

The OK—Not OK Matrix

You are Okay with me

I am Not Okay with me	I am not OK You are OK <i>one down position</i> Get away from Helpless	I am OK You are OK <i>healthy position</i> Get on with Happy	I am Okay with me
	I am not OK You are not OK <i>hopeless position</i> Get nowhere with Hopeless	I am OK You are not OK <i>one-up position</i> Get rid of Angry	
You are Not Okay with me			

I'm not OK - You're OK

When I think *I'm not OK but you are OK*, then I am putting myself in an inferior position to you.

This position may come from being belittled as a child, perhaps from dominant parents or maybe careless teachers or bullying peers.

People in this position have particularly low self-esteem and put others before them. They may thus have a strong 'Please Others' driver (see Drivers handout)

I'm OK - You're not OK

People in this position feel themselves superior in some way to others, who are seen as inferior and *not OK*. As a result, they may be contemptuous of others and quick to anger. Their talk about others will tend to be smug and supercilious, contrasting their own relative perfection with the limitation of others.

This position is a trap into which many managers, parents and others in authority fall, assuming that their given position makes them better and, by implication, others are *not OK*.

These people may also have a strong 'Be Perfect' driver, and their personal strivings makes others seem less perfect.

I'm OK - You're OK

When I consider myself OK and also frame others as OK, then there is no position for me or you to be inferior or superior.

This is, in many ways, *the ideal position*. Here, the person is comfortable with other people and with themselves. They get along with other people even when there are points of disagreement.

I'm not OK - You're not OK

This is a relatively rare position, and may occur when people try to project parts of themselves which they disown onto others. As a result, they remain feeling not OK whilst also perceiving others as not OK.

This position could also be a result of relationships with dominant people who we feel have betrayed us.