

Leaning into Conflict

Instructions

1. Name a Conflict You Have Experienced Recently.
2. Unpack how Dominant Culture Impacts this Conflict.
3. Unpack how the Drama Triangle Shows up - for You and Others.
4. Develop an Antiracist Pivot by calling in Presence.

Describe a conflict you experienced recently:

Add text here

What role do these concepts play in this conflict?

Perfectionism: How things look and appear are very important. Mistakes are not welcome, expected or celebrated. Pointing out mistakes is one way to maintain one's power.

Add text here

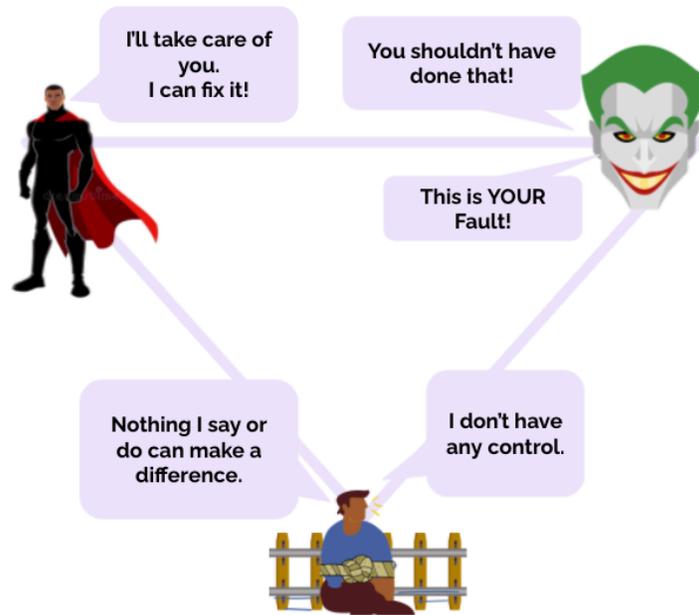
Power Hoarding: The power to make or influence decisions is consolidated to a few.

Add text here

Fear of Open Conflict: Problems and conflicts are seen as challenges to authority and dismissed or squashed. It is better to be complicit rather than rabble rousing.

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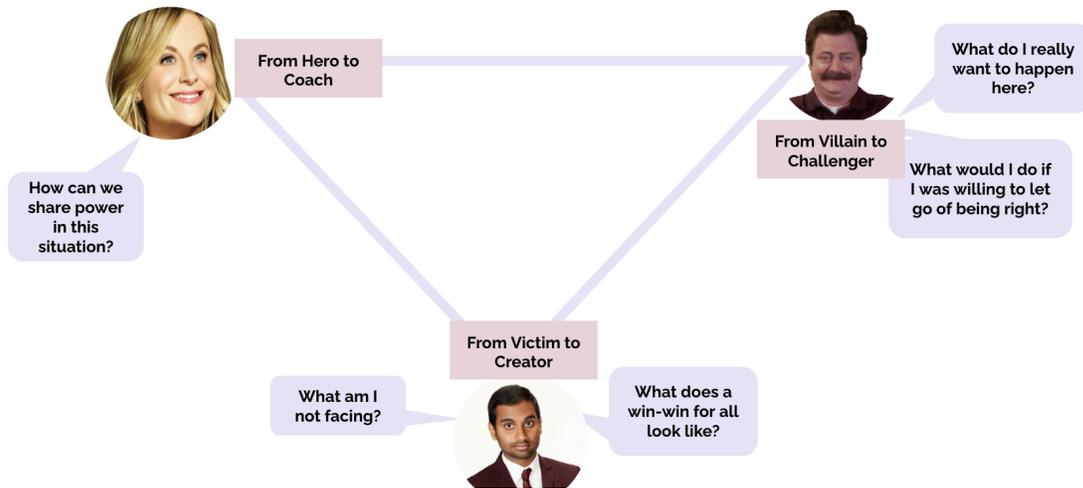
BeTheChange™



Unpack how each of these characters show up in this conflict. They can each be played by you, or someone else in the conflict.

Who is playing the role of the Hero ? What did you see or hear?	Add text here
Who is playing the role of the Villain ? What did you see or hear?	Add text here
Who is playing the role of the Victim ? What did you see or hear?	Add text here

How Could These Characters Move Into Presence?



Now flip each aspect of the Drama Triangle by activating Presence.

How could you coach all the players in this drama without rescuing or solving on behalf of others?	Add text here
How could you challenge all the players (including yourself!) to get to a breakthrough without blaming or criticizing?	Add text here
Where is there power to create in this situation?	Add text here