



Principal Name: Dr. Chris Kates
School Name: Eastview Elementary School
Principal's Email Contact: cakates1@gmail.com

Year 1 AR Narrative 6.1.23

Background Leading to Inquiry (Slide 2):

I've always been interested in breaking down communication patterns.

Purpose of my Inquiry (Slide 3):

My over-arching goal was to “see drama coming a mile away”. IPLI guest speaker Dr. Nate Regier defined drama as “...what happens when people struggle against themselves or each other, with or without awareness, to feel justified about negative behavior” (Regier, 2017). My Thinker Base & Phase PCM profile identified very specific “thinker distress manifestations” that I identified as internal personal drama for me as a leader, ultimately inhibiting my ability to show up at work the way I needed to show up (for myself & others). I defined these manifestations as individual constructs for data collection (e.g. overthinking, over explaining, being judgmental/critical, rigid, micro-managing, self-justifying and being defensive).

I've viewed the project through two of Regier's frameworks, the Process Communication Model (outlined in *Seeing People Through; Unleash Your Personal Leadership Potential with the Process Communication Model*) and *Conflict without Casualties: A field guide for leading with Compassionate Accountability*.

My Wondering (Slide 4):

I wondered if I could identify variables that precipitated my Thinker Distress.


- *If I'm able to identify and name variables that precipitate my Thinker Distress, can I then develop the ability to pivot prior to the manifestation?*
- *For instance, if engaged in a conversation with a staff member, if I begin to over-explain and justify myself can I in the moment name the manifestation and pivot towards more open dialogue?*
- *Can I then, after the event and through data informed reflection, begin to identify patterns of variables that led to the beginning of the manifestation?*
- *Finally, by identifying the patterns of variables, can I develop the skill of “seeing the drama coming a mile away” and avoid the manifestation entirely?*




My Actions (Slides 5, 6):

I designed a Google form pasted below.


Chris Kates IPLI Wondering Data Collection

ckates@g.fayette.k12.in.us [Switch account](#) 

 Not shared

Date

Date

mm/dd/yyyy 

Context of Manifestation

Your answer

Thinker Distress Manifestations

- Over-Explaining
- Over-Thinking
- Judging
- Critiquing
- Micro-Managing
- Self-Justifying
- Defending

Timing of Recognition

- Prior - saw drama coming a mile away
- During and successfully pivoted
- During without successful pivoting
- Recognized after during reflection

How I felt afterwards

	1	2	3	4	5	
Drained & anxious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Energized & open

Drama Triangle or Compassion Triangle: Victim or Open?

	1	2	3	4	5	
Victim	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Open

If Victim, check all negative behaviors

- Adapts too readily
- Takes things too personally
- Overly emotional
- Overthinks
- Gets caught up in details

Victim or Open Reflection

Your answer _____

Drama Triangle or Compassion Triangle: Rescuer or Resourceful

	1	2	3	4	5	
Rescuer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Resourceful

If Rescuer, check the negative behaviors

- Offered unsolicited advice
- Has unrealistic expectations
- Points out what's wrong

Rescuer or Resourceful Reflection

Your answer _____

Drama Triangle or Compassion Triangle: Persecute or Persist?

	1	2	3	4	5	
Persecute	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Persist

If persecute, check the negative behaviors

Self-Righteous

Judgmental

Blaming

Rigid

Obsessive

Persecute or Persist Reflection

Your answer _____

How did my position in the Drama Triangle lead to the Thinker Manifestation?

Your answer _____

How did my position in the Compassion Triangle prevent the Thinker Manifestation?

Your answer _____

My Data (Slides 10, 11, 12):

I exported Google Form data into the charts (available in presentation).

My Discoveries (Slide 13):

- I deepened my understanding of my *Leadership Motivations* and thus am better equipped at keeping my tank full.
- I improved my ability to see drama “coming a mile away” .
- I improved my ability to catch myself in the midst of a “distress manifestation” and pivot

Where am I headed Next? (Slide 14):

- I need to focus on transferring application of the Compassion Triangle to my personal life; habituate being open, resourceful, and persistent across all settings



Bibliography:

Regier, N. (2017). *Conflict without casualties: A field guide for leading with compassionate accountability*. Next Element Publishing.