

18:30:16 Know when you did that with your hair I'm thinking of The Little Mermaid with her Dingle hopper you know she
18:30:26 did you see that, did you see that movie. I love that. Yes.
18:30:32 Yeah. Well, good evening everyone, we're in week three.
18:30:46 All we have week three yeah we're week three of power dynamics in the membership site so diving insurance on titles on I'm having.
18:30:53 Hola, I'm going to go ahead and mute you So how many of you myself. Oh, perfect. Perfect, perfect perfect Welcome, welcome you guys as you are all arriving this evening.
18:31:03 So who would like to check in, I would love to hear from one or two of you, how are you as you are joining this evening and what have you been thinking about power dynamics How did your homework the last week where are you at who wants to check in on
18:31:26 checking. Okay, great.
18:31:24 Um, This, this theme is coming up beautifully right now because I was at the cardiologist with my husband today and his heart failure is decidedly worse.
18:31:34 And so, there is no medicines damaging his kidney and then there may be kidney dialysis etc. But it was so wonderful to know, to feel empowered in the sense of knowing how to find out things to check in you know we talked about how long we think we would
18:31:54 have before the is no longer here, and also some things and I was just able to do it with great ease and clarity.
18:32:05 And I think the doctor was taken aback. But I'm not worried about that.
18:32:09 You know, I was able to get clarity and ask exactly what I wanted.
18:32:15 So to me that's the kind of power, it's not power over it. It's. I'm not even sure his power with his power fall in a situation where you when needs that power.
18:32:26 I love it, I love it. That sounds like a wonderful celebration. It is, yeah. Thank you, Paul. So my journey has been due to the extra push it you know not push but the extra light marinating in it with you.
18:32:46 Oh, wonderful marinate away. Yeah.
18:32:49 I'm mute myself on mute myself, so will not be lovely marinating.
18:32:57 Excellent, excellent. Who else I'll take one more person who else would like to check in quickly as we get started this evening, how are you doing this week.
18:33:08 Oh jump in, I mean I could talk forever but.
18:33:12 Oh, coaching program that I'm in for public speaking suggested when you're telling a story. In this case it's something that happened to me, ask yourself how, why is that so difficult for you.
18:33:26 and to keep asking that question over and over again.
18:33:29 And I was amazed to learn that, you know, mean there is cause and effect but some event in the past. It's not like a linear relationship to it it just bears something it's like an environment or

something.

18:33:43 And just being able to see that, and to say, Okay, can I actually hold that feeling, I guess, or go into it more deeply, rather than just kind of falling apart when I even think about it,

18:34:00 so inspiring it sounds like like having a tool and a question to work and then an intention to live into.

18:34:09 I think for sure that, that also encouraged yeah I guess encouraging to. It's like it's, it's real. And that's frightening at the same time. Yeah.

18:34:20 Yeah.

18:34:20 Thanks. Thanks, Harry.

18:34:24 Nice to have you here. Well, good evening. Can you guys, so we're going to dive into so week, let's just review power dynamics in July. We started by exploring what it is like to be bullied right to be in a power under position and then last week we played

18:34:43 a little bit with what it's like to bully like to be in a power over position to exert force, and this week we're going to talk a little bit about power triangles, and the different roles that we can plan.

18:34:57 Some of you are probably familiar with the drama triangle, where you play the victim the persecutor or the rescuer people familiar with that triangle perpetrator victim rescuer okay I'll talk a little bit about that this evening.

18:35:11 We're going to talk about that triangle and then we're going to talk about the light side or the upside, or the enlightened side or whatever you want to whatever language works for you in terms of what you're going to up level to when you're using power

18:35:25 differently. Okay, so I'm going to have you. Oh here comes, and this was inspired by 10 by the way because it was a question that he had asked last week.

18:35:38 Let me grab my slides.

18:35:42 Here we go. And I'll let me get my screen working again so I can see you all back again. Okay.

18:35:48 There we go.

18:35:49 Okay, so we're going to start with a quick check in, and I'd like you to check in with one another with a feeling in a need.

18:35:57 I am feeling rather uncomfortable I have some aches and pains going on in my body today.

18:36:06 I have a, an infection in one of my teeth and it's, it's actually like surprisingly really painful. So my needs for freedom from pain, and the ease and well being, or not well met.

18:36:23 However, it's like a dull ache in the background and it's surprisingly less, less sort of interfering than I was expecting it to be and I'm feeling some like freedom from being a slave to painful discomfort, I'm feeling a little bit of delight in the

18:36:42 fact that even though I kind of have this thing going on in the background, I still feel like I can be here and present and enjoying my time that's kind of a nice distraction from this thing going on in my system today.

18:36:56 So that's where I am today with feelings and needs.

18:37:00 And then last week we explore the experience of power over what has been percolating for you, around issues of power of this week. That's what I'd like you to check in, where are you at with the protective use of force the punitive use of force when you're
18:37:15 in a victim position. When you're in a perpetrator position, what it's like to be in a rescuing position and then I'm going to talk about the other pieces of that this evening.
18:37:27 And any questions percolating for you so I'm not going to give you a full 12 minutes to be honest with you because we have a lot to do tonight, I'm going to give you eight, And I'm also going to be putting you in pairs.
18:37:38 So you'll have a little bit more time and you will be interested twos, and they'll be probably a couple of threes because that's just the way that it works out and some people end up here and then we have an odd number of people, and so on and so forth
18:37:57 so let me get my breakout runs sorted out for you. Let's see.
18:38:02 And when you come back, I would like to know what questions are still feeling alive for you about power you can put them in the chat right now you can put them in the chat when you come back.
18:38:12 I will address some of the questions as we go hopefully by next week there are nine breakout rooms create. Okay. Now if you end up in a room alone hang out there, I will come and move you around.
18:38:32 So,
18:38:31 okay, I think that gives everybody at least one other person. Oh wait, I'm going to just move a few people because I know that some of you are not going to be going into the room so let me just proactively move you right now let's put you in that room,
18:38:48 and then let's put you in
18:38:57 from. Okay.
18:38:58 So there were a couple of stories and mostly Tues. Okay.
18:48:52 And I don't even know she sent me anything. And it's just amazing. I don't know how that happens. Yeah, it's the same address all this time, you know, so I know I have to wade through my junk file or my spam file to find people.
18:49:12 Anyway, we'll work it out.
18:49:14 All right, everybody will be back in a minute here it is.
18:49:26 But,
18:49:23 right, welcome back welcome back welcome back.
18:49:30 I'm Michelle, I will talk about using caretaking as a form of power and control in fact that's a little bit of what we will be going through this evening and then they'll be a chance to ask some questions about that so.
18:49:43 So thank you for that question.
18:49:44 Anybody that I would like to hear from two people that I have not heard from a very quick summary of what you talked about in your pair. Would anybody like to give us a little bit of a summary
18:50:07 No, I will take that as a no unless somebody would merrily Yes, go for it.
18:50:18 I'm
18:50:18 Karen. Karen and I spoke about our relationship with our

bodies, and when we have power over our bodies which is a lot feels like.

