

LEADERSHIP DEVELOPMENT RESOURCE

How to Use the 3D Framework With Your Team

*Practical tools for developing every leader on your staff —
across all three dimensions.*

Relational

Organizational

Visionary

BEFORE YOU BEGIN

This Isn't a Personality Assessment. It's a Development Framework.

The Three Dimensions of Leadership identifies how leaders naturally lead — relationally, organizationally, or visionally — and reveals the dimensions they've been neglecting. Most leaders have developed one or two dimensions deeply and defaulted to those under pressure. The framework names it. Your job is to help your team move beyond it.

But before you hand someone an assessment result and wish them well, there's a foundational principle worth establishing — one that changes how your team receives this framework entirely.

THE PRINCIPLE

Leaders Don't Get to Opt Out

Every pastor knows that spiritual maturity requires practicing disciplines that don't come naturally. The extrovert who finds solitude uncomfortable still practices it. The driven achiever who resists sabbath still observes it. We don't accept "that's just not how I'm wired" as a final answer in spiritual formation — because we understand that the resistance is often the point.

Disciples don't get to opt out of spiritual disciplines because they don't come naturally. Leaders don't get to opt out of leadership dimensions for the same reason.

Leadership formation works the same way. When a team member says "I'm just not an organizational person" or "that relational stuff isn't really my gifting" — they're not describing a permanent limitation. They're describing an underdeveloped dimension. And an underdeveloped dimension isn't a personality quirk to be managed. It's a leadership responsibility to be developed.

Your role as their leader is to hold that standard with compassion — and to give them the tools, the language, and the expectation that growth is not optional.

HOW TO FRAME IT WITH YOUR TEAM

Don't introduce the 3D framework as a way for people to understand themselves. Introduce it as a way for your team to take ownership of their development. The assessment isn't permission to stay where they are — it's a starting point for where they're going.

QUICK REFERENCE

The Three Dimensions — What Each One Looks Like

Every leader leads from a combination of these three dimensions. The assessment identifies which are developed, which are growing, and which remain a gap. Use this as a shared reference when coaching your team.

R · RELATIONAL

STRENGTH

People feel known, trusted, and genuinely cared for. Relationships come naturally.

GAP COST

Warmth without direction. People feel loved but lost.

WATCH FOR

Hard conversations avoided, personal loyalty over clarity, growth stalling because systems aren't built.

O · ORGANIZATIONAL

STRENGTH

Systems work, roles are clear, the organization moves with precision.

GAP COST

Structure without soul. Things run well but people feel managed, not led.

WATCH FOR

Efficient execution with low morale, team compliance without commitment, strong results but high turnover.

V · VISIONARY

STRENGTH

A compelling picture of the future that creates momentum and meaning. People move toward something.

GAP COST

Vision without grounding. People excited but exhausted — lots of starts, little completion.

WATCH FOR

New ideas constantly, few systems to sustain them; team energized in bursts but burning out between launches.

THE PATTERN

Your Strongest Dimension Is Also Your Biggest Blind Spot

Every leader defaults to their strongest dimension under pressure. The relational leader has a hard conversation they've been avoiding. The organizational leader has team members who are technically performing but quietly disengaging. The visionary leader has an excited staff carrying out too many initiatives without the systems to support them. The framework names the pattern — so your team can see it, own it, and grow through it.

FOUR USE CASES

Where This Framework Does Its Best Work

01 Staff Development & 1-on-1s

Individual growth conversations

Once your team member knows their type, every 1-on-1 has a natural development thread. Use their gap dimension as a growth edge — assign projects that require them to lead from a dimension they'd normally avoid. Name it explicitly: *"This is an opportunity for you to develop your organizational leadership."* The assessment gives you shared language; the 1-on-1 is where you hold them to it.

02 Hiring & Team Building

Filling gaps, not compounding them

Most churches unknowingly hire the same leadership type as the lead pastor. A relational pastor tends to hire warm, people-first staff. An organizational pastor builds tight, efficient teams with similar wiring. Use the framework before you hire: *"What dimension is this role actually demanding? What dimension is our team missing?"* You're not looking for clones — you're building a complete team.

03 Team Friction & Conflict

Naming the dimensional collision

Most staff friction is a dimensional collision in disguise. The relational leader thinks the organizational leader is cold and controlling. The organizational leader thinks the relational leader is sloppy and indecisive. When you can name the dimensional difference, the friction becomes understandable — and workable. *"You're not wrong about each other. You're just leading from different dimensions. Here's what you each need."*

04 Whole-Team Language

Making it your culture

The real leverage comes when the framework becomes shared language — not just a result someone got once. When your team can say *"I think this moment is calling for organizational leadership"* or *"I'm defaulting to relational here when I probably need to push the vision"*, the framework is doing its deepest work. Get everyone assessed. Revisit it in team meetings. Keep the language alive.

