

# **3D** BUSINESS

## **3D Coaching Course for Certification Companion Workbook**

Participant Manual and Journal

In partnership with

THE  
JOSEPHCOMPANY

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# 3D BUSINESS

Welcome to the 3D Journey. That name is chosen carefully. This is much more than a training program. It's more than a learning opportunity. It's more than a course on leadership. It's all those things, but more. It's a look into what makes people – including you – perform at their best. When the 3D Journey is matched with a strategy to coach people in all three dimensions, we find more effort, a higher level of innovation and creativity, and better attitudes for everyone.

How do we know? We've seen it in the lives of tens of thousands – including our own – who have taken The 3D Journey. You'll hear us say this a lot: You can't be a tour guide to a land where you haven't been. Before we can lead others, we need to make these truths evident in our own lives.

Here's my ask: Trust the process we will be taking you through. I am sure you'll have questions. Not everything will resonate. You may even doubt the authenticity or applicability of a unit or two. Press on. Ask your questions. Dig for the truths you *can* apply. Put pen to paper and do the exercises. But press on. Commit to completing The 3D Journey before you pass judgment or leave the path.

The 3D Journey was born in the world of Sports. That's where we get a lot of our terminology (starting with "Team" and "Coach"). But we've seen it applied to all sorts of organizations and industries. Our methods are almost sure to challenge your culture and your biases. That's by design. This is mostly a journey inside you. We'll ask for some external work, but it takes time to process. We believe this is best accomplished in accordance with three principles:

- **Discovery and insight take time** – quiet time – to process. We call these Kairos moments (you'll find out more about Kairos moments in the online training). They have the power to change our lives. But our schedules and culture don't normally provide us with those moments. Schedule the time. Make space in your mind to process the 3D Journey. This is not a program to rush through at the last minute.
- **Deeper insights occur in the context of a larger group.** Process your findings at your Team meetings. Be open and vulnerable. Ask. Listen. Risk. Share.
- Ultimately, **our greatest satisfaction comes from discovering and pursuing our purpose.** That's what we're leading you on – the Journey to find significance in your work and life. Would you be so bold as to live that out in your community?

Thank you for trusting us this far on The 3D Journey. I look forward to hearing your stories and walking with you. If there is anything we at the 3D Institute can do to help, explain, or research for you, please ask us to be a part. That would help us fulfill *our* purpose.

Alan Hoffer  
Director, 3D Business

## Section 1: A Team and a Coach

### Game Plan

#### Observe

1. Log in to your online account and complete the following units in Module 1:
  - 1.1: The Team
  - 1.2: The "It" Factor
  - 1.3: Defining "Coach"
  - 1.4: The Four Questions
  - 1.5: Reflection, Risk, and Remembrance
  - 1.6: Wrap Up

#### Reflect

2. Complete Section 1 of this Companion Workbook. You may do this electronically, print out this Section and use pen or pencil, or make notes within the online system. Come to your Team Meeting having completed all the questions in Section 1.

#### Discuss

3. Attend and participate in your Team meeting.

**Time:** \_\_\_\_\_ **Place:** \_\_\_\_\_

### 3D Coaching Point

A high-functioning team can accomplish more than individuals ever could.

## Material Mastery

What is the purpose of a Team?

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What is the definition of a Coach?

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What are the four questions the original definition of a “Coach” produces?

1. 

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2. 

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3. 

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4. 

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What three main life regrets did the survey of 95-year-olds reveal?

1. 

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2. 

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3. 

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## Reflection

Which of the five factors of a high-functioning team are strengths that are regularly demonstrated in your team/organization? What is the evidence?

Which of the five factors need intentional focus for improvement? What's one thing you can do to make that factor more present on your Team?

How does “taking people of importance from where they are to where they want or need to go” apply to you in your role or situation?

What do you wish a Coach would do (or would have done) for you? How can you do that for someone else?

To avoid the three main regrets that are commonly experienced by 95-year-olds, what is one change that you should make now?

## Discussion

What was the best Team you were ever a part of? Why?

Google's *Project Aristotle* study said that Psychological Safety was the most important factor in developing an effective team. What are some things your team can do to foster more psychological safety in your organization?

Who has been your favorite Coach in life? Why?

Which of the four questions about a Coach do you resonate with the most? Why? Which one challenges you the most? Why?

## Action

Send a thank you note/email/text to that Coach you identified who impacted your life in a positive way.

Send a note/email/text of encouragement to someone who you are presently coaching.

Make a list of the members of your Team. They do not need to be part of your organization, but people who contribute to the outcomes you are responsible for or contribute to. After each name, consider where they are and where they want to be. If you don't know, determine if it's your place to find out.

What members of your Team are being asked to do tasks that they are not ideally suited for? How could your Team help them, or what skills would need to be added to make the Team run more efficiently?

Make a list of the risks you wish you could take. They could be from any area of your life. What do you think is holding you back from pursuing them? How can you overcome that hesitancy?

## Notes