18:50:30 Like, if we choose to not exercise or if we have an ache or pain and. And then, power, sort of power under, and just our power with, and just anyway so that that was our question just like well what about our relationship with our bodies visa V power.

18:50:55 So you're exploring, whether you would think of that as power overall power with.

18:50:58 Correct.

18:51:00 And what did you land with.

18:51:04 We didn't land. Okay, we're hovering, you're gonna hold it as a continued exploration.

18:51:09 Does that sound right Karen.

18:51:15 I was thinking that we sometimes feel victimized by an ache of pain and if we can somehow be one with our body or be on the same team sometimes that's empowering even if the ache doesn't go away.

18:51:27 So that's like a shift of power under to power with maybe we love that. Yeah, I love that.

18:51:35 Some of it is mindset.

18:51:37 Some of it has to do with how you're choosing to perceive it.

18:51:42 You know, as you're as you're pointing out with this one, it has to do with your mindset in being in either in relationship with something. To what degree are you rolling with life and working with what's coming up, even the things you don't like, and

18:51:59 to what degree are you resisting it. And if you're resisting it and pushing it away and feel like it's happening to you, it'll feel more like it has power over you.

18:52:11 But perception is actually a very interesting and tricky thing to play with.

18:52:16 We can play with our intention.

18:52:18 Right, whether we're intending to control or connect whether we're intending to exert force over or work with intention is the area that we plan our attention, where we're placing our attention is another thing, another internal resource that we can use

18:52:37 for power.

18:52:37 If I give you my attention.

18:52:40 I am almost empowering something with my attention and energy.

18:52:46 The thing that I spend my attention on tends to be the thing that grows in some way.

18:52:52 So that would be one way that I can use power. And then my perception, which has to do with how I am perceiving.

18:53:06 What's happening to me.

18:53:06 So, you know like, if I haven't done any healing work around my mother I perceive her as having like this much power like she's this big and I'm this big.

18:53:17 But if I've done a lot of healing work. I could perceive her as this big and me is this big.

18:53:22 And those are all internal metaphors, not realities in terms of size and weight right so perception was the plan to those, so I

will leave you, exploring a little bit more there.

18:53:36 Great, thank you both of you for waiting and a little bit I really appreciate that that's that's rich.

18:53:40 Okay.

18:53:43 I am going to move into a little bit of teaching, a little bit of content for us, and we're going to talk about power triangles. Okay, so the, what I want you to think about here is the roles that you can play like your sense of identity.

18:53:59 The sense of self, that is wielding power that sense of identity that the thing you're identifying with will also influence how you use power. And so one way of thinking about this and working with this is by understanding the roles that we play, which

18:54:17 part of us which archetypal part of you is using power.

18:54:20 So, all of the slides, you're going to see next come from the conscious leadership group they're adaptations of some handouts and some training materials that I have, then were all created by the conscious leadership growth and so I want to give them

18:54:36 credit so that you can go and look them up.

18:54:36 so that you can go and look them up. If that is stuff that you are interested in.

18:54:40 You can just google conscious leadership group by the way they have really great YouTube videos.

18:54:47 So if you're looking for something fun.

18:54:52 This is my version of fun okay but if you want something fun to go and learn. You can go to their educational training videos because this is my form of play.

18:55:00 So, what here are the triangles one triangle is the perpetrator of villain. The hero or rescuer and the victim. I'm going to talk about that triangle in a moment.

18:55:09 And what we're going to talk about this evening is how you transform that consciousness into being a challenger or a coach or a co Creator.

18:55:19 Okay, so how are we going to use power differently so that we can challenge things that don't work, so that we can coach people into self empowerment and so that we can take a power with position of CO creation.

18:55:32 And those are really the roles that I'm going to suggest you use archetype Lee, as you're working your way into a different relationship with power.

18:55:41 Okay, so here's what we call this is from the conscious leadership group that this is there and drama triangle.

18:55:48 And then the drama triangle.

18:55:50 You can be the hero or the risk rescuer. You're the one who comes in to save the day you're the one who rescues the people who don't have a voice and you have a voice for them and you speak for the people who don't have power, the victims.

18:56:06 Okay, so that's the other role you play in the drama triangle and you can be a victim, where you don't think you can speak and you don't have any, you don't make any difference and you're completely disempowered and you have very few resources compared

18:56:17 to everybody else around you and you don't perceive yourself as having a lot of power to change your influence something so that's the victim position, or you can be in the villain, or the perpetrator position.

18:56:30 And this is the part of you think about these as pieces, all of these you have inside of you. So, the villain inside of you is the one that James and blames.

18:56:39 And this is the part of you that will shame and blame yourself and or shame and blame other people.

18:56:45 Okay, that's the perpetrator so judgmental energy shaming and blaming is sort of what we think of as sort of villain energy.

18:56:53 Here they are in a little bit more depth Can everybody see this while enough, is that clear enough if I do this instead of a better. Can you see that.

18:57:01 OK, so the victim says things like it's hard I have to there's nothing I can do. I should I must, and the ways that they get disconnected from themselves or this is from the conscious leadership group so favorite ways they talk about drifting from presence

18:57:19 is they feel like they've been misunderstood. They feel overwhelmed they get sick. They get confused, there you know you know you're in your child victim state when you're waiting for other people to make the first move, or I can't do anything unless

18:57:33 you do something first. There are a little bit whiny.

