

EDDY

A Diagnostic for Stuck Team Issues

Evidence · Drivers · Dialogue · Yield

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An eddy is where a current stalls and circles on itself — exactly what a team feels like when something is stuck and nobody can name why. EDDY is the diagnostic pass you run before FLOW's next stage or TIDE's change work, so you're fixing the real problem.

E

Evidence

Gather what's actually observable — patterns in behaviour, data, and what people say versus what they do. Not opinions yet, just the raw material.

D

Drivers

Look past the symptom for the real forces underneath — unclear roles, an unspoken conflict, a resourcing gap. Most stuck issues have a driver nobody's named aloud.

D

Dialogue

Bring the evidence and drivers into a structured conversation with the people involved. This is where the diagnosis gets tested against reality, not just theory.

Y

Yield

Land on what actually changes — a decision, an action, an owner. A diagnosis without a yield is just an interesting conversation that changes nothing.