

STROKES

This is a pack of stroke handouts that I have written, adapting both original source material and my own experience. Strokes are a useful concept from Transactional Analysis. Strokes motivate people and are the bedrock of productive relationships.

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Richard Maun
Managing Director
Primary People Ltd
2009

STROKES

UNITS OF RECOGNITION

1. MEETING OUR NEEDS

All human beings have a range of basic needs and Eric Berne suggested an essential need is that of *recognition*. If we do not acknowledge someone, for example if we send them 'to Coventry' this is one of the harshest ways we can deal with them. In order to survive and develop, people need to have this 'hunger' for recognition satisfied. Another key need is that of *stimulus*. This can trace its roots back to our distant ancestors, who would have groomed each other. The word 'stroke' is derived from the fact that the earliest form of recognition we receive is that of touch.

So a 'stroke' is a form of stimulus that recognises our existence. We give and receive strokes daily and these are part of our interactions with our self and with others.

2. TYPES OF STROKES

We can
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rokes can be *verbal*
k in one by one,

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on:
le."

These strokes tell me that someone doesn't like a choice I have made or the way I'm behaving. I can now decide to do something different.	These strokes seriously undermine my self esteem and I feel not OK with myself and my world.
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3. STROKES vs DISCOUNTS

A straight *negative stroke* needs to be differentiated from a *discount*. A *discount* always contains some distortion of reality. It distorts who you are or what you do and is not a true reflection of reality. A discount minimises, belittles or ignores. You discount someone when you ignore their presence.

Negative conditional stroke: "You can't spell." "You can't do that." "You can't spell."

Negative conditional stroke: "You can't do that."

Discount: "You own your own."

Negative unconditional stroke: "You are not fit in with."

People can not fit in with accept your.

Positive conditional stroke: "You can improve the."

Discount: "You can improve the."

People can improve the.

4. COUNTERSTROKES

These are v
Marshmallow

"You are not fit in with."

"You are not fit in with."

5. THE STROKE BANK

Claude Steiner

Don't give your own strokes.

Don't give your own strokes.

Don't give your own strokes.

Don't give your own strokes.

Don't give your own strokes.

Steiner believes parents do this as a way of controlling children. Strokes are limitless, but by limiting them, children learn to perform in ways which will get them strokes. As adults we still continue to live by these rules and live in a state of constant stroke deprivation. However, we can reject this 'basic training'. Most of us restrict our stroke exchange in accordance with our childhood decisions. These decisions were made as a result of the pressure we experienced from our parents. As grown-ups we can reassess these decisions and change them if we want to.

6. STROKE BANK

We can 'store' strokes from others or ourselves. Later, we can replay these strokes and use them as self-strokes. However, they may lose their potency over time and so we need to top up our bank with new strokes.

Take away message: You get what you stroke.

Exercise: Giving & Receiving Strokes

<p>Think about the strokes you give and the strokes you receive:</p>	<p>Stroking Summary:</p>	
<p>Question 1 What (Verb</p>	<p style="text-align: center;">This is a sample only. Please purchase this product to see the rest of the detail. Thank you.</p>	<p>do / You do) or positive and ve people ou don't eople what . ell people ng. For ive: uld like you ple you down a could give</p>
<p>Question 2 What (Verb</p>		
<p>Question 3 Who strok</p>		
<p>Question 4 Who</p>		
<p>Question 5. Who do you give negative strokes to? What do you do / say?</p>	<p>2.</p>	
	<p>3.</p>	

RECOGNITION PATTERNS

PERMISSIONS & STROKES

Think about yourself and your organisation.

1. Does everyone know you are there?

2. W

3.

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4.

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5.

6.

Thank you.

7.

8. I

ing?

9. What shift would you like to make?

Change stroke patterns and change culture...