18:57:38 The victim also tries very hard, they're always doing a lot of effort, they can get distracted, they can be disorganized, they can get embarrassed, they can worry.

18:57:49 Okay, so these are some of the states in the victim.

18:57:52 And then they say things like, Why Why is it like this why why people like this, all they're always looking for a problem, or they're complaining about their ways their needs are getting met.

18:58:06 I'm not going to read through all of those but that you can kind of get a sense of sort of this is power under right this is victim consciousness, then we can move into perpetrator consciousness or villain consciousness and, you know, this is your jackal,

18:58:19 this is the internal jackal that says it should be different, who's to blame it's either you will mean, you're wrong or I'm wrong.

Although I'm wrong can sometimes move a little bit more into victim, but you know you're wrong.

18:58:33 They get righteous they love to judge their policing other people that's not the right way to do it that's not really a feeling that's not really a need, you're saying it wrong that's not NBC you're not doing what you're supposed to be doing, kid or you

18:58:48 Can I, excuse me, event Are you on a different slide I'm looking at victim, and I are you looking at victim.

18:58:55 Yes, I am.

18:58:58 Oh no my slides are all something else here let me get out of here. thanks for telling me that.

18:59:04 What about now. Do you see it now. What do you see no.

18:59:10 You just the gallery. Oh, okay.

18:59:14 Well, let's see. Let me get out of there.

18:59:20 Um, and let me try that again. Thanks for telling me. Let's see if this works. Hold on.

18:59:28 What about now villain.

18:59:30 Now I see the villain slide.

18:59:35 Got it. Okay, so that's where we are now. Yes, yes. Okay, good. You're welcome. event. Yes, I'm noticing which I don't usually look at in the chat. And people are feeling similar to myself, they would love copies of the sides.

18:59:47 Yeah, they're going to be on the PowerPoint that's where you're going to get them. And you can also go and because this belongs to the conscious leadership group you can go in Google there handouts and grab it straight from them.

19:00:04 I want to direct you to the people who this material actually belongs to.

19:00:09 Yeah.

19:00:10 Yeah. Cool, anything else.

19:00:12 Thank you. You're welcome. Okay. So villain blames others themselves they justify the intellectualize they compare the lecture they get bored, you know, the villain the perpetrator goes one up you know they go a little bit more narcissistic the villain,

19:00:28 the victim goes a little bit more one down into shame and self Lee. All right.

19:00:34 If I do this does it changed it changed the slide fee or not.

19:00:39 Haha. Okay, so then we're going to just do this.

19:00:43 And then we're going to do this. Oh, for crying out loud.

19:00:49 I'm, um, let's do this, this, this technology stuff drives me a little bit bonkers. Okay, let's try that.

19:01:00 Do you see that one.

19:01:02 Okay, I'm not going to put them on a full screen because if I do, they, they make a problem for me so we're just going to go like this. Okay.

19:01:11 The hero is the enabler or the codependent or the the you know the the bridge maker or the peacemaker in the family. Right.

19:01:20 They can handle it I can help poor you I'm going to come in and show you how to do it I'm going to come in and speak on your behalf. I'm going to come an advocate for you.

19:01:30 That would be sort of the hero. And the way that we're going to think about the difference between the hero and then the sort of more light side of this is that the relief that the hero seeks the enabler the codependency is temporary.

19:01:41 It's a short term fix. Okay, it looks for more of a short term immediate feeling state kind of relief not a long term high quality kind of relief.

19:01:51 So ways that the hero drifts from the sense of like grounded empowered presence is by indulging in food and drugs or whatever addiction, you like any kind of numbing out.

19:02:05 Organizing that's my favorite one whenever I don't know what to do with myself I begin organizing my house. So, achieving for approval caretaking getting lost in the TV of the internet overworking looking interested doing it right procrastinating withdrawing

19:02:21 figure things out listen to gossip over promising.
19:02:26 And this is the consciousness in us. That will say things like, I'll make it better. Oh no. You're great, you know, I'll support you, I understand, I'll do it for you.
19:02:35 I'm going to jump in. Okay.
19:02:42 Um, so before I move into the other ones do these resonate any questions about any of these states, how is that case and landing for people. Whoops.
19:02:54 I appreciate what you said earlier about we have all those aspects in us, and it is really an important piece to remember. Yes, yes, yes. And not only do I have a victim and a villain, and a hero.
19:03:11 Not only do I have those people inside of me, but it is really really important to learn how to love those parts of me.
19:03:21 Okay, that you can recognize that and not disown it as something bad or something wrong, but instead that you can see that as an aspect of normal human functioning, that we can slide into, and to find a way of bringing grace and enjoyment and love to
19:03:40 those states of self, so that we can integrate them and not split off from them.
19:03:48 If we split off from them and disown them they work in the shadows and they get unconscious power over you, which is what you probably do not want. Okay.
19:03:58 So what we're going to strive for when we're really looking for power with what we're looking for the feedback loop that balance between power over and power under right like walking like walking or breathing or your heartbeat, or riding a bike, where
19:04:15 you need one movement and then the other movement and then the other one and then the other one like you need to know how to dominate and then submit and speak, and then listen, that given take when it becomes a balanced to step is the essence of power
19:04:29 with, it is the essence of being in a state of grounded presence and so here's what we're looking for. Being an ease and flow with your own empowerment and having more of the mindset of Hmm, I wonder what I can learn from this How am I creating this what
19:04:46 is mine What is yours. It's about really developing some wisdom and discernment.
19:04:56 Um, I am just going to read this to you because I think it's good, and I think it's a helpful reminder, but the mindset and the consciousness and we can think of this as non violent consciousness, which is what we're wanting to cultivate and Kathy I'm
19:05:08 going to come back to you in a minute unless it's super urgent. Okay.
19:05:13 So presence is a state of conscious awareness.
19:05:16 You're aware and you're conscious.
19:05:19 You will know you're in a state of presence when you are bringing a sincere curiosity to a situation.
19:05:27 Yes Do you mind just checking your mute buttons and just making sure everybody is unmuted.
19:05:33 Someone is not so I'm just double checking. Okay, great.
19:05:39 presence is interested in learning, not teaching necessarily,

not only in the diet.

