

OK Corral

When emotions are triggered people typically adopt one of three attitudes relating to blame, which each correlate to a position on the Okay Corral. This is a tool that helps people to understand how they are feeling about themselves in relation to how they see and perceive others. This can be a very powerful tool to help people understand why they feel like they do and why some channels of communication are trickier than others.

How to use the tool

Wherever there appears to be blame emerging in your sessions, where mentees are feeling helpless or inferior in anyway, it is likely that they are sitting somewhere in a negative and unproductive state on the Okay Corral. Through helping them to understand the Okay Corral and asking some open coaching questions you can help them to move into the 'I'm Ok You're Ok' position.

So you might for example walk through the model then ask:

- 1. In the relationship with x, what positions are you each adopting?**
- 2. What are the implications of that dynamic, if it continues?**
- 3. What might you do to shift to I'm ok – you're ok?**

I'm not OK, you're OK.

Lose - Win (I'm to blame)

- Over-adapted
- Compliant
- Helpless



I'm OK, you're OK.

Win - Win (No-one's to blame)

- Assertive
- Constructive
- Healthy



I'm not OK, you're not OK.

Lose - Lose (We're both to blame)

- Apathetic
- Cynical
- Hopeless



I'm OK, you're not OK.

Win - Lose (They/you are to blame)

- Aggressive
- Controlling
- Hostile

