"The rush and pressure of modern life are a form, perhaps the most common form, of its innate violence. To allow oneself to be carried away by a multitude of conflicting concerns, to surrender to too many demands, to commit oneself to too many projects, to want to help everyone in everything is to succumb to violence. More than that, it is cooperation in violence. The frenzy of the activist...destroys his own inner capacity for peace. It destroys the fruitfulness of his own work, because it kills the root of inner wisdom which makes work fruitful."

Thomas Merton

Welcome to today’s workshop/playshop...Building Resilient teams for better outcomes!

Intros – Michelle Hodsden and John Morris

Inquiry? What do you hope to leave with after spending your time with us today?

“We don’t often see the world as it is, we see the world as we are...” - Michelle

“Where do we start in this building of healthy teams?” John

Colors?

Drama Triangle vs. Durable Triangle

Stories of extraordinary risks, mistakes made and incredible feats of courage! Michelle & John

Challenge of practical application – “Tell me, what is it you plan to do with your one, wild and precious life...” Mary Oliver

“Listen to your life. See it for the fathomless mystery it is. In the boredom and pain of it, no less than in the excitement and gladness: touch, taste, smell your way to the holy and hidden heart of it, because in the last analysis all moments are key moments, and life itself is grace.”

Frederick Buechner
The Drama Triangle is based on positions people perceive themselves to be in any given interaction. It originated as a description of various interchangeable roles that unhappy families play. These roles are sometimes re-created in schools, work, relationships, marriages, cities, governments, etc.

- The Drama Triangle is crisis oriented.
- The roles of VICTIM, PERPETRATOR and RESCUER can become interchangeable. Such as a V may become a P or an R may become a P all in the same interaction.
- The interactions are problem based not solution based.
- Never ending and exhausting.
- Keeps responsibility out there
- Victim position is very powerful (not in an authentic way).
- Victim manipulates through guilt.
- Payoff for victim is blame and “I am not responsible, it is your fault.”
- Drama Triangle is based on WIN/LOSE proposition which eventually will become LOSE/LOSE.
- While the roles may come from a place of good intentions, i.e., RESCUER, one can get caught in the trap of non-resolution.
- There is a lack of internal conflict within the individual. It's all created in others.
- Participants lack empathy, are very self absorbed in their own role of the moment.
- Patterns of the game prevent problem solving — *the drama rules*.
- Maintains bad boundaries.
- The game provides identity and fills emptiness, because two people (or more) can jump around in all three roles to fuel the drama.
- The Drama Triangle is potentially destructive.
The Durable Triangle shows the durable roles that people act-out in daily life that are stable, satisfactory, repeated, emotionally cooperative and generate clarity and comfort for both or all people involved on a regular basis, for short and long term results.

- There are clear boundaries and everyone knows it is safe.
- There are stable limits on behavior.
- The switching that occurs between Persevere, Reach-Out and Vulnerable generates the flexibility of thoughts and feelings that occur when people have open agendas, maintain integrity, and then discuss with dignity, patience, integrity, and love in their hearts.
- There is guidance and communication is direct, feelings are expressed, individual ownership and responsibility is manifest.
- Communication is done in order to problem-solve. By its very nature, the Durable Triangle is energizing.
- The Durable Triangle sets up a WIN/WIN that is repeatable over time and the WIN is permanent.
- The interactions, when complete are satisfying, even when there may be some unpleasant topics. This is due to everyone practicing communication skills that reflect integrity, dignity, patience and love.

*Adapted from the Quinby Durable Triangle.*
YOUR BLUE CHARACTER
I NEED TO FEEL UNIQUE AND AUTHENTIC

Enthusiastic  Sympathetic  Personal
I look for meaning and significance in life.

Warm  Communicative  Compassionate
I need to contribute, encourage, and to care.

Idealistic  Spiritual  Sincere
I value integrity and unity in relationships

Peaceful  Flexible  Imaginative
I am a natural romantic, a poet, and a nurturer

AT WORK  I have a strong desire to influence others so they lead more significant lives. I often work in the arts, communications, education, and the helping professions. I am adept at motivating and interacting with others.