19:05:45 the dynamics behind the events but your own role.

19:05:48 So you're seeing every situation is something that is here to teach you about you.

19:05:55 What in presence the veil of drama is lifted presence accepts what is without judgment.

19:06:07 Without righteousness and act in all situations from deep preference presence welcomes all authentic feelings and is possible at any time.

19:06:14 So it seemed solid This is about intentionality when you're in this mindset you're intending learning connection, authentic feelings acceptance of self others and situations and alignment with purpose and contribution.

19:06:28 These are really the mindsets that we cultivate along our journey and ways that we can return to that sense of sort of grounded presence in yourself which by the way is the part of you that will always be in touch with their own power.

19:06:46 So if you're wanting ways of cultivating your own power. One of the main things you do is you cultivate this quality of presence, because it's the piece that will keep you out of the archetypes and that drama triangle.

19:06:59 So you do it by appreciating someone or something.

19:07:03 Breathing consciously getting curious drastically changing your posture. Have you seen the.

19:07:11 I think it's Amy Cuddy on the TED Talks who talks about standing with your arms up and it'll literally change the biology of your system.

19:07:20 Speaking on arguably exaggerating, your current attitude claiming responsibility and practicing conscious listening so we should add for our little membership group, you know like, the practice of nonviolent communication is a really really reliable way of getting back to presence.

19:07:35 of getting back to presence.

19:07:37 So, you know that you breathe, you know you're off the drama and you're off the, you know,

19:07:46 we'll just call it drama, when the following things are going on in your own state of being. And you can also recognize this when in somebody else that you're listening to you breathe and you move with ease.

19:07:57 you see more possibilities. You take 100% responsibility for the issue, we can come back to that one that's always. That's what the sticking point for one or two people.

19:08:08 You are no longer interested in right and wrong.

19:08:11 You see others as allies rather than enemies, you feel and express emotions you can easily laugh at yourself, you're interested in learning from everything you reveal this is conceal, and you speak on arguably, and that arguably is very much a conscious

19:08:29 leadership group thing that I'm not going to get into but essentially just means like I talk about my truth I own my truth, and there's really nothing to debate for somebody else has nothing to, you know, we don't have to be an agreement about things

19:08:49 I can be really direct and reveal what's happening for me and hear what's happening in you. Okay.

19:08:53 So, instead of being a perpetrator or a villain, that's blaming we're transforming that roll into being a challenger.

19:09:02 And so the personal growth work to do. If you're in sort of perpetrator consciousness power over the misuse of consciousness is to detach from your personal beliefs and judgments.

19:09:18 And to examine everything that you think and believe in to hold it more likely.

19:09:25 Okay.

19:09:26 You get unattached to your own dogma.

19:09:30 It's no longer personal.

19:09:34 And so where the villain wants to make other people wrong and punish other people because they're in a state of fear, challenges, I think about this mindset shift is about putting loving pressure on a situation in order to create alignment and if you

19:09:48 want to bring in nonviolent communication. It's about getting people into alignment with the deep needs that everybody has in a particular situation.

19:09:58 And you're putting on pressure but it's done in a loving way.

19:10:03 That is a different way of coming into a situation than trying to point out to people what they're doing wrong how they're thinking wrong how they're being wrong.

19:10:12 And then using fear to get them to change.

19:10:16 Challenges tap into authentic anger, the part of you that knows about boundaries, which clarifies desires and motivates action.

19:10:26 Okay, so your anger is actually important for your own clarity about your, your needs your wants your boundaries, your sense of your limits.

19:10:36 Whereas, if you're in perpetrator power over domination consciousness, you stay stuck in the thinking that is blaming and righteous critical.

19:10:49 Can you feel into the difference between those

19:10:54 challenges face what's no longer of service so a challenge, but like if I'm going to challenge something in the situation I'm challenging myself as much as everybody else, it's not personal.

19:11:05 I'm critiquing an idea. I'm critiquing a practice, I'm not critiquing the people.

19:11:12 Okay, I'm really challenging an idea, I'm inviting people to think with me creatively and critically. I'm holding the dilemma with people.

19:11:20 Whereas villains or perpetrators get very personally attached, that their preferences the right preference that their belief is the right belief that their way of seeing is the superior way of seeing, and that they come into the conversations with this
19:11:37 idea that they need to educate everybody else, everybody else's phone good.

19:11:41 They need to bring everybody else along to join them in their superior position.

19:11:48 Challenges except and commit to learning from an event,

whereas perpetrators believe that events shouldn't have happened so whenever you come in like that shouldn't have happened that was wrong.

19:11:58 It shouldn't happen in the future it shouldn't have happened back then you're, you're coming from an energy that is in resistance, as opposed to harnessing the power with that is present.

19:12:08 If we can join and change.

19:12:13 Challenges facilitate action, they're trying to be proactive, they're wanting to think innovatively and creatively, with other people.

19:12:21 perpetrators get stuck in reaction.

19:12:24 Okay, fight and flight.

19:12:28 Challenges question beliefs and thoughts villains judge actions and beliefs is right or wrong, they're constantly making it dualistic and they're fragmenting challenges take responsibility for what is happening.

19:12:39 If a conversation begins D railing they don't point fingers at somebody else they point they look at themselves and they find a new move for themselves.

19:12:50 villains, obviously look for others to blame

19:12:55 comments, thoughts about that shift.

19:13:04 There are three shifts we're going to talk about so I'm just Kathy did you want to dive in.

19:13:10 So what to take in, um, I know our focus is going to be on us. And this is very helpful as I look at my part. And I'm in a new job in a new system and I notice, I'm in a very strange system here at this work.

19:13:28 And it's all about.

19:13:30 We all do what we need to do so the boss doesn't blow up and have an emotional upset.

19:13:35 And I'm finding and I'm in charge of preschoolers. So,

19:13:43 I want to be sure that I know I'm going to ask that.

19:13:53 As you continue to talk to us about our part and what we're doing here, that if you would make a note of, and this is how it might feel when you're in a system and you're trying to change yourself, or and how you might show up in a system that's domination

19:14:18 and triangle than everything. When you're showing up with your presence and your desire to challenge and co create.

