

The 3 Vital Questions® Journey Transforming Workplace Drama With the Power of TED*

DDT-TED* Summary

VICTIM	Thoughts: Feelings: Behaviors:	Life happens to me—it's not my fault. I am powerless. My dream isn't possible. "Poor me." Helpless and hopeless. Victimized. Discounted. Reacts to problems and drama. May distance themselves. Gives up. Little energy for forward action.	Thoughts: Choosing Behaviors:	I have a choice despite my circumstances. I am dedicated to continuing growth. I am focused on what I want to create. Feelings: Hopeful. Energized. Inspired. Resilient. Action oriented toward desired outcomes. Takes responsibility to make choices. Uses Baby Steps to learn and grow.	CREATOR
PERSECUTOR	Thoughts: Feelings: Behaviors:	I must win. Dominating others will get me ahead. I know best. Defensive, on guard. Discounted so must lash out. Self-righteous. Dominates and controls. Critical and blames. Exerts covert/overt power over others.	Thoughts: o Building Up Behaviors:	 Things unfold at their own pace. "You" can do it. Trust the process. Feelings: Self awareness. Empowered through living their values. Confident, direct, and clear. Provokes or evokes themselves and others to take action. Tells the truth about the situation. Focuses on improvement and growth. Holds self and others accountable. 	CHALLENGER
RESCUER	Thoughts: Feelings: Behaviors:	I must save others from harm. If I do good, I will be "worthy." I feel sorry for them (Victim). Fears not being needed. Feels persecuted when Victim doesn't accept their help. Feels superior to Victim. Jumps in to save the day. Fosters dependency and indispensability. May sacrifice the truth to protect others. Shield others from consequences of their actions.	Thoughts: Asking Behaviors:	People are resourceful and creative. I trust others and their abilities. Feelings: Compassionate and engaged. Fulfilled and reflective. Supportive and "non- attached." Uses inquiry to help others and self to develop their own clarity and vision. Empowers and develops. Encourages and provides positive reinforcement.	COACH

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