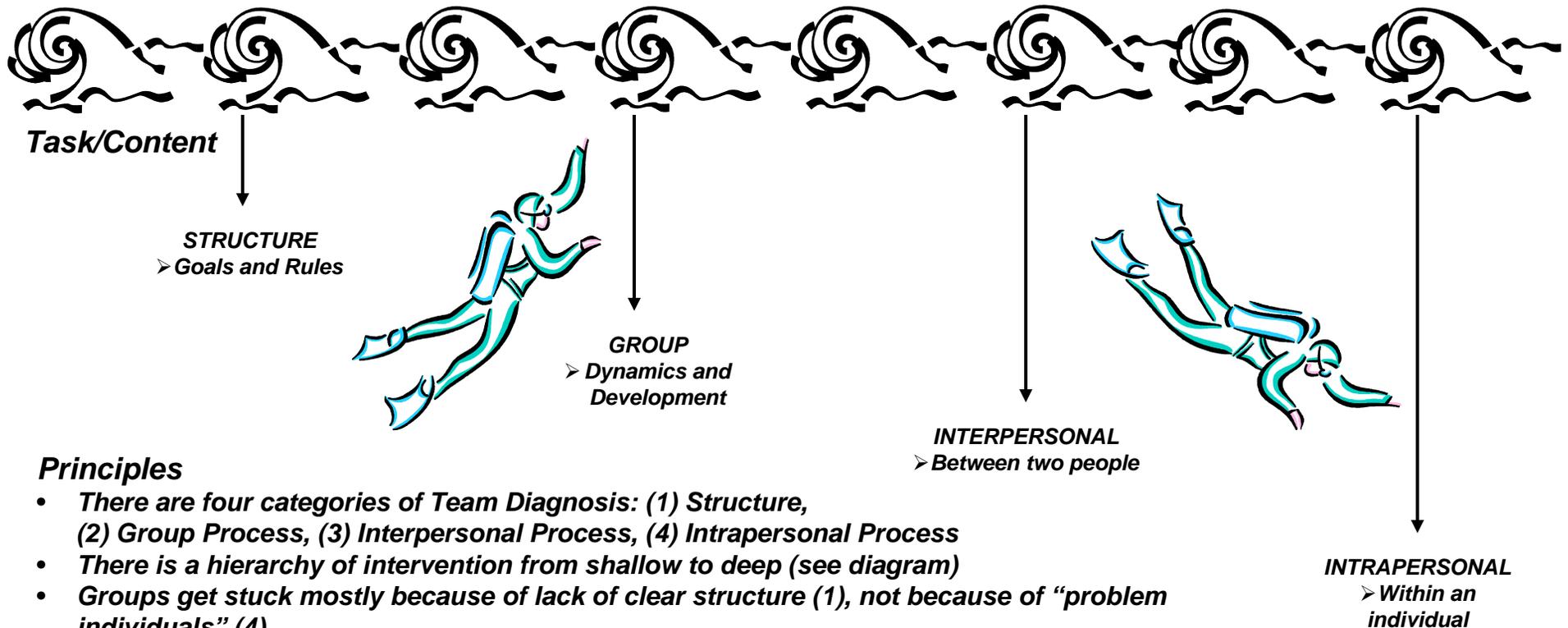


# Water Line Model (snorkel before you dive)



## Principles

- There are four categories of Team Diagnosis: (1) Structure, (2) Group Process, (3) Interpersonal Process, (4) Intrapersonal Process
- There is a hierarchy of intervention from shallow to deep (see diagram)
- Groups get stuck mostly because of lack of clear structure (1), not because of “problem individuals” (4)
- Approximately 80% of problems in groups can be taken care of by clarifying structure (goals and rules)

## Action Steps

- Notice when your group is stuck. Introduce the Water Line Model
- Invite your team members to articulate their diagnoses, and share yours with them.
- Intervene from “shallow” to “deep.”

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Adapted from the work of Roger Harrison, *Journal of Applied Science*, 1970, pgs. 181-202.