Weisbord provides key diagnostic questions for each of the six boxes.

- For the purposes box, the two most important factors are goal clarity, the extent to which organization members are clear about the organization's mission and purpose, and goal agreements, people's support of the organization's purpose.
- For structure, the primary question is whether there is an adequate fit between the purpose and the internal structure that is supposed to serve that purpose.
- With respect to relationships, Weisbord contends that three types are most important: between individuals, between units or departments that perform different tasks, and between the people and the nature and requirements of their jobs. He also states that the OD consultant should "diagnose first
for required interdependence, then for quality of relations, and finally for modes of conflict management."

• In assessing blips for the rewards box, the consultant should diagnose the similarities and differences between the organization's formal rewards (the compensation package, incentive systems, and the like) and organization members' perceived rewards or punishments.

• Weisbord makes the leadership box central because he believes that a primary job of the leader is to watch for blips among the other boxes and to maintain balance among them. To help the OD consultant in diagnosing the leadership box, Weisbord refers to an important book published some years ago by Selznick (1957), citing the four most important leadership tasks. According to Selznick, the consultant should determine the extent to which organizations' leaders are (1) defining purposes, (2) embodying purposes in programs, (3) defending the organization's integrity, and (4) maintaining order with respect to internal conflict.

• For the last box, helpful mechanisms, Weisbord refers analogously to the "the cement that binds an organization together to make it more than a collection of individuals with separate needs". Thus, helpful mechanisms are the processes that every organization must attend to in order to survive: planning, control, budgeting, and other information systems that help organization members accomplish their respective jobs and meet organizational objectives. The OD consultant's task is to determine which mechanisms (or which aspects of them) help members accomplish organizational purposes and which seem to hinder more than they help. When a helpful mechanism becomes red tape, it probably is no longer helpful.

Environment, while not part of Weisbord's model, has since been added and has become an important part of the model, as it has with other models.

In summary, Weisbord's model is particularly useful when the consultant does not have as much time as would be desirable for diagnosis, when a relatively uncomplicated organizational map is needed for quick service, or when the client is unaccustomed to thinking in systems terms. In the latter case, the model helps the client to visualize his or her organization as a systemic whole without the use of strange terminology.