19:14:25 So that's going to be really hard for me.

19:14:28 That doesn't feel a need to me right now so let me put this back like this.

19:14:33 As you're thinking about the situation that you're in with the kindergartener and the boss, and the wanting to avoid somebody's feelings and the asked yourself what part of me is in charge right now.

19:14:45 Whose voice Am I seeing through and speaking through because the part of me that feels like I need to shape my reactions in order to avoid somebody else's feelings tends to be a victim child state.

19:15:13 Yes, I noticed that be the one that feels helpless and scared, a child in charge or children.

19:15:13 Yes.

19:15:18 Okay.

19:15:30 And so, and that's fine so then we can love that part up right we can look at that and say oh, a part of me need some soothing and some reassurance that I'm going to be okay even if the big bad bosses angry.

19:15:32 Yes. You see, I mean, then I have an invitation to think how and what ways do I allow somebody else's emotional intensity to have power over me.

19:15:45 Where does my fear hijack my choice fullness.

19:15:50 And then I want to be very gentle I don't want to see that as bad and wrong. I want to be very gentle with myself and notice where I lose connection with my wise adult empowered sovereign self and I begin responding from more of a child and victim role

19:16:08 and then I want to first make peace with the fact that that happens and see that as Okay, and love myself up in that space.

19:16:19 And then I want to ask myself what choices I want to make about that next maybe I want to keep doing that for a while and really get to know that archetype for a while that is fine.

19:16:29 And maybe I want to find a way back into my power in which case then I'm going to start thinking about the three roles, I'm going to go through now the challenger.

19:16:38 The coach and the CO creator, which other energies might I draw on to sue the child and me that has this misperception that her well being and safety is dependent on big bad boss not being upset.

19:16:53 And what part of me knows that her well being is not tied to Big Bad bosses feeling state.

19:17:02 And how do I bring her fully online, when I'm at work.

19:17:06 But in each of your situations you have to decide I mean I can't, I can't weigh in on every situation and and what will and won't work right and so what I want to do is give you full permission, that depending upon your particular connection, your particular

19:17:23 collection of needs that are up.

19:17:27 And the very particular constraints that frame any given situation you may find yourself in.

19:17:33 You may choose to stay in a child state and codependency tend to somebody else's feelings because that really meets your needs for financial security.

19:17:42 And that's the most pressing need right now and so that's a choice you're willing to make until you can choose something different,

19:17:51 depending on the situation. This is making sense to people what I'm pointing to.

19:17:56 And some of you may say oh no I don't really have any needs up other than like needs for freedom and sovereignty, so I'm going to pull on the rebel and I'm going to use my rebel energy and burn the whole thing down and experience what that feels like

19:18:09 I mean I hand over to you that you get to decide, I just want to point out to you some of the principles you can use as you think about it. Okay.

19:18:24 Carrie.

19:18:24 Is this what you mean about loving each of the parts. Yes.
19:18:28 Because I to me when I hear well I'll, I'll stay in the child it's like shame and oh I'm doing it wrong. Yeah, so that's the part that thinks that.
19:18:38 Oh, I get to do it wrong.
19:18:42 I get to be a child, I get to completely fuck this thing up. I get to be really shitty at NBC.
19:18:48 I get to be a revolting jackal jackal.
19:18:53 And that does not get in the way of my worthiness for love and acceptance and being treated with grace and kindness and dignity and gentleness.
19:19:04 Oh my god.
19:19:08 Yeah.
19:19:09 That's how that's how I want you to like deal with yourselves like.
19:19:15 That's my invitation to you.
19:19:17 There is no part of you that has to earn love, you are lovable.
19:19:24 And you do not have to become healthy and enlightened before you are intrinsically worthy and lovable.
19:19:33 And so some of the work of wholeness and integrity and non violence is about reclaiming all aspects of the human experience and learning how to be in love with it.
19:19:47 And the moment you stop repeating yourself and others that way. It changes the game at a fundamental level.
19:19:56 It's fundamentally transformative right because love heals.
19:20:05 Barbara. So, I can I'm connecting just what you were saying, when we were following and venting. Yes.
19:20:20 That it's.
19:20:19 okay, do that.
19:20:21 And as long as you're exploring how that is helping you
19:20:31 and forever, or you don't feel like you're trapped there forever.
19:20:38 So let me say yes I'm going to say yes and I'm going to say it a little differently because here's the language I would use to say what I think you're pointing to.
19:20:47 When you develop the practice of connecting to your own universal human needs as they live in you.
19:20:57 And when you make a commitment to feel your feelings and connect to your own needs.
19:21:07 When you do that, there will be what I think of as a divine and intelligent and loving life force energy that will show you your next developmental step.
19:21:23 And when you begin living in alignment with that you can trust that what is emerging in you Next is the thing that is going to bring you down the path of healing and being loving and being empowered.
19:21:37 And there is no when you're living from that place there is no getting stuck in wallowing or whining or venting every one of them if you're really living in alignment with a commitment to follow the

intelligence of the needs, is there a rising in you,
19:21:52 you yourself will be sick and tired of wallowing you won't enjoy it.
19:21:57 Yes. You see what I'm saying.
19:21:58 You yourself. And it's not coming from an external idea that now I showed blah blah blah. It's coming from an internal and intuitive intelligence that has right timing and right intensity and is in alignment with you and your particular stage of development
19:22:17 and you can trust it.
19:22:19 And there is something, you know, out of alignment, when we try to impose upon other people, a strategy, a timing. A pacing, an idea, a belief, because we don't know.
19:22:36 We are not their internal guidance system.
19:22:38 And so when we're imposing upon them, what is our stage of development, it's an act of violence
19:22:48 costs that nothing Barbara.
19:23:02 Hmm.
19:22:54 Take it in. You don't have to agree just take it in. Let it percolate This is for everybody nobody you know that you just take things in challenge what doesn't fit for you trust your own sense of meaning making spirituality transcendence whatever it is
19:23:11 that you you know you get yourself in alignment with what is right for you.
19:23:16 Just use what I say as a stimulus to get you to examine stuff and come to your own conclusions of work for you in your life. Exactly, whatever my stage of development.
19:23:38 That's right.
19:23:28 Do not impose anything that I say on yourself, okay. I love the language thing, you know just reframing in a different way of looking at other bam.
19:23:40 There it is, you're showing another facet of it. Thank you. You're welcome, you're welcome. Turn it around and play with it and hold it lightly. Karen and then I'm going to go to the next two slides.
19:23:51 Okay.
19:23:58 Turn.
19:23:59 Yes.
19:24:01 I had this experience recently of recognizing the rebel in me.
19:24:09 And I was new.
19:24:12 And then I got to talk about it with a friend, you know, and and so it was like, Oh, that's what's happening you know kind of thing.
19:24:23 Yeah, I just, and I was able to step back from that. I didn't choose to sabotage this other person, I could have, you know, or decided to take control or, this is the way it is, you know, kind of thing but I I step back and allow the other person who
19:24:40 seemed to need to be in control and allow for that to happen so that was new.
19:24:49 Okay, what a delightful discovery. Every integration of a

