

BATHTUB

System structure is the source of system behavior.
(D. Meadows)



An eye-opener for her was the Bathtub metaphor by Meadows:

One of our coachees is at her personal **stress limit**. She is disciplined, focused, and uses top frameworks. So far, **self-optimization** brings a sense of control, but no relief.

Visualize a bathtub with a tap, a drain, and a rim to signal overflow.
The amount of water is the workload.

The coachee has become a master at scooping water out quickly, without distraction, using special ladles (her expertise and talents). However, the tap is constantly dispensing a thick flow of water into the tub (her work packages). Yet, the drain is barely open (she is afraid of overleading her team) and she's not a brakeman (she doesn't question her role and responsibilities). Together, these issues are devastating to personal stress. Our focus in the coaching process: How can she use tap and drain in a smart way to control the water/ work load instead of squeezing out the last 2% by ladling out water?

YOUR SELF-CHECK

- 🪸 What is your „Bathtub“?
- 💧 How full is it? What is the inflow and outflow in your **system**?
- 💡 Where is the "real" **leverage** to solve your issue?

Want a deepdive on Meadows' Systems theory?



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