

# 100% RESPONSIBILITY

To get out of drama, take 100% responsibility - no more, no less. Get curious about your part and release what does not belong to you. You know you have taken 100% responsibility when you bring a sincere curiosity to a situation about the dynamics at play behind events, *and* your own role in them. Let go of seeking approval, security and control. You may drift out of 100% responsibility, but you are able and willing to come back to curiosity about yourself and others.

## Seeks out:

- Learning
- Connection
- Contribution
- Authentic Feelings
- Acceptance of Self, Others, and Situations

## Reliable Ways to Take 100% Responsibility:

Activity	Methods
Get Present in the Moment	<ul style="list-style-type: none"><li>• Take a deep breath</li><li>• Speak your truth (say something unarguable)</li><li>• Take a break</li><li>• Amplify your current attitude (play it up)</li></ul>
Get Curious	<ul style="list-style-type: none"><li>• Ask: "What can I learn here?"</li><li>• Wonder out loud: "Hmmm..."</li><li>• Ask: "What's <i>really</i> going on here?"</li><li>• Listen with curiosity and openness</li></ul>
Claim Responsibility	<ul style="list-style-type: none"><li>• Appreciate yourself (or someone else)</li><li>• Forgive and recommit</li><li>• Make a request</li></ul>

## You know you are taking 100% responsibility when you...

- ... can collaborate creatively
- ... see more possibilities
- ... can see and own your stories
- ... are no longer interested in right and wrong
- ... see others as allies rather than enemies
- ... easily feel and express emotions
- ... can easily laugh at yourself
- ... are interested in learning from everything

## Why people stay in the drama triangle

- It's contagious
- To stay in control
- To avoid the unknown
- To be right (and not wrong)
- It's entertaining
- To get a hit of adrenaline
- To get approval
- To protect their sense of security
- To avoid authentic feelings



The Drama Triangle

100% Responsibility allows room for mistakes as a source of learning and growth. A person can make many drifts and shifts. The measure of success isn't how often you drift, but how easily and quickly you shift back to 100% responsibility. Do you learn in the moment, or do you continue to drift more deeply into victim, villain or hero roles, where suffering and energy-draining drama occur?

# HERO

Heroes take more than 100% responsibility. They create temporary relief by rescuing themselves or others. You know you are in a hero role if you want yourself or others to feel better - now. Heroes require victims to save and problems to solve, so they often create dependency on themselves. Often heroes wear themselves out becoming martyrs, then victims.

## Seeks Out:

- Appreciation
- Problems to Fix
- People to Save
- Pain to be Relieved
- Conflicts to be Resolved

## Favorite Ways to Take More Than 100% Responsibility:

- Cleaning/Organizing
- Fixing/Solving
- Caretaking
- Taking Over
- Withdrawing
- Looking Interested
- Doing it Right
- Procrastinating
- Figuring it Out
- Saving the Day
- Rising Above it
- Making Yourself Indispensable

## Persona

## What it says

## What it requires

<b>Protector</b>	“I’ll keep you from harm”	<b>Powerless victims</b>
<b>Peacemaker</b>	“Let’s all get along”	<b>People in conflict</b>
<b>Takeover Master</b>	“I’ll do it”	<b>People who shirk responsibility</b>
<b>Flatterer</b>	“You’re great”	<b>People who don’t value themselves</b>
<b>Firefighter</b>	“I’ll make it all better”	<b>Emergencies</b>
<b>Cheerleader</b>	“You can do it”	<b>People who lack confidence</b>
<b>Dilettante</b>	“Let’s have fun”	<b>Stressful conditions</b>
<b>Analyzer</b>	“I can figure it out”	<b>Complex problems</b>
<b>Supercompetent</b>	“I can do anything”	<b>Incompetent people</b>
<b>Multitasker</b>	“I can do it all right now”	<b>A sense of urgency or busyness</b>
<b>Good Listener</b>	“I understand”	<b>People who talk too much</b>
<b>Provider</b>	“I’ll support you”	<b>People who want more</b>
<b>Withdrawer</b>	“I need space”	<b>People who need you</b>
<b>Good Parent</b>	“I’ll be there for you”	<b>Children needing attention/support</b>
<b>Nice Guy</b>	“I am kind and caring”	<b>Critical, aggressive people</b>



**Are any of these ways you expect to feel better or get appreciated?**



**Do you hear yourself saying any of these?**



**Are you complaining about any of these?**

# VILLAIN

Villains take less than 100% responsibility. They find someone to blame. (*"The responsibility isn't mine, it's yours!"*) You know you are in a villain role if you are sure that you are right - and find evidence to prove it. Villains require victims to blame (internally or externally). So they get caught focusing on the problems and blocking creative collaboration by finding a single "right" answer.

