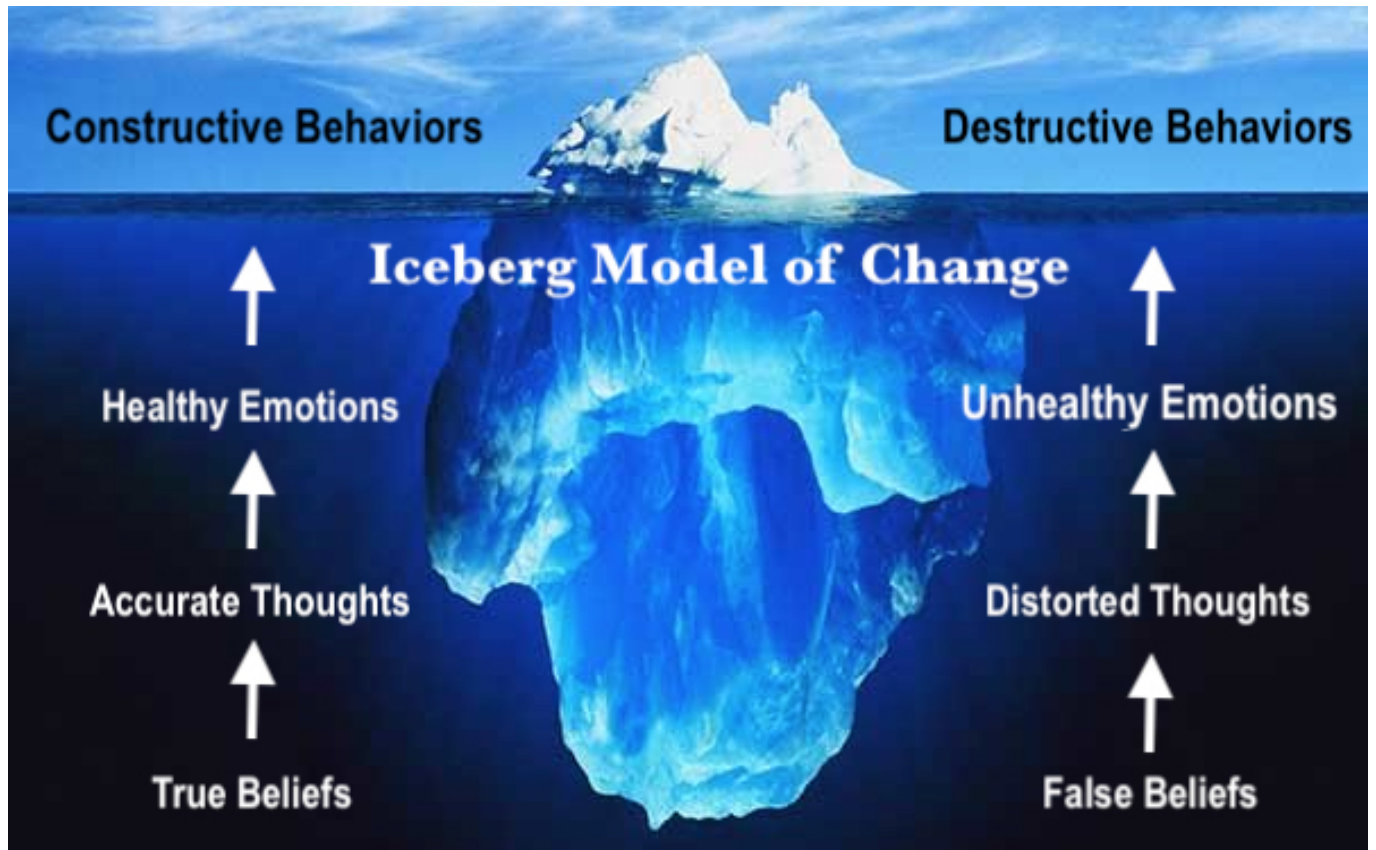


The Iceberg Model of Change



The Iceberg Model of Change *At The Crossroads by Pete Kuiper*

The tip of the iceberg is **behaviors**. Behaviors are the actions we perform, the way we interact with others. Problem behaviors are often the motivator for getting some form of counseling: drinking too much, having affairs, being abusive, spending money recklessly, skipping school, etc.

The next layer of this iceberg is **emotions** — what you feel. People struggle with many emotional issues, like depression, fear, anxiety, shame, betrayal, etc. Some people have little control of their emotions, living on an emotional roller coaster of subjectivity. Others have learned that if, “I feel too much, I hurt too much, and so learned to repress emotions and become good stuffers.

The third layer of the iceberg is **thoughts** — the cognitive part, the intellectual, the mind. People experiencing a problem often become very analytical: “I need to think this through, figure this out, gather the right information, listen to the latest podcast, etc. I can solve the problem through better understanding.

The deepest level of the iceberg is **beliefs**. What you believe underlies all your thoughts, feelings and behaviors. For everyone, there are significant differences between their formal beliefs and their functional beliefs. **Formal beliefs** are what you “know to be true.” **Functional beliefs**, however, are what you actually live out, what you do and say.