feel: Superior, angry, lack of vulnerability, defensive, tension
- Do: Blame, control, manipulate, order, intimidate, punish

Rescuer

- Think: *“You need me”, “You’re not capable”, “I need to jump in, fix it, do it”, “I must be liked”*
- Feel: Numb, anxious, what others feel, fear of not being needed, false confidence, tension
- Do: Fixing things, doing it myself, mediate

**When our drama energies play off one another...we can get stuck
in what feels like an endless cycle**

Disempowered



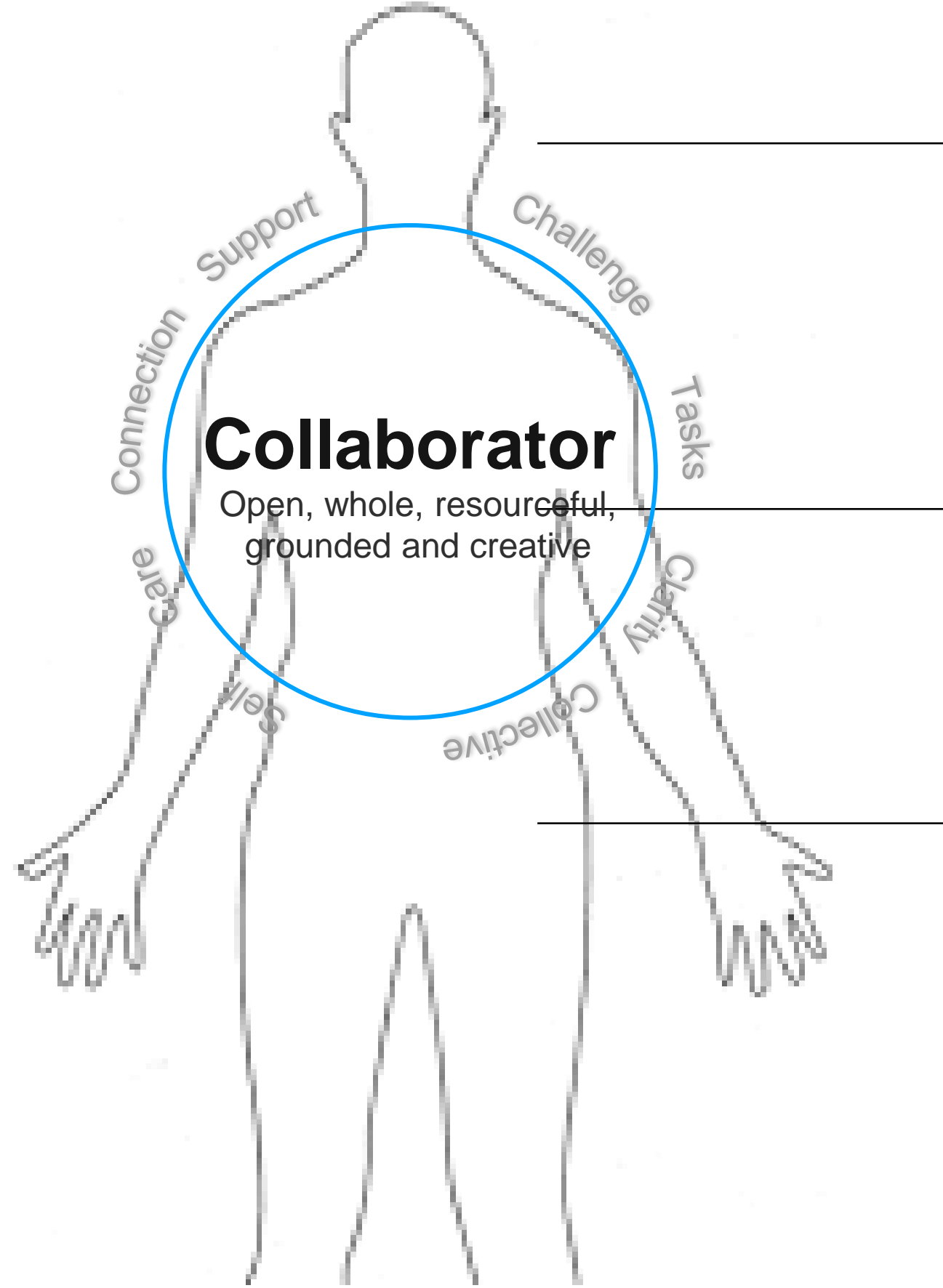
Power Over or Saving

“The reason why consciousness exists, and why there is an urge to widen and deepen it, is very simple, without consciousness things go less well.” - Carl Jung