## Seeks Out:

- Control
- Where to Place Blame
- People to Criticize
- Enemies to Conquer
- "The Way"
- The Fastest Way to Get it Done

## Favorite Ways to Take Less Than 100% Responsibility:

- Getting Righteous
- Judging / Criticizing
- Policing
- Dismissing / Ignoring
- Interrupting
- Justifying
- Intellectualizing
- Comparing
- Lecturing
- Getting Bored
- Blaming / Finding Fault

## Persona

## What it says

## What it requires

<b>Critic</b>	"You're doing it wrong"	People who don't get it
<b>Rebel</b>	"I don't care" / "Forget it"	Authority figures / Rules
<b>Cynic</b>	"It won't work"	Overly idealistic people
<b>Debater</b>	"My perspective is best"	People who don't agree
<b>Control Freak</b>	"Don't deviate from my plan"	People who just go along
<b>Gossip</b>	"They've been bad"	Drama
<b>Bulldozer</b>	"My way or the highway"	Wimps / Lemmings
<b>Dunce</b>	"I'm so stupid"	Unrealistic expectations
<b>Time Cop</b>	"You're late"	Others who don't value "my time"
<b>Blame-Finder</b>	"It's your fault"	Scapegoats
<b>Puritan</b>	"There is One True Way"	Rebels / Non-believers
<b>Drill Sergeant</b>	"Shape up or ship out"	Irresponsible people
<b>Mr. Sarcasm</b>	"I'm just being funny"	People who get hurt
<b>Know-It-All</b>	"I have the answer"	Confused or gullible people
<b>Narcissist</b>	"My needs are most important"	Sycophants



Are any of these ways you validate that you are right or place blame?



Do you hear yourself saying any of these?



Are you complaining about any of these?

# VICTIM

Victims take less than 100% responsibility. (*“It’s not my responsibility; I’m not powerful enough.”*) You know you are in a victim role if your opinion is that things in life happen to you and there’s nothing you can do about it. Victims require villains to defeat them. Victims focus their energy on their problems, which they hope a hero will come and fix for them.

## Seeks Out:

- Help
- Security
- People Who Want to Rescue Them
- Pain and Suffering
- Overwhelming Problems
- People to Commiserate With

## Favorite Ways to Take Less Than 100% Responsibility:

- Feeling Judged
- Defending
- Getting Sick
- Trying Hard
- Worrying
- Waiting
- Whining
- Getting Distracted
- Being Confused
- Getting Overwhelmed
- Getting Embarrassed
- Feeling Picked on / Targeted
- Being Misunderstood

## Persona

## What it says

## What it requires

**Complainer**

“Why is it this way?”

**Problems**

**Worry Wart**

“This could be a problem”

**Careless people**

**Unappreciated Genius**

“You don’t see my value”

**People who don’t understand**

**Hypochondriac**

“Help, I don’t feel good”

**Illness**

**Overworked**

“I’m tired”

**Many responsibilities at once**

**Martyr**

“I have to sacrifice myself”

**People who aren’t engaged**

**Resigned**

“I don’t have a choice”

**External authority**

**Overwhelmed**

“There’s not enough time”

**Too many people counting on you**

**Misunderstood**

“You don’t know my pain”

**Bad listeners**

**The Needy One**

“I can’t do it”

**Heroes who take over**

**Whiner**

“It’s not fair”

**Injustice**

**Depressed**

“I can’t get out of this”

**Cheerleaders**

**Dummy**

“I don’t know how”

**Critic**

**The Reliable One**

“I can’t have any fun”

**People who do whatever they want**

**Lynchpin**

“It’s all put on me”

**Being the center of everything**



**What styles do you use to justify your position (to prove you’re stuck)?**



**Do you hear yourself saying any of these?**



**Are you complaining about any of these?**