

FLOW → EDDY → TIDE → WELL

WELL

A Model for Sustaining the Leader

Watch · Empty · Locate · Limit

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FLOW builds the team. EDDY diagnoses what's stuck. TIDE leads the change. WELL sustains the leader carrying all three — because a depleted well cannot fill anyone else's.



Watch

Build the early-warning habit — the personal signals that tell you your reserve is dropping before you hit empty. Most leaders only notice depletion at crisis point.



Empty

Name specifically what's draining the well — not a vague sense of busyness, but the actual meetings, people and hidden emotional labour costing you the most.



Locate

Identify your actual refill sources, not generic wellness advice. Use DISC: an I refills through connection, a C through solitude and order, an S through calm, a D through momentum.



Limit

Set the boundaries and rhythms that keep the well sustainable long-term — what you say no to, delegate, and hold non-negotiable. Without this, Watch and Locate just delay empty.