piece of you. Yeah.

19:25:01 Well Better late than never. Right.

19:25:05 Right.

19:25:06 Thank you care.

19:25:09 All right you guys let's go to the next two.

19:25:13 Yes. Okay, so that's challenges and villains.

19:25:18 All right. Heroes enablers codependence turn into coaches.

19:25:23 Okay, so, where the hero the codependent the caretaker that energy right the rescuer.

19:25:31 This energy is like the other person needs me. They are less than me. They are less powerful and I'm coming into being a powerful helpful one, much like you know an interfering onto my do for a child.

19:25:43 Okay.

19:25:47 Excuse me.

19:25:49 They collude with dependency stories like you are weak and you don't have a voice so you need me to come in and help you and I'm going to do this for you I'm going to do this on your behalf.

19:25:59 They see situations is problems to be solved and they like repeating the drama pattern they actually like the role that they play they feel powerful in their role they feel like there's a sense of meaning and purpose in their role.

19:26:12 They enjoy telling other people what to do they relive the past and try to control the future they're stuck in a lot of like what happened what happened what happened and what should happen and should happen what should happen so that's going on.

19:26:25 They take responsibility for other people's situations. So it's kind of like well I can't, you know, if I show up like this This person is going to be angry and I don't want them to be angry, so I have to show up differently because it's my job to show

19:26:36 up differently so that they're not angry. Okay, this is, this piece.

19:26:41 And they can create some temporary fixes but they're usually unsatisfying and they're usually not long term.

19:26:49 Contrast that to when you get yourself into more of a coach role with yourself and other people. Alright.

19:26:55 So, you come in from shared humanity.

19:26:58 You come in from equality. I honor your wisdom I honor your ability to think for yourself I see you as equally capable of, you know, fighting their own battles saying what you want to say, and coming in with you as an equal not that you're less than and

19:27:14 you need my help. Okay.

19:27:18 The way that we show up in a coach role is we facilitate self empowerment, what do you want to do, what are you feeling what are your needs. I help you connect to yourself and find your solutions.

19:27:30 We see situations as opportunities to learn I'm here to learn as much as you are. We support a new and an unknown story what might happen, f What about possibilities.

19:27:40 We ask questions we listen deeply, we stay in the present moment we don't get stuck in memory and imagination.

19:27:49 We support others in seeing their choices will miss their

awareness their responsibility but not in a shaming way just in a reclaiming of your voice and your power in your agency way.

19:28:00 And we look for satisfying sustainable results and if we're going to map NVC on to this we really surface the needs that everybody has all the other person has we help them get in touch with their own needs, and we help them come up with strategies in

19:28:14 alignment with their needs. We don't impose what worked for me on you because when I was there I did blah blah blah so you should too. We don't come with those stories.

19:28:23 We come with a real focus on the other person's interiority helping them get a lot of self connection self awareness and then self agents.

19:28:33 So that's how we move out of rescuing and codependency into being a coach.

19:28:41 And then, how we move out of a victim into being a creator and a co creator, we've already talked about victims I'm not going to get into too much of that, when you move from victim to creator, you own your power you reconnect with the part of you that

19:28:53 is powerful, you reconnect with the part of you that does have a voice you reconnect with the part of you that is making choices you focus on possibilities, you actually allow your emotions to move through you you're not splitting and repressing and denying

19:29:11 and suppressing or acting out, you focus on what you want, you don't focus on what is wrong. You don't focus on why you can't have what you want to get really clear on what you're needing with your big vision is with your desire is.

19:29:26 Maybe you question your beliefs and your question your frameworks and your questions, some of the ways of perceiving that you're bringing to the situation, you get in touch with your needs and your passions you start seeing multiple options, you get more

19:29:40 comfortable with the unknown. And you see other people as equals and allies.

19:29:46 So that's how that's the the sort of internal state that you move into when you move into a co creative role, the creator, the way you get out of victim is by changing your relationship to fear.

19:30:00 If your fears rule you if your fears are powerful over you You will feel like a victim.

19:30:07 When you move into a creator energy, you're harnessing your courage you've, you've got your focus on your courage instead of your fear.

19:30:16 So the movement from victim to creator is one that invites you to examine your relationship with what you're afraid of, and to develop courage in the face of fear.

19:30:25 That's the central task. And then I don't think we did the central task here so we're going to come here, if we're going to move from an enabler hero.

19:30:34 You know rescuer into coach. The, the toss could be internal task for that movement is to start listening without a filter.

19:30:43 It's about dropping your attachment to an outcome.

19:30:46 It's about dropping your attachments believing that you know

what will fix it.

19:30:52 Okay, so you start watching the attitudes and the lenses through what you're seeing, and you try to get really present to the interiority and the authentic experience of the person in the problem.

19:31:06 You're not projecting onto them.

19:31:10 So you're working with clearing out your own filters and bringing a quality of presence that allows for reconnection in the other person to themselves, not to you as the one that they need.

19:31:27 Okay.

19:31:28 All right. So,

19:31:33 I'm going to give you some time and some small groups to discuss these shifts.

19:31:40 Specifically, I want you to think right now about number three. What shift feels most alive for you today which of these Do you feel like you would like to put a little bit more attention on.

