

# You Are Not A Frog

## Workbook, CPD & Reflection Log



### Episode 75: How to Escape the Drama Triangle and Stop Rescuing People with Annie Hanekom

Conflict between people is inevitable. Whether you're at work or home, someone's going to rub someone else the wrong way. Sometimes, when drama happens, we take on roles to play, almost like playing a predefined character.

In this episode, Annie Hanekom joins Rachel to shed light on the different roles present in the drama triangle. She shares the pitfalls of each role and how we can actively shift these roles into something better, helping us foster a healthier relationship in our workplace.

#### Podcast links

- Get your free [Virtual Fatigue Buster Toolkit](#) to beat virtual fatigue!
- You Are Not A Frog Episode 65 - [Passing the Naught Monkey](#) [Back with Dr Amit Sharma](#)
- [Resilient Team Academy for Busy Leaders](#)
- Connect with Annie: [LinkedIn](#) | [Email](#)
- [Proteus Leadership](#)
- [Email Rachel](#) or reach her on [LinkedIn](#) or [Twitter](#).
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### QUOTE TO REMEMBER

***"I think what's so important here is just to recognise that these roles, (we take up these protagonists that we might be playing, or these roles we assigned to someone else) existed in our mind. And yet we start to behave in reaction to them."***

### What You'll Learn From This Activity

The Drama Triangle exposes the unwitting roles you may take on in co-worker relationships. In this exercise, you will learn how to differentiate the roles that you and your team have been playing. Being aware of these roles reveals the mindset you need to modify.

In the process of shifting your mindset and role, it is essential to reflect. What things has the drama triangle revealed about yourself? This can give you a new perspective.

Lastly, take time to think about the language you use in your daily life. Something as simple as 'I will cook dinner' (vs 'I ought to cook dinner') is a powerful narrative. Actively helping others to explore the language that they are using and the options that are already available will save you from the rescuer trap.

**Activity: Rewriting Your Narrative**

Rescuing has no empowering narrative and can be rooted in hierarchical relationships. Give five examples of the problematic consequences that being a rescuer could cause in your workplace

1.
2.
3.
4.
5.
Why is it essential to recognise this behaviour in organisations?

Seeing your interactions and relationships from a different angle may not be a comfortable process. In escaping the rescuer trap, you need to leave the triangle and shift into a coaching role.

Recall a time when you were in a drama triangle with you as a rescuer. What could you have done to more effectively act more as 'coach' to help your co-workers find their own solutions and available options for their problems?

Following the previous question, how can you help someone to start thinking differently as an activator, not a victim?

Your language ultimately affects how you perceive and approach your problems. It is helpful to recognise the difference between pain and power languages.

**Change your narrative.** In the space provided, write down three (3) sentences using pain language. For example, you can start with the phrases 'I must', 'I should', 'I wish', and 'I'll try'.

1.
2.
3.

**Choosing is power.** Being an activator suggests having control and commitment to your decisions. In this section, modify the sentences you have written above using the power language. Start with the phrases 'I will' and 'I choose'.

1.
2.
3.

CPD time claimed:

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