

FLOW

A Model for Building High-Performing Teams

Foundations · Language · Ownership · Wins

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FLOW is where the suite starts — a structure for building a team that can actually carry weight, before you need to diagnose what's stuck (EDDY) or lead it through change (TIDE). Every stage compounds on the one before it.



Foundations

Establish psychological safety and role clarity before anything else. Use DISC as a shared baseline — a team that understands its own wiring builds trust faster.



Language

Build a shared vocabulary for feedback, expectations and disagreement. Teams without common language default to guessing what the other person meant.



Ownership

Distribute real responsibility, not just tasks. Ownership is what turns compliance into initiative — people protect what they helped build.



Wins

Name and celebrate progress deliberately. Unnoticed wins teach a team that effort doesn't matter; visible wins are what make the next hard thing feel possible.