I had the opportunity to interview Zac Sinram who serves as the associate principal and athletics director for Indian Hills Junior High in Clive, Iowa. Below is the summary of our conversation in terms of the 3D Coaching Framework.

**The 1st Dimension**

For Zac, fit is one of the biggest factors when hiring a new coach. This fit is not only with other coaches but most importantly, with the student athletes. Zac helps facilitate the 1st Dimension of coaching for his coaches by providing opportunities for coaches to seek out professional development. This is a great strength of Indian Hills. Very rarely, if ever, are coaches denied the ability to attend coaching clinics, conferences, or summits. This has allowed coaches to further better their craft in terms of drills, in-season and off-season trainings, and practice routines.

A limitation is the costs associated with the aforementioned clinics and conferences. While funds are available to administrators like Zac, it seems as if budgets get tighter each year. It is critical that administrators prioritize professional development for their athletic coaches just as they would for teachers. At times, this means getting creative with how to fund skills camps and clinics. Innovative administrators, like Zac, have made this a priority and it shows in the coaches at Indian Hills.

**The 2nd Dimension**

As previously mentioned, Zac talked at length about the “fit” for his coaches. Zac mentioned how it is more important than ever to reach athletes in terms of motivation and confidence. We, as adults, assume young athletes are intrinsically motivated to compete. This is not always the case and so finding coaches with the correct “fit” is vital.

A limitation of this would be finding capable coaches who are willing to reach athletes in the 2nd dimension. There are many coaches who are talented in terms of x’s and o’s but few have the ability to teach young athletes about how to properly approach competition and how to have confidence in oneself. Worse yet, many coaches do not see the need for teaching these elements of the 2nd dimension. Not settling for “warm bodies” is important to building a culture which exhibits the traits of all three dimensions of coaching.

**The 3rd Dimension**

Getting junior high students to understand their value and self-worth is no simple task. Zac was a leader in bringing the 3Dimensional Coaching program to the attention of many coaches in the district. Educating coaches about the importance of coaching value and self-worth is critical in developing athletes not only physically but personally and spiritually. Indian Hills is on the leading edge of getting this education to its coaches.

Unfortunately, some coaches at Indian Hills do not all see the value of teaching in the 3rd dimension. These coaches are often legacy coaches who have been coaching for decades and have a very precise way of doing things. While this limitation can be challenging to mend, having coaches constantly self-evaluate is key to getting through to such coaches.