Start here: Have your full staff team take the assessment at 15LeadershipTypes.com/assessment — it's free and takes about 12 minutes. Then do a team debrief: map everyone's types on a whiteboard and ask, *"What does our team map tell us about what we're good at — and what we've been collectively avoiding?"*

GO DEEPER

Every Leader on Your Team Gets Their Own Development Plan

The framework doesn't stop at the assessment. For every one of the 15 leadership types, there are dedicated resources built to take that specific leader from self-awareness to actual growth — targeted to exactly where they are and what they need next.

INCLUDED WITH THE ASSESSMENT

Full Type Report

Delivered by email after assessment completion

- Full dimensional profile — what their type looks like in action
- Ceiling pattern — what their strength costs them and their team
- Identity shifts — the specific beliefs they need to move from and toward
- 90-day commitments — three concrete practices for their growth edge
- Signs of growth — observable indicators to watch for over time

Each of your team members receives this automatically when they complete the assessment.

AVAILABLE FOR EVERY TYPE

Coach's Guide

A leader-specific playbook built for you to use with them

- How this type typically responds to coaching and feedback
- The resistance patterns you'll likely encounter — and how to navigate them
- Session-by-session coaching prompts for their specific growth edge
- Key blind spots this type rarely sees without a direct challenge
- Progress markers to help you know the development is actually landing

One for each of the 15 types — so you're never walking into a coaching conversation without a roadmap.

RESOURCES AVAILABLE FOR ALL 15 TYPES

The Shepherd

The Manager

The Dreamer

The Cultivator

The Guide

The Steward

The Strategist

The Catalyst

The Engineer

The Anchor

The Pioneer

The Builder

The Architect

The Trailblazer

The Innovator

Red = 1D types · Gray = 2D types · Teal = 3D types

What this means for your team: Once your staff takes the assessment, you don't have to figure out how to develop each person from scratch. There's already a personalized roadmap for where they are — and a coaching guide built for exactly how you can lead them forward. Visit 15LeadershipTypes.com/coaching to explore development resources for your team.

COACHING CONVERSATIONS

Questions That Make the Framework Personal

These questions work in 1-on-1s, team debriefs, or any conversation where you want the framework to move from self-awareness to actual development. Adjust based on the person's type and where they are in the process.

FOR SELF-AWARENESS — AFTER THEY'VE TAKEN THE ASSESSMENT

- ❓ When you read your type, what landed as true? What surprised you?
- ❓ Where have you seen your primary dimension show up as a strength? Where has it shown up as a limitation?
- ❓ Think about your last month of leadership. Which dimension were you leading from most? Which one were you avoiding?

FOR DEVELOPMENT — MOVING BEYOND THE ASSESSMENT RESULT

- ➔ What's one situation right now where you're defaulting to your strongest dimension when a different one is actually needed?
- ➔ If you led your gap dimension well in the next 90 days, what would be different about how your team experiences you?
- ➔ What's the belief you're holding that makes it easy to stay in your primary dimension and avoid the gap? Is that belief actually true?
- ➔ What's one specific moment this week where you'll intentionally lead from your gap dimension instead of your default?

FOR PUSHBACK — WHEN THEY SAY "THAT'S JUST NOT HOW I'M WIRED"

- ❗ If a disciple came to you and said "solitude just isn't my thing" — how would you respond to them? How is this different?
- ❗ Is this a limitation — or a preference? What's the difference between the two in how we respond to them?
- ❗ Who on your team is being underserved because you're leading from your strength instead of their need?

GETTING STARTED

A Simple 3-Step Rollout for Your Team

You don't need a full retreat or a formal curriculum to start. The framework is most powerful when it becomes the ongoing language of your team — not a one-time event. Here's the simplest way to begin.

GET EVERYONE ASSESSED**1 Send your staff to 15LeadershipTypes.com/assessment**

Free, 12 minutes, delivers a full type report by email. Do it yourself first so you can speak from experience. Then send it to your whole team before your next staff meeting.

HOLD A TEAM DEBRIEF**2 Map everyone's types together — and name what you see**

Put everyone's types on a whiteboard. Ask: "What does this tell us about our team's collective strengths? What has our team been avoiding — not because nobody is capable, but because it falls in everyone's gap?" Let the map do the talking.

BUILD IT INTO YOUR 1-ON-1S**3 Make gap-dimension development a standing agenda item**

In every 1-on-1, add one question: "Where did you lead from your gap dimension this week?" It keeps the development expectation alive without requiring a separate program. Over time, it signals that leading from all three dimensions isn't aspirational — it's the standard.

A NOTE ON THE STANDARD YOU'RE SETTING

When you introduce this framework, you're implicitly setting an expectation: dimensional growth is part of what it means to serve in leadership here. That's a good standard. Hold it with encouragement and patience — but hold it. The leaders who grow the most will be the ones who stopped making excuses for their gap and started treating it as their next frontier.

3D

LEADERSHIP DEVELOPMENT RESOURCE

How to Use the 3D Framework With Your Team

Practical tools for developing every leader on your staff — across all three dimensions. Relational · Organizational · Visionary.