

**LEARN TO STAY IN  
THE CIRCLE OF  
STRENGTH**

**CIRCLE OF STRENGTH  
& INFLUENCE  
(Power WITH & WITHIN)**

**AREA OF CONCERN**

**ROLES IN THE  
CIRCLE OF  
STRENGTH &  
Internal  
Control**

7 Effective  
Behaviours we  
can choose that  
**create HAPPY  
Relationships:**

**Listening**  
**Supporting**  
**Encouraging**  
**Respecting**  
**Trusting**  
**Accepting**  
**Negotiating**  
**disagreements**

**COACH/ FACILITATOR**

Negotiates Listens,  
Questions, Supports  
Seeks to Understand  
Encourages,  
Asks *What do you want ?  
How would you like  
things to be? What are  
you doing? Is it helping?  
What's your Plan?*

**TEAM MEMBER**

Collaborates, Finds strength in  
each persons' opinions, shares  
responsibility, Interdependent,  
cooperates, contributes

**DRAMA TRIANGLE**

**3 Roles in the Cycle of Blame (Power OVER)**

**HERO**  
Enabling  
Rescuing

**VILLIAN**  
Bullying  
Bossing  
Punishing

**VICTIM**  
Suffering  
Hurting

**LEADER  
INITIATOR**

Leads, Models, sets  
boundaries. Takes risks,  
States personal ideas,  
shares vision, hopes,  
wants, builds team,  
inspires others

**EMPOWERED  
SELF**

Listens, Internal locus of  
control, Responsibly  
meets own needs/wants,  
Negotiates, Accepts,  
Validates, Learns,  
Creates

**ROLES IN THE  
TRIANGLE of  
PAIN & Cycle  
of Blame  
External  
Control**

7 Ineffective  
Behaviours we  
use to try to  
control others  
that result in  
**UNHAPPY  
relationships:**

**Criticising**  
**Blaming**  
**Complaining**  
**Nagging**  
**Threatening**  
**Punishing**  
**Bribing**  
**(rewarding to control)**