IN LOVE  I seek harmonious relationships. I am a true romantic and believe in perfect love that lasts forever. I bring drama, warmth, and empathy to all relationships. I enjoy the symbols of romance such as flowers, candlelight and music, and cherish the small gestures of love.

IN CHILDHOOD  I was extremely imaginative and found it difficult to fit into the structure of school life. I reacted with great sensitivity to discordance or rejection and sought recognition. I responded to encouragement rather than to competition.

How to get buy in from BLUES

• Say it with Feelings
• Don’t Criticize
• People Before Procedures!
• Ask For Input/Questions
• Keep Your Word
• Watch Your Body Language
• Influence w/People
YOUR GOLD CHARACTER

I NEED TO FOLLOW RULES AND RESPECT AUTHORITY

Loyal    Dependable    Prepared
I have a strong sense of what is right and wrong in life

Thorough    Sensible    Punctual
I need to be useful and to belong

Faithful    Stable    Organized
I value home, family and tradition

Caring    Concerned    Concrete
I am a natural preserver, a parent and a helper

AT WORK    I provide stability and can maintain organization. My ability to handle details and to work hard
makes me the backbone of many organizations. I believe that work comes before play, even if I must work
overtime to complete the job.

IN LOVE    I am serious and tend to have traditional, conservative views of both love and marriage. I want a
mate who can work along with me, building a secure, predictable life together. I demonstrate love and affection
through the practical things I do for my loved ones.

IN CHILDHOOD    I wanted to follow the rules and regulations of the school. I understood and respected
authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the
educational system.

How to get buy in from GOLDS:

• Mean What You Say/Say What You Mean
• Always Have An Agenda
• Get To The Point
• Accomplishments – Past & Future
• Appreciate Them & The Things They Do
YOUR GREEN CHARACTER

I SEEK TO KNOWLEDGE AND UNDERSTANDING

Analytical  Global  Conceptual

I live life by my own standard

Cool  Calm  Collected

I need explanations and answers

Inventive  Logical  Perfectionistic

I value intelligence, insight, fairness and justice

Abstract  Hypothetical  Investigative

I am a natural non-conformist, a visionary and a problem solver

AT WORK  I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with the innovative. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

IN LOVE  I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express feelings. I believe that once feelings are stated, they are obvious to a partner. I am uneasy when my emotions control me. I want to establish a relationship, leave it to maintain itself, and turn my energies back to my career.

IN CHILDHOOD  I appeared to be older than my years. I was focused on my greatest interests, and achieved more in subjects that were mentally stimulating. I was impatient with drill and routine. I questioned authority, and found it necessary to respect teachers before I could learn from them.

How to get buy in from GREENS:

- Use Logic
- Intelligence
- Ask Questions
- Support Ideas With Facts
- Show Appreciation
- No Feelings Necessary
- Honesty
- Debate w/out Emotions
YOUR ORANGE CHARACTER

I ACT ON A MOMENT’S NOTICE

Witty    Charming    Spontaneous
I consider life as a game, here and now

Impulsive    Generous    Impactful
I need fun, variety, stimulation and excitement

Optimistic    Eager    Bold
I value skill, resourcefulness, and courage

Physical    Immediate    Fraternal
I am a natural trouble-shooter, a performer, and a competitor

AT WORK    I am bored and restless with jobs that are routine and structured, and satisfied in careers that allow me independence and freedom while using my physical coordination and my love of tools. I view any kind of tool as an extension of self. I am a natural performer.

IN LOVE    I seek a relationship with shared activities and interests. With my mate, I like to explore new ways to energize the relationship. As a lover, I need to be bold; I thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to my loved ones.

IN CHILDHOOD    Of all types of children, I had the most difficult time fitting into academic routine. I learn by doing and experiencing, rather than by listening and reading. I need physical involvement in the learning process and am motivated by my own natural competitive nature and sense of fun.

How To Gain Buy-In From ORANGES:

- Speak Your Mind
- Praise Them
- What To Do/How To Do It/Results ----Make It FUN!
- Use The Past As A Guide
- Honesty
- ACTION
- Don’t Restrict Them or Their Ideas