

The Role of Persecutor, Rescuer or Victim in Coaching

What is The Karpman Drama Triangle?

Developed by Stephen Karpman in the 1960's and often referred to as the "Drama Triangle" this model presents an overview of how conflicts occur and how people can play a specific role in relationships and conflict.

The Roles:

The Persecutor recognised by:

- Feeling superior
- Being aggressive/critical/judgemental
- Blaming and put-downs

The Victim; recognised by;

- Discounting self and feelings of powerlessness
- Complains of unmet needs and ability to solve the problem
- Avoids responsibility to feel inferior

The Rescuer; recognised by;

- Being a classic enabler, they feel guilty if they don't go to the rescue.
- Keeps the victim dependant
- Poor you!

Examples of coaching situations where this model can be helpful;

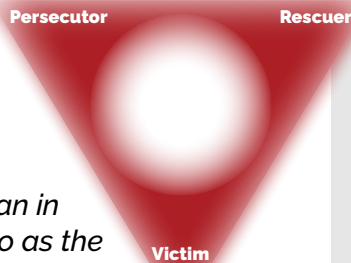
- Conflict coaching
- Relationship coaching
- Career development coaching
- Imposter syndrome/identity coaching
- Leadership development coaching
- Parent or family coaching
- Behaviour/habit change coaching
- Wellbeing coaching

Suggested Tips For Use:

Take a step back and assess where you/your client is on the triangle (raise self awareness).

What are the positive benefits or negative consequences of adopting that particular role?

Coach client to shift their mindset and step into the empowerment triangle.



Coach yourself questions:

In what situations do you step into the "Drama Triangle"? What role comes out to play?

How will you use this model in your personal or professional life?

What one thing will you take away and action from this month's "learn" segment to increase your growth as a coach?

Suggested Resources:

The "learn" blog that accompanies this learning sheet www.The-Coaching-academy.com/blog

The Drama Triangle & The Empowerment Dynamic <https://www.youtube.com/watch?v=tWpckBfKenQ>

A GameFree Life - Stephen B Karpman M.D

The Games People Play - Eric Berne

The Karpman Drama Triangle Explained - Chris West