Conscious
Leadership

Leading from
Drama

Shifting off the Triangle and into Wholeness & Collaboration



Clear Mind

Vision-centered
Expanded perception
Leverage **curiosity**, **discernment**,
balance, clarity and **wisdom**

Compassionate Heart

Centered in creative emotions-
appreciation, compassionate
connection and co-creation

Courageous Will

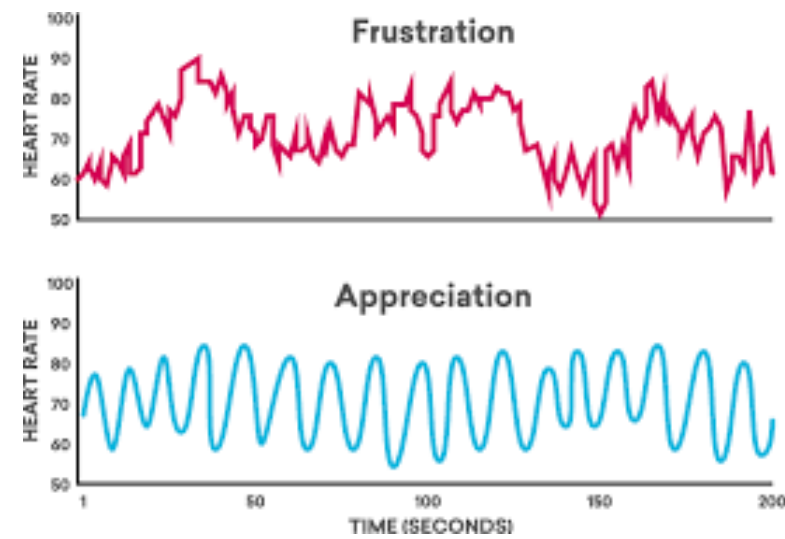
Present and choose actions
grounded in purposeful,
benevolent action