19:31:50 Is it moving from perpetrator to challenger is it moving from rescuer to coach. Is it moving from victim to see yourself as a creative choice for being which of these shifts of any feel alive for you How is the content landing, what questions are coming

19:32:11 up what resonates what doesn't. This is what I'm going to invite you to talk about in small groups.

19:32:17 I am going to put you back where you were, if that's okay but I'm also going to add a few more people because not everybody

19:32:28 there knew there were new people after the breakout session so you may have one or two new people as you go back and say, Okay, I'm going to ask you to try and practice listening empathetically.

19:32:43 I know a lot of you wants to have like intellectual discussions, but I'm just going to invite you to hear what the other people are saying and try to reflect back their feelings and needs and not get into a lot of intellectual discussion.

19:32:55 If you're not up for that practice do whatever you like.

19:33:00 But for those of you who would enjoy that practice, that's my invitation to you.

19:46:16 Alright, I'm guessing people will be coming back shortly.

19:46:24 All right, welcome back welcome back right would like to hear from one or two people that I have not yet heard from this evening.

19:46:37 What did you talk about your small groups what's coming up.

Hi Rachel.

19:46:41 Hi, so we kind of did we did some of us, somewhat you didn't own that my group wind up getting into a bit of an intellectual discussion, we also talked about feelings and me.

19:46:53 What I was really resonating for me from it was.

19:46:58 I talked about a reaction that I had to something that I didn't like.

19:47:03 And I'm taking a class with another NBC trainer right now where that teachers teaching that like when that happens to just sink in. It's very similar to what you teach to just begin to go.

19:47:15 Of course you feel that way. Of course, your reaction makes total sense, reminding you of all these other things.

19:47:22 These feelings are totally illogical.

19:47:38 And somebody in my group said, Well, do you think that's a problematic response and I said no I don't think it's a problematic response, I think it's problematic when it leads to action.

19:47:37 But like I think that's the distinction that I get to have the feelings I get to feel righteous or offended or hurt or whatever.

19:47:43 But to then act from that place, at least for me, doesn't generally work out well.

19:47:50 Right. Thank you.

19:47:54 Okay.

19:47:56 Yes.

19:47:59 I noticed how I slip from one piece like victim to perpetrator pretty quickly and how one fuels the other.

19:48:08 And then I love the rescuer role but the rescuer really needs a victim.

19:48:15 And it's kind of a vicious cycle in man, and I won't notice the perpetrator in me because I feel so righteous at first,

19:48:25 but then when I start shooting on myself, you know I feel like a victim again and then I rescue.

19:48:31 So I want to go back over the slides and look at the questions and the alternatives to kind of get off that vicious spinning.

19:48:41 Yeah.

19:48:43 You know one of the things I think that really helps us get off the spinning is remembering your consciousness, your choice fullness, your awareness.

19:48:55 The fact that you have things you can choose.

19:48:59 And that part of what we practice is getting your choices in alignment with your needs. So really taking the time to figure out to wait out the reactivity and then to get aligned with those needs will help you with that progression off the drama.

19:49:18 Yeah.

19:49:21 Yeah.

19:49:25 Thank you.

19:49:27 Anyone else have anything they'd like to off school share from small group discussions.

19:49:35 Yes, Mary that

19:49:39 you're muted honey.

19:49:43 Inevitably, I shared this in the small group and I have to admit that I came in late to the meeting but I am very familiar with the drama triangle.

19:49:55 And I just, I don't know whether you talked about this i'm sure on some level, it must be part of it but I had a period of like two hours last night where I'm thrashing around because I'm going to steal this stuff, my mother and her playing the victim

19:50:11 and I had tried to rescue her and then I turned into the perpetrator and now, and the voice in my head at some points, said to me, which allowed me to relax your anger is your friend, your anger is your protector.

19:50:25 Your, and it was like I think that's my core issue is, I was so shamed for anger that I was so easily controlled by other people's

anger that I became a victim.

19:50:38 And, and just. And so I think that, you know that, not the abusive use of anger, but when you feel angry something's being violated, and if you can, if you're not allowed to be angry.

19:50:50 Then you get, you end up becoming a victim, you know, so I don't know what I'm saying exactly but I think anger is also like to pay attention to your own anger is so crucial to getting out of the drama triangle.

19:51:04 Yes.

19:51:08 Absolutely, absolutely. So I think just building on what Rachel was bringing in and then building on what you are bringing in here as well the sense of like.

19:51:17 The first step is allowing everything to arise and be there right what you're saying Mary Beth about allowing the anger to be there and not repressing our feelings what Rachel is saying about like of course of course you feel this way like having a gracious

19:51:32 and welcoming attitude toward what what wants to arise.

19:51:37 And then the next point that you're both bringing in, in different ways is this idea of this experiences arising for a purpose and a reason. Let's get connected to the needs, let's get connected to how this is a perhaps outdated strategy to meet a deep

19:51:54 need.

19:51:55 And let me find a way to get my strategies more in alignment with what's actually needed in the situation what would help the situation, so that the choices I make the actions that I take are not coming from fight, flight, freeze reactivity.

19:52:15 Okay, which will keep me in the drama triangle is actually coming from a position of presence with a vision for a different future and a desire to heal the past and break a cycle of violence.

19:52:31 So your intention ality in that moment can make a big difference, but you're not breaking it with any idea that there are wrong path. There are no bad parts.

19:52:41 There are no bad feelings, there are no bad parts, And so we come from that consciousness.

19:52:51 All right, I know there's probably more we could say, but there are at least two questions that came through in the chat, one from Facebook and one from this evening.

19:53:01 Both neither of them were like in the everyone chat so but I do want to address both of these questions. So, one. This is a question that comes up often, and so I want to give everybody a little.

19:53:16 How to.

19:53:17 Okay, here's the How to.

19:53:20 If you're in a breakout session. Can everybody see that can you will see this slide.

19:53:25 If you're in a breakout session, and somebody offers you unwanted advice and strategies, you're talking about something and they start telling you what you should do or how you could do it or read this book or do this thing or what helped me, and you're

19:53:38 not open to that you're feeling frustrated it's not really

what you want.

19:53:44 Here's a quick, what you can do.

19:53:47 Number one observation.

