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3D Coaching Course

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Interview Assignment

The director had a great grasp of the first dimension strategies for her coaches. The training opportunities she provided were targeted and specific to athletic skill development and met a wide variety of needs within her programs. Her evaluation process was also well structured, but still primarily focused on the first dimension. It is her hope to implement more holistic coaching as she maintains the program in the future. She is new and evaluating the process as well in the middle school she oversees.

She could benefit from learning to incorporate some more second and third dimension strategies. I would not say that there is a lack of those strategies implemented for lack of care, but rather, she is new to the position and looking for continued growth options. I believe that some basic things she do in the short run would be to shift and change her end of season evaluation process. Change the reflection questions for her coaches away from performance and more on program values, relationships among athletes, and the culture of the team reflection questions. This would begin the shifting process away from the performance mentality and get her coaches thinking about the deeper impact of the coach on their programs. This alone could reap a heavy reward in getting her coaches to move into a more reflective mindset and look for new ways to engage the athletes.

Another simple change would be to shift the training opportunities to more third dimensional strategies. She could have preseason coaches’ meetings where she gets her coaches to think about their transformational purpose and articulate that to their staffs and their teams. Then begin to search out opportunities for her coaches to implement 3rd dimension strategies into their coaching.

Until the coaches have their “why” for coaching and their transformational purpose statements, I would enhance the team climates by suggesting to implement some basic 2nd dimension strategies with players this next season to focus on team cohesion and confidence. The Spotlight could be an easily transferable activity that could work in many ways to establish the young athletes confidence and boost the overall level of encouragement that happens on the team. They could also very simply implement the Letters Home strategy. A simple way for a long time 1st dimensional coach, in a non-invasive manner, to reach out to their players and share their excitement for the year and the upcoming season.

These simple changes could be a stretch for coaches in the 1st dimension. So, I would suggest starting here with some small changes, and then overtime introduce more opportunities for coaches to impact the lives of their athletes well beyond the 2st dimension.