



# Leadership Moment

(Excerpt from Rhett Laubach's new leadership book , *Leaders in Gear*. Learn more about it at [www.LeadersInGear.com](http://www.LeadersInGear.com).)

## Handle Drama

Big MO: *Foster Healthy Relationships.*

If you are like most people, you know someone who always has to have drama in their life. It is almost like their world isn't complete unless someone is after them, someone doesn't like them, or something is wrong. Studies show this is true. People with drama trauma feel their life is boring and create drama to add excitement. Leaders in Gear understand that drama trauma negatively impacts their ability to create value and growth and they work hard to maturely deal with their emotions.

Drama trauma can overtake any person who is self-focused. This ME-ism creates an emotional vacuum where the person becomes overly sensitive to everything. Their self-focus makes them over-analyze every word said and every move made by others, while assuming all of those words and actions have something to do with them.

Poor decision-making creates as much drama trauma as Me-ism. Once someone breaks trust with others, it is very difficult for them to trust anyone, including their own judgment, adding to the drama.

How do you get rid of drama trauma? Volunteer. Do purposeful acts of kindness. Take up a team-related hobby. Foster meaningful and healthy relationships. Do anything you can to spend a good majority of your time thinking of something other than yourself and your problems.

Learn how to make better choices by watching and learning from others who have learned to do so. Say I'm sorry and recover trust quickly when you do make a bad decision. No one is perfect, but plenty of people are too selfish to say I'm sorry. Leaders in Gear know how to gingerly diffuse the impact of drama trauma.

How do you effectively deal with other's drama trauma? This is determined by your relationship with the person. If you are a person of formal influence over them (coach, manager, parent, sibling, etc.), you need to engage in the difficult conversation of helping them

recognize how their drama is hurting the people and situations around them. Make it about their behavior though and not about them personally. Drama trauma doesn't exist in their life because that is the way life works. Drama is a given in life. However, drama is playing a negative role in their life because of changeable behavior that magnifies and prolongs the drama. Also, before you have that conversation, make certain you have a few identified ways in which you are prepared to help them deal with and overcome their trauma.

If you are not in a formal influence position (team member, friend, etc.), your task is to not be influenced by their drama trauma. Don't play their games or feed their drama by engaging in gossip, assumptive discussions, etc. Also, don't be afraid to help them see the real situation (if you are in the know.) People with drama trauma are constantly creating situations, arguments and disagreements out of thin air. Their self-created storylines are blinding them from the reality of the situations. You need to stay grounded.

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