



Understanding The Drama Triangle

The Karpman Drama Triangle

1. Recognise
2. Accept
3. Change

Models the connection between personal responsibility and power in conflicts and the destructive and shifting roles people play.

When someone engaged in a conflict takes on one of the roles, the Drama Triangle is immediately triggered. Most often it starts with the persecutor or the victim. When that happens, the other people in the conflict are pushed towards their 'preferred' role in the triangle.

'Poor me!'

1. Overwhelmed by own vulnerability
2. Doesn't take responsibility for own situation
3. Feels victimised, oppressed, powerless, unable to make decisions, take pleasure in life or achieve insights.

VICTIM

Notes

There are two crucial things to understand about the Triangle:

1) none of these roles are authentic behaviour. The Drama Triangle is basically a form of role play;

2) everyone has at least one role that they feel very comfortable in (though not always consciously), and most of us have 1 role that we automatically step into in challenging social situations.

ANXIETY
FEAR
GUILT
SHAME

PERPETRATOR

'It's all your fault!'

1. Overally controlling
2. Creates blame culture within team
3. Critical of others
4. Often aggressive or passive aggressive
5. Destructive, negative and demotivating for team



RESCUER

'Let me help you!'

1. Feels guilty if they do not rush to aid
2. Dis-empowers team members
3. Avoidance of own issues disguised as concern
4. Wastes time helping others instead of fulfilling own role

THINK
&
Be Positive



Once you've become aware of your patterns, it becomes much easier to recognize the game and, eventually, step out of it. Since the Drama Triangle is all about being in other people's business, stepping out of it requires you to remain firmly in your own!

Through mindful engagement with the OLD ARCHETYPES of the Drama Triangle with role play, constellation exercises and guided shamanic journeys, your team can connect to each role enabling them to recognise, for themselves, what role they tend to fall into.

When personal tendencies are identified, new ways to interact can be developed using NEW ARCHETYPES

EMPOWERMENT TRIANGLE

CREATOR

ACCEPTS
RESPONSIBILITY

SELF-
AWARENESS
VISION
EMPOWERMENT

From Drama
to
POTENTIAL

CHALLENGER

COACH