19:53:50 Hey, I noticed you're offering me some advice or ideas and solutions.

19:53:55 Okay, number to empathize with the other person.

19:54:00 I imagine you might be wanting to support me, you might be wanting to contribute to my well being, it seems like you may want to help me see new options what is their good intention, grab their good intention and make it explicit nice is that true is

19:54:14 that this is what I'm imagining I think you're trying to help in some ways that right.

19:54:19 Usually they'll say yeah I'm just wanting to show you blah blah blah I found. Thank you.

19:54:24 Okay, gracious, I get, you're trying to help. Thank you.

19:54:29 I'm realizing that what I'm actually longing for some empathy what I'm actually longing for is this experience of being really heard and seen what I'm really longing for is what's up for you.

19:54:40 And then give them something to do instead that would help you think you could help me with what's what I'm needing by doing this.

19:54:48 give them a new strategy.

19:54:52 Okay.

19:54:53 I'm really loving I really wanted to be heard and actually I think it would be super helpful if you could just get some of my feelings and needs or just tell me back what you're hearing me say that would help me get a bit more self connection before I

19:55:05 move into strategies and ideas.

19:55:08 Okay, asked for what you want gracefully. The way to not move into teaching or criticism is by not putting the focus on what is not wanted.

19:55:18 It's by putting the focus on the good intentions and what might help more, any comments or questions about this piece. Is that helpful or not Oh goodness Where are you now I'm in a place where I can't see you okay helpful not helpful, very helpful.

19:55:36 Okay, great, great, just because it comes up so often, you know, somebody really is wanting to help you in there there was the best of intentions but they're just doing something that you're just not finding helpful, and you don't want to be critical

19:55:48 and you don't want to teach them but you also want to advocate for what you're wanting, there's one way that you can play with that asked for what you want with grace, Daisy could, could you go one layer deeper into because I agree, I am enjoying everything

19:56:02 you said and I enjoyed the dialogue you gave. Could you go a layer deeper as to why it is painful like Marshall Rosenberg would say, when people give advice or when they try to tell you, it's okay or could you go a little deeper as to why it can number

19:56:20 one Yes, totally I'll do that and then I want to get to another question very quickly as well. Number one, it's not actually the advice of the strategy or the that's not actually the thing that's

painful, it's sometimes it isn't painful when it's well

19:56:32 aligned with the need of the person it isn't painful. If I feel like I've been really heard and seen and your attuning to me. And you tune into this might help, and it does help, it's not painful so it's not an advice given the piece that is painful is

19:56:49 The piece that is helpful is when you're coming from rescuer and energy for example if we use the triangle, and we're coming from one up energy and we're coming from.

19:56:57 the treatment.

19:57:00 Oh, I see you need help you put post and down here I'm going to come and help you and post something on you will tell you what to do, it's, it's got a little bit of unconscious superiority, it's not coming from shared humanity.

19:57:14 And what we're wanting to do in more of a shared humanity non violent practice is join one another as fellow humans. And the way we give each other that experience is by first attuning to who the person is and where they are right now and being there

19:57:30 with them.

19:57:32 And once you can be there with them in a way you earn the right to give them a strategy.

19:57:39 But if you come in right away with a strategy, you run the risk of a disconnect, because it can feel patronizing.

19:57:48 Even if you don't mean it that way.

19:58:00 And I'm sure we could say more about that. The other piece that came up was that I posted something on Facebook and I don't

19:58:09 discuss that Oh I know what it was. I'm just going to tell the story and maybe this will help with the clarity because people had some questions.

19:58:06 I was walking around on a morning walk. And I was thinking about somebody that I like so in love with. And I, you know, was like, Oh my god, I broke up with them, and I had all these like ruminating thoughts like, oh, even though I don't want to be with

19:58:20 them I'm so in love with them and I'm, I'm obviously still so activated. whenever I think about them.

19:58:27 And as I was walking in this particular instance, I realized I was like well let's just sit with the feelings of like being in love and I'm like oh it's like tingling in my arms and there's like this pit in my stomach and there's this like tension in

19:58:40 my chest and as I began like actually mapping out the what I was actually feeling. And just like.

19:58:47 Great.

19:58:48 This is not love this is fear, I'm feeling fear I have adrenaline running through my system, I'm like, this is fear event this is anxiety. Why are you calling this love and I had this moment where I was like whoa, what I really love someone, this is not

19:59:08 what I'm feeling I'm feeling relaxed and open and laughing and I have the sense of ease and I have the sense of like excitement and anticipation, but I don't have like nauseous, and my stomach and a thing in my throat and like you know.

19:59:27 And so there was this point where I had this realization and

then you know of course I you know many of you know I do a lot of internal family systems work and I was working with my therapist and we had to go back to like a two year old and me.

19:59:40 That was like shit scared of her parents like if I got anything wrong my parents when I was very young and very harsh. And so, I learned very quickly to abandon myself and like Be a good girl like it was so important to my young years to be a big girl

19:59:55 and to be a good girl. And I had all this anxiety running through my system all the time.

20:00:01 And I called it love like I really love mom and dad and I need to make them happy, and somehow that got imprinted in my life with like romantic partners that if I start feeling all of this fear that must be love.

20:00:14 Even though a lot of me knows differently and so it took some undoing so I'm hoping, if anybody has any more questions about that that's what I was talking about a little bit on Facebook was this realization that when you really begin tapping in.

20:00:29 You may find that sensations are being misnamed in your own self system from younger selves, so.

20:00:38 Is that helpful.

20:00:40 Okay. All right. Good. Any other questions about that, about that.

20:00:48 All right. No, we're good oh my goodness it's eight o'clock.

20:00:53 So I hope this was helpful evening, I hope you got a little bit out of tonight's content the slides look up the conscious leadership group all of this material they do much better than I do, it's all their material I love their stuff I think they do an

20:01:08 amazing job with it but go look them up if you are inspired by this. And then next week, we will be wrapping up the end of power, and we will be done with July, and I believe in all this we're going to be working on empathizing with other people.

20:01:25 So we've done a lot on self compassion, and we've done a little bit of work around like enemy images and so what we're going to really focus on next month is taking the perspective of the person you're upset with or taking the perspective of the person