

LEADING OUT OF DRAMA[®] 2.0

**Drama Resilience Assessment (DRA)[®]
DRA Aggregate Report**

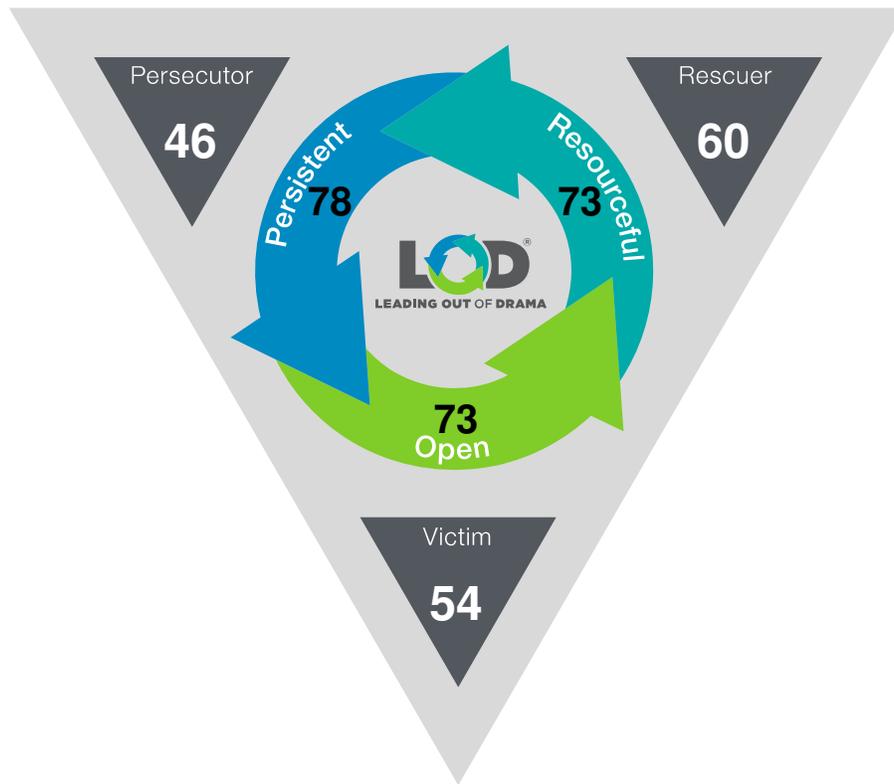
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DRA Code: ATD2016

212 complete responses calculated (239 total)

Creation: March 18, 2016 - Expiration: June 4, 2016

Compassion/Drama Overview



Drama Roles

Drama happens when we spend energy struggling against ourselves or others to feel justified about our negative behaviors. This may happen with or without awareness. Drama leads to negative conflict.

According to Dr. Stephen Karpman's Drama Triangle, there are three roles people play in drama. The labels and scores in the small grey triangles show how much time and energy you (or the person/group you rated) invest in each of the three negative conflict roles. Scores range from 0 = none of the time / low drama risk to 100 = all of the time / high drama risk.

Each score represents the percentage of time and energy you currently spend struggling in drama, struggling against yourself or others attempting to feel justified about your behavior.

Compassion Skills

Compassion is about struggling together with others to pursue effectiveness through personal and professional accountability. Compassion involves positive conflict and is the alternative to drama.

There are three signature compassion skills. The labels and scores within the cycle show how much time and energy you (or the person/group you rated) invest in each of the three positive conflict skills. Scores range from 0 = none of the time / very low skill level to 100 = all of the time / very high skill level.

Each score represents the total amount of time and energy you currently spend struggling with others in compassion in pursuit of effectiveness through personal and professional accountability.

On your report, each drama role is paired with the complementary compassion skill. Compare the scores in each pair to explore the relationship between the two.

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Interpreting DRA Scores

Compassion to Drama Energy Ratio:

Compassion: Drama Energy Ratio represents the relationship between compassion and drama. If the ratio is above 1, more time and energy are spent in compassion. If the ratio is below 1, more time and energy are spent in drama.

1.4

Compassion energy score is:

75

0 = spends no time and energy in compassion
100 = spends all time and energy in compassion

Drama energy score is:

53

0 = spends no time and energy in drama
100 = spends all time and energy in drama

Openness to Victim Energy Ratio:

The Openness: Victim Energy Ratio represents the relationship between openness and victim. If the ratio is above 1, more time and energy are spent being open. If the ratio is below 1, more time and energy are spent being a victim.

1.35

Openness is the healthy alternative to victim behavior. Openness involves transparency, courage, self-awareness, empathy, confidence in one's adequacy, and willingness to ask for help. People who are open recognize their OK-ness is not dependent on others, and that they earn respect from others by first respecting themselves. Open people choose to be caring and vulnerable without compromising their personal strength and identity.

A **Victim** over-adapts for others or feels hurt from being attacked or blamed. They adopt the belief that, "I'm NOT OK, You're OK" and compromise themselves to keep the peace. Victims seek out persecutors or rescuers to justify their drama. Some cultures and environments promote victim behavior in the name of respect or service. In the long run, victim behavior promotes cultures of avoidance, withdrawal, self-doubt and low performance.

Openness score is:

73

Low skill (0-33), moderate skill (34-66), or high skill (67-100)

Victim risk score is:

54

Low risk (0-33), moderate risk (34-66), or high risk (67-100)

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Resourcefulness to Rescuer Ratio:

Resourcefulness : Rescuer Energy Ratio represents the relationship between resourcefulness and rescuing. If the ratio is above 1, more time and energy are spent being resourceful. If the ratio is below 1, more time and energy are spent rescuing.

1.22

Resourcefulness is the healthy alternative to rescuing and involves creativity, open-mindedness, curiosity, problem-solving, innovation, a quest for discovery and resiliency to bounce back from failure. Resourceful people are good sounding boards, and are available to provide support without over- functioning for others.

A **Rescuer** over-does for someone, reinforcing over-dependency, adopting the belief that, "I'm OK, You're OK if you accept my help." Rescuers have good intentions but often insert themselves without permission and inadvertently experience resentment and defensiveness from others. Rescuers seek out victims to "save" in order to justify their drama. Rescuer behavior promotes cultures of dependency, resentment and lack of initiative.

Resourcefulness score is:

73

Low skill (0-33), moderate skill (34-66), or high skill (67-100)

Rescuer score is:

60

Low risk (0-33), moderate risk (34-66), or high risk (67-100)

Persistence to Persecutor Energy Ratio:

Persistence : Persecutor Energy Ratio represents the relationship between persistence and persecutor. If the ratio is above 1, more time and energy are spent being persistent. If the ratio is below 1, more time and energy are spent persecuting.

1.7

Persistence is the healthy alternative to persecutor behavior and involves sticking with it, dependability, perseverance, courage, enforcing boundaries in healthy ways and a commitment to optimism. Persistent people are able to hold themselves and others accountable without attacking or blaming anyone. They can stay the course and support high levels of performance while still maintaining an environment of mutual respect and dignity.

A **Persecutor** attacks verbally and manipulates or blames others, adopting the belief that "I'm OK, You're NOT OK". Persecutors believe it's OK to use fear, intimidation, or guilt to get what they want from others. Persecutors seek out victims to justify their drama. Some cultures and environments even allow persecutor behavior as necessary or acceptable. Persecutor behavior promotes cultures of fear, blame and unhealthy competition.

Persistence score is:

78

Low skill (0-33), moderate skill (34-66), or high skill (67-100)

Persecutor score is:

46

Low risk (0-33), moderate risk (34-66), or high risk (67-100)

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