RETHINKING WORK WHEN IT ALL GOES PETE TONG

CREATING A LEARNING CULTURE
#DRAMAFREE CULTURE
TO FACILITATE CHANGE

CAITLIN WALKER
Drama

What happens when people aren’t getting what they want?

What positions can they take?
Victim

Persecutor

Drama Triangle

Rescuer
What’s a drama you’ve been a part of?
Who was taking which position?
The seduction of drama
The chemicals of drama

Interrupting the drama and turning it into the Clean Change Cycle
What do I see/hear & what am I inferring?
What is actually happening?
What can I do now?
What would I like to have happen?
What would you like to have happen in your work communities next?
Creating a language of inquiry for developing collective trust (1)

CONTEMPT

- Justify Model
- Focus on Problems
- Stay Put
- A language of contempt

INERTIA

- Drama
- Persecutor
- Victim
- Rescuer

A language of contempt

CURiosity

- Seek Feedback
- Shift
- Take Action
- A language of curiosity

Karma

- Authenticator
- Negotiator
- Mediator

What's the smallest step towards my outcome?

What do I want to have happen?

What have I learned?

Modelling the situation

What might be going on here?

My model of the world

My experience of the world

ΔE VALUE

Walk of life

DELETE

GENERALISE

DISTORT

Expectations

GAP
caitlin@trainingattention.co.uk
From Contempt to Curiosity – creating the conditions for groups to collaborate
www.trainingattention.co.uk
www.cleanlearning.co.uk