# Victim, Villain or Hero?

In the workshop I shared a simple reference for understanding the emotional stage we step onto daily. Both at work and at home. The goal of this exercise is to be aware of when you have played these roles over the last week. Then to question yourself on how to stay off stage, while getting your emotions and need for drama addressed in more positive ways.

**Victim Role**- what felt *unfair* to you? Where did you have a *weak energy*? Where did you feel *out of control*? What do you *need to learn*? How can you *coax, encourage and inspire* yourself to not feel like a victim? How are you addressing the *need to feel* in a positive manner?-

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**Dealing with Victims**- Who are you allowing to play Victim with you? What feels *unfair* to them? How are they sucking you on stage? Why? What's your role in it? How can you help *coax, encourage and inspire* this person in a way that lets them be their own hero?

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**Villain Role**- Did you raise your voice and vomit on anybody this week? What felt *unfair* to you? What was your *assumption*? Why did you take it *personally*? Do they really not care about you? Why were you so upset you went *numb*? Where were you *too strong* and hurt somebody? Did you try to change your physical state first? Remember, the greatest *moment of integrity* is when we realize we've made a mistake. What will you do to make sure you don't do this again?

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**Dealing with Villains-** Who tried to *manipulate* or *control* you this week? Do they *really care* about you? Did you step off stage with them or engage? Are you beating you up? Is there a villain inside? Do you need professional help?

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**Negative Hero -** Where did you try to play hero but it backfired on you? Were you "over the line" with your caring? Are you trying to own their problem? Are you creating the problem? Have you become co-dependent? Did you allow enough space for the other person to become their own hero?

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**Dealing with Negative Heroes-** Where was somebody too strong with you in their caring? Did you let them know they were too strong from your side of the line? If they are trying to help, have you told them how they can best do that?

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## VICTIM MENTALITY

- Play with 20% emotional energy
- Threaten to quit
- Express feeling out of control
- Wallow in your pain
- Express guilt
- Gather evidence
- "I may be bad, but he's a lot worse"
- Lie to protect yourself
- Blame someone or something else
- Feel sorry for yourself
- Do not speak up for yourself
- Put up with harassment or discrimination
- Fight or flight reactions
- Focus on your "less thans"
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## VILLAIN MENTALITY

- Play with 80% negative emotional energy
- Suck energy from people
- Focus on personal gain at the expense of all others
- Lie without guilt to benefit yourself
- Lie about being hurt (villain disguised as a victim)
- Pretend to care
- Flatter someone
- Scheme and conspire
- Pick on the weakest parties
- Express anger. Attack the victims
- Justify your actions
- Flash your money, lifestyle and smile
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## HERO MENTALITY

- Play with 80% emotional energy
- Try to come up with all the solutions
- Do no harm except to yourself
- Run for your life
- Ignore your personal feelings
- Judge quickly
- Claim to assert control
- Allow yourself to be manipulated
- Trust blindly
- Lie to protect someone else
- Complain others aren't pulling their weight
- Use "you should" "you have to"
- Claim others are irresponsible
- Focus on your "more thans"
- _____

## VICTIM TO HERO

- Move to 40% emotional energy
- Become 100% responsible
- No ability to blame, justify or criticize
- Quit being naive
- Focus on your gifts, not your wants
- Use "I" words
- Make positive suggestions
- Educate yourself. Get information
- Write an anonymous note
- Look for the familiar experience
- Journaling, walking, exercising…
- Join a support group
- Learn a new skill
- Do a character assessment
- Don't focus on your "rights," focus on your abilities!

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## VILLAIN TO HERO

- Move to 40% emotional energy
- Disengage
- "Isn't that interesting!"
- Sit down, take 5
- Get clear about the pain
- Attack the conduct, not the person
- Identify the prior experience
- Get drama outside of work and home
- Don't manipulate
- Get professional help
- Think about the consequences
- Start fresh. Set new goals
- Focus on your good parts
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## NEGATIVE HERO TO HERO

- Move to 40% emotional energy
- Stop running!
- Become inclusive
- Don't be gullible
- Ask how you feel
- Ask how they feel
- Use "I" words
- "I would" "I feel"
- Don't try to solve all the problems
- Feel loving
- Feel helpful
- Accept from others
- Encourage, coax and inspire victims
- Active listening/5 minutes

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