

EBEN Integrated Model™ — Quick Reference Sheet (Content Layout)

You (or a designer) will place this into a single page graphic.

TITLE

EBEN Integrated Model™

Aligning Timing, Constraint and Context for Effective Action

CENTRAL RULE

Action Effectiveness = Timing × Constraint × Context

If one element is wrong → action fails.

STEP SEQUENCE (Top to Bottom or Circular)

1. WHEN? — Assess Readiness

Ask:

- Are they prepared to act?
- Do they see relevance?

If NO → build awareness

If YES → diagnose barrier

2. WHAT? — Identify the Constraint

Find the dominant barrier:

Constraint What it means Response

Capability Cannot do Teach

Opportunity Cannot access Remove barriers

Motivation Do not value Clarify purpose

3. WHERE? — Select the Level

Intervene at the correct system layer:

Individual → Coaching

Team → Agreement

Organisation → Process

Community → Norms

Policy → Rules

Wrong level = wasted effort

4. ADAPT — Reassess

After intervention:

The constraint will change

Repeat the cycle

COMMON FAILURE PATTERNS (Bottom Box)

- Training before readiness
- Motivating when barriers exist
- Changing policy for a skill problem
- Blaming individuals for system issues

CORE IDEA (Footer)

People rarely resist change — systems create misalignment.