PAST

PRESENT

FUTURE

Your Scenario - Shifting off the Triangle

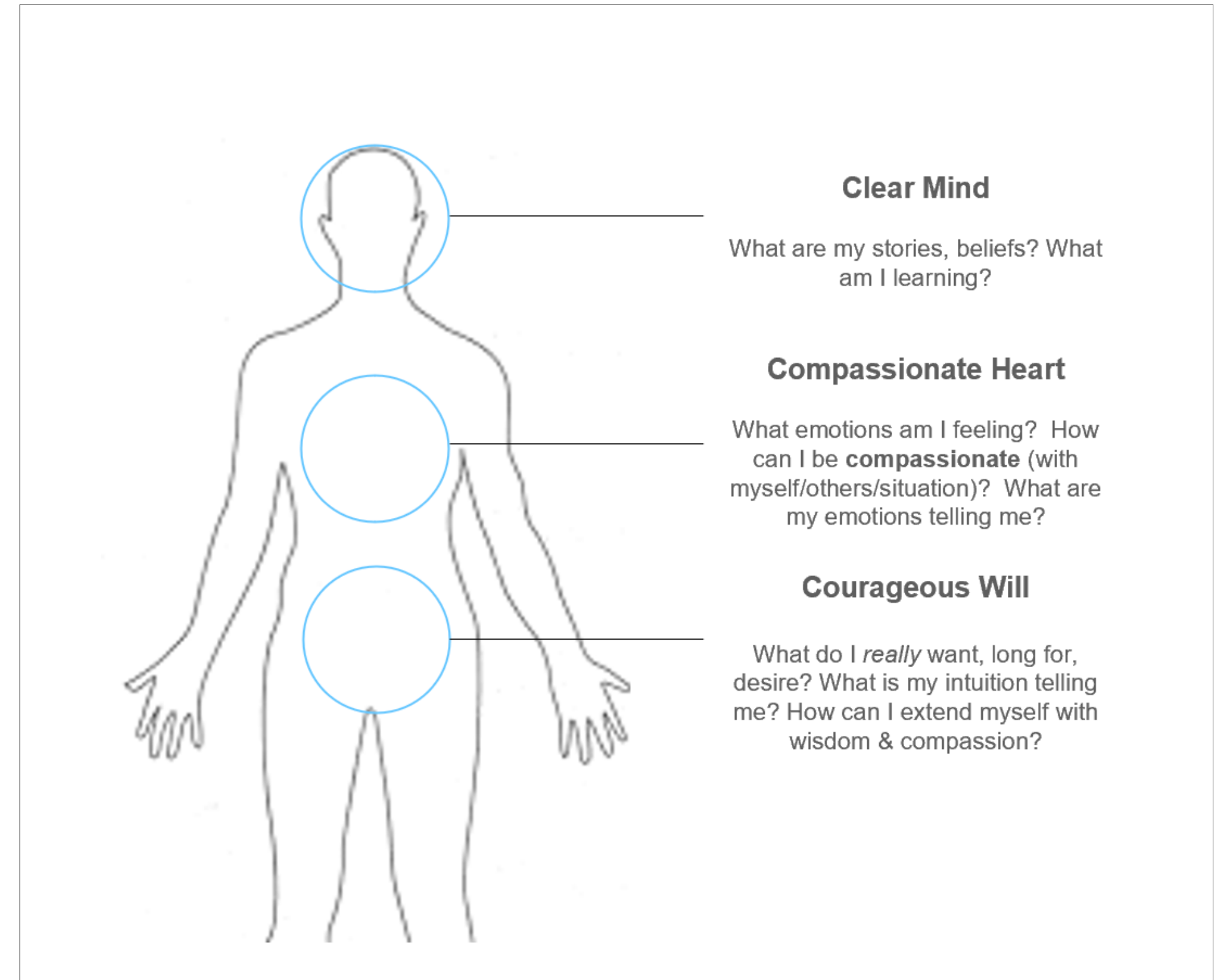


1. Awareness: Tune into your mind, body, heart and soul
2. Acceptance: When I am in the story of _____, I feel _____ and the impact is _____
3. Let go: Using breath to establish coherence, relax into the choice to let go
4. Create: See yourself and others as whole, resourceful and capable. Gain clarity on your desires and consciously choose:

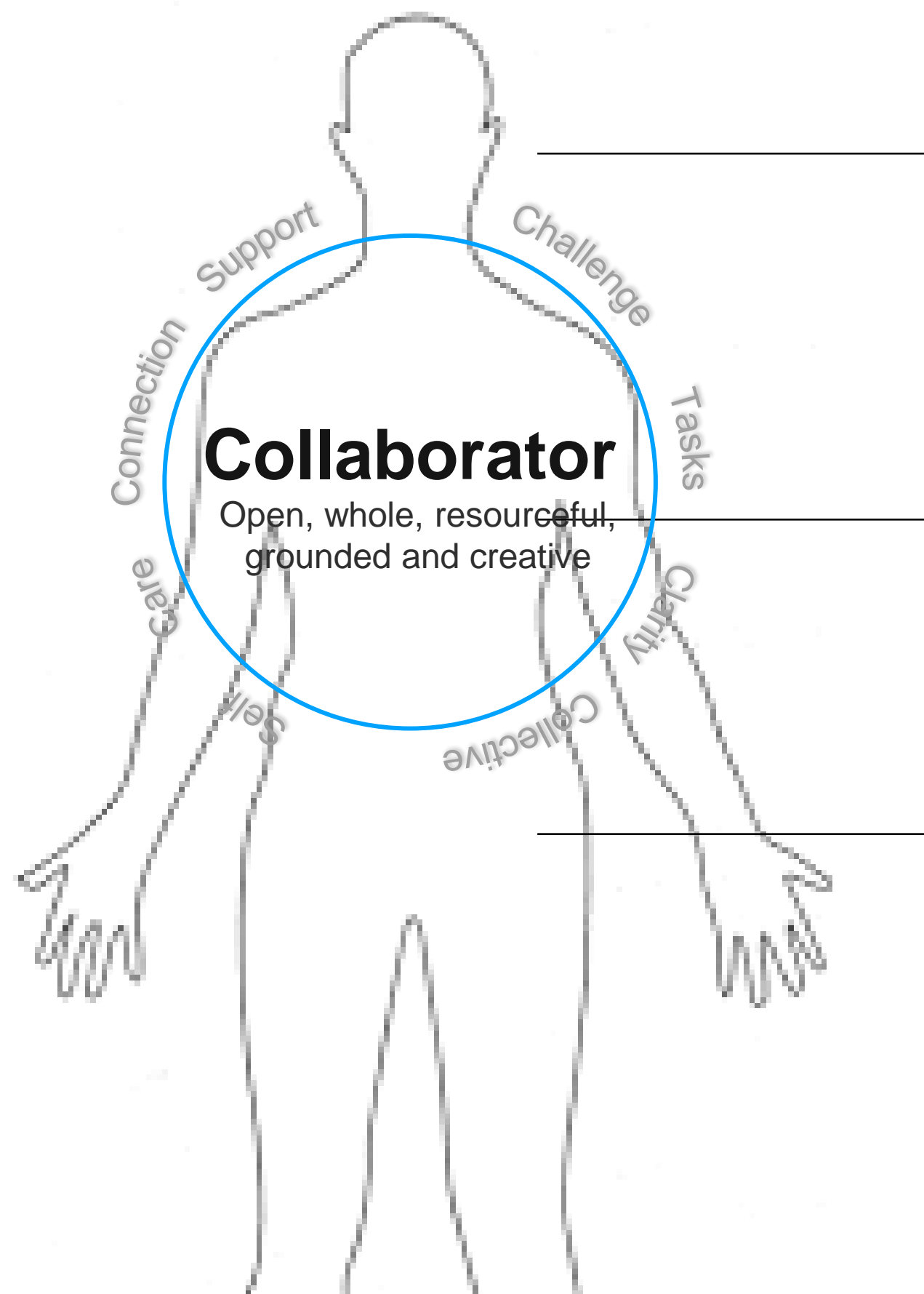
What I want to create is _____.

What I choose is _____.

The benevolent outcome is _____.



Shifting off the Triangle and into Wholeness & Collaboration



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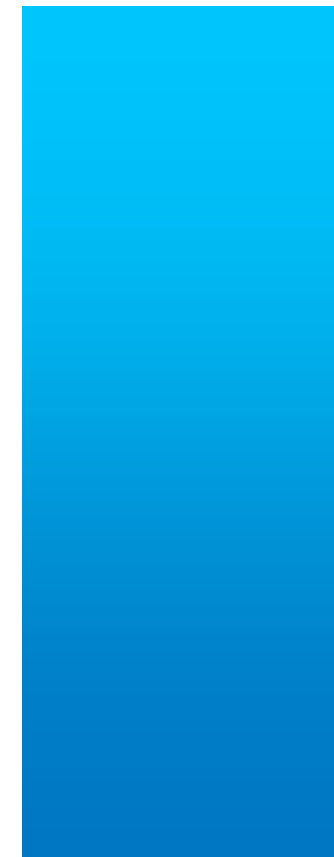
Powerful Questions

- What's at risk?
- What else might be true here?
- Where can I learn from this?
- What am I feeling? What's are these feelings signaling?
- What may be the perspective of others?
- How might they be the hero of their own story?
- How are we aligned to the mission / goal?
- How can we create change that supports our mission? What do we most want in moving forward?
- How will this benefit the whole?

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When we elevate our
Consciousness, we raise our
effectiveness and performance.

Conscious Choice

Conscious Mindset

Authentic Voice

Integrity

Vision

Systems Awareness

Developing/Mentoring/
Collaborating

Inclusive

Co-Creating

Achievement grounded
in Purpose

Balance

Thank You!!