

# **3D** BUSINESS

## **3D Community** **St. Joseph, MO**

Participant Manual and Journal

Version 1.1, May 2022

## The Back Story Narrative

### For Reflection / Discussion

What notable breakthrough did Wes experience to change his mind/heart?

How could this change your own mind/heart?

What do you see through the eyes of others?



## Module 1 – The Life Cycle of the Dream

### 3D Coaching Points

What is the original definition of a Coach?

What are the four stages of the Life Cycle of the Dream? What are the defining characteristics of each?

- 1.
- 2.
- 3.
- 4.

What is the significance of the logo of The Joseph Company being an Oak Tree?

What are the Three Dimensions of 3D?

- 1.
- 2.
- 3.

## For Reflection / Discussion

What Dream(s) do you have for St. Joseph?

What stage is your dream in now?

What would it take for it your Dream to reach Success? Significance?

Why is it important to include all of the circles of the community?

What is your role in this community? How does that create significance?

Who has stepped into your life and changed it? How could you do something similar for someone else?

## Module 2 – Transforming Culture

### 3D Coaching Points

What are the elements of the Formula for Change:  $C \rightarrow 3D > R$ ?

What are the four ways a culture will not change (according to the FFC)?

- 1.
- 2.
- 3.
- 4.

What are the three ways a culture can change?

- 1.
- 2.
- 3.

What are the three things that Daniel Pink says need to be present to ???

- 1.
- 2.
- 3.

What is the one sure way to overcome resistance?

## For Reflection / Discussion

How does who we are, the principles we adopt, affect what we do and create?

What is the greatest resistance to change in St. Joseph (everywhere)?

How can we emphasize what we do have, rather than focusing on what we do not have?

How have you been part of the resistance of a local change?

What can you see that no one else sees?

## Module 3 – Survival to Stability

### 3D Coaching Points

What was the number one characteristic of high performing teams according to Google's Project Aristotle?

What two characteristics do leaders most want from those in their organization? Which dimension(s) do these live in?

What are three tips for communicating as a leader during Survival?

How can we get hope to spiral upward?

What is the new role and title of a CEO (new definition)?

What is the primary role of beauty?



## For Reflection / Discussion

How has (lack of) effort affected St. Joseph?

How has (poor) attitude affected St. Joseph?

How might we improve both?

How has communication resulted in a spiral (up or down) for St. Joseph?

What are the four questions that definition of a Coach creates? How is each necessary for the community to change the culture?

- 1.
- 2.
- 3.
- 4.

What is beautiful about St. Joseph?

When has your effort been exemplary? Lacking?

When has your attitude been exemplary? Lacking?

Who have you spotlighted? How did you see their performance change?

## Module 4– Defining Success

### 3D Coaching Points

What does Success bring?

What are three problems with success?

- 1.
- 2.
- 3.

What are three ways to combat the arms race of “more”?

- 1.
- 2.
- 3.

## For Reflection / Discussion

How does Success attract us?

How does Success leave us wanting?

What Scoreboards have you watched that dictated your behavior?

What is your definition of Success?

What do you see that no one else sees?

What can you do that no one else does?

## Module 5 – Pursuing Significance

### 3D Coaching Points

What are the two main topics expressed at funerals (the funeral topics)?

- 1.
- 2.

What is the most powerful motivational force in existence? How has it changed your life?

What are the three things that 95-year-olds regretted in looking back at their life?

- 4.
- 5.
- 6.

How does defining Success make decisions easier?

What is the new definition of competition?

Can two people fighting for the same thing both be successful? Explain.

What two elements, when combined, create beauty?

What are the major differences between a platform and a pedestal?

## For Reflection / Discussion

What is good but not great in St. Joseph? Great but not good?

How can we create Kairos moments in our community?

What do you want said about you at your funeral? Who do you want to say it?

What would you do if you knew exactly what you were made to do? What is it?

## Module 6 – Identity and Mindset

### 3D Coaching Points

What is the root of behavior change, according to *Atomic Habits*?

What four parts of speech create our identity?

- 1.
- 2.
- 3.
- 4.

What is the definition of mindset?

What are the three types of mindsets? What is the positive element of each?

- 1.
- 2.
- 3.

What are the four elements of a successful partnership?

- 1.
- 2.
- 3.
- 4.

## For Reflection / Discussion

What is the identity of our community? What do you want it to be?

How has your identity shaped your behavior? What do you want to change in your behavior?

How can you change your mindset?

## Module 7 – Legacy and Community

### 3D Coaching Points

What is the purpose of a Coach's Time Out?

What happens when we express the heart?

How does negative talk perpetuate and create behaviors?



## For Reflection / Discussion

How is the Coaches Time Out

How does the incessant focus on the bad create problems for our community? How can we change that?

If we started our community over again ??? years ago, what might we do differently to “do it right”?

Why does our community do what it does the way that it does?

When have you experienced the true transparency of a CTO?

What is the most beautiful thing in your life right now?

Who do you trust enough to share your heart?

Who needs you or wants to share their heart with you?

What might happen if you started at CTO with them?

## Glossary

One of the four pillars the 3D framework offers is a common language. The following words are critical to understanding the power of the 3D framework and were presented in the 3D Community series. Jot down your view of their definitions and be ready to discuss with your Team.

Coach

Survival

Stability

Success

Significance

Identity

Mindset

Formula For Change

Common Language