

PERFORMANCE CAPABILITY GROUP LIMITED

TERMS & CONDITIONS

Trisphereon 365 Challenge · Participation Terms

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OPERATOR
Performance Capability Group Limited

GOVERNING LAW
England & Wales

CONTACT
team@trisphereon365.com

"365 or Nothing. One revolution around the sun. Hold me to it."

trisphereon365.com · performancecapability.com · benson-speaks.com

GLOSSARY

01 Definitions

For the purposes of these Terms and Conditions, the following definitions apply throughout this document.

The Challenge	The Trisphereon 365 Challenge: a 365-day structured daily commitment programme operated by the Operator.
Participant	Any individual who has registered for and begun the Challenge.
The Operator	Performance Capability Group Limited, a company registered in England and Wales, and any associated trading names, websites, or entities including trisphereon365.com and performancecapability.com.
The Framework	The Performance Capability Framework (the Trisphereon), consisting of twelve principles across three levels: Transactional, Transformational, and Transcendental.
Evidence	The daily post or video produced and published by the Participant in fulfilment of the daily posting requirement.
Evidence Trail	The complete chronological record of a Participant's daily Evidence across the 365-day period.
Cohort	The small group of five to ten Participants assigned to support and hold each other accountable throughout the Challenge.
Captain	A Participant who has completed at least one full 365-day cycle and who leads a local chapter within the Challenge community.
The Cooperative	The committed group of Participants who, under the twelfth principle of the Framework, form a mutual development structure in the final phase of the Challenge.
Milestone Events	The six in-person or verified events occurring at Days 7, 30, 101, 180, 270, and 365 of the Challenge.
The Revolution	The Day 365 event, marking completion of one full year of the Challenge.
Earned Items	Physical or experiential rewards that can only be received upon verified completion of the corresponding Challenge milestones. They cannot be purchased.
Gift Days	Days distributed across the 365-day sequence on which a Performance Capability gift is available to the first five verified claimants who identify it within the daily email. The specific days are not disclosed in advance.

WHAT THIS IS

02 Nature of the Challenge

2.1 What the Challenge Is

The Trisphereon 365 is a 365-day daily commitment programme structured around the Performance Capability Framework. It is not a fitness programme, a course, or a qualification. It is a structured self-development protocol applied to a pursuit chosen and named by the Participant at the point of entry.

The Challenge operates across three levels — **Transactional (Days 1–90)**, **Transformational (Days 91–180)**, and **Transcendental (Days 181–365)** — each containing four principles of the Framework applied sequentially through the daily email sequence.

2.2 What the Challenge Is Not

The Challenge does not provide therapy, counselling, or mental health support; medical, legal, or financial advice; a guaranteed outcome of any kind; or employment, a professional qualification, or a formal credential. Participants with existing medical or mental health conditions are advised to consult a qualified professional before beginning.

2.3 Entry

The Challenge is free to enter. There is no purchase required to participate. Entry is completed by registering through the designated enrolment link and beginning Day 1 of the daily sequence. Participation is open to individuals aged 18 and over. By entering, the Participant confirms they have read and agree to these Terms and Conditions in full.

THE CORE REQUIREMENT

03 The Three Daily Actions

Every day for 365 consecutive days, each Participant is expected to complete three actions. These are the core requirement of the Challenge. There are no rest days from the commitment. The form of the work may change; the commitment to it does not.

ACTION ONE

Develop Your Capability

Work on your chosen pursuit — the specific domain you named at the point of entry. The choice of pursuit is yours. The Challenge framework applies to whatever you bring to it.

ACTION TWO

Engage Your Mind

Study something that develops your understanding of your chosen pursuit. Reading, reflection, the daily email, the PC knowledge library, or any other substantive intellectual input.

ACTION THREE**Post Your Evidence**

Produce and publish a piece of content — video, photograph, or written post — documenting that the day's work has been completed. Published publicly on at least one social media platform. Minimum video length: 30 seconds. Evidence must be raw, unscripted, and genuine.

The required caption for all Evidence posts is:

**365 or Nothing — Trisphereon Challenge. Day [X].
@performancecapability #Trisphereon #365OrNothing #PerformanceCapability #Trisphereon365**

The day number replaces [X]. The caption must be used in full on every post, from Day 1 to Day 365, without variation.

POSTING STANDARDS

04 Evidence Requirements

4.1 Daily Posting

Evidence must be posted on the day it corresponds to. Back-dated posts do not constitute valid Evidence for milestone verification or gift day claims. The Operator reserves the right to verify Evidence dates using platform metadata. Where a Participant misses a day, that day's Evidence cannot be retroactively produced. Missed days affect eligibility for Earned Items and Milestone Events.

4.2 Platforms

Evidence should be posted across all platforms the Participant actively uses. The Challenge supports Instagram, Facebook, TikTok, and YouTube. The Operator recommends using Buffer (buffer.com) or Meta Business Suite to post simultaneously. On Day 1, tag @performancecapability directly in your post.

4.3 Content Standards

- Be the Participant's own original content.
- Be genuine and not scripted, rehearsed, or produced in bulk in advance.
- Not contain material that is defamatory, discriminatory, offensive, or in breach of applicable law.
- Not misrepresent the Challenge, the Operator, or the Performance Capability Framework.
- Not be generated by artificial intelligence tools in place of the Participant's own voice and presence.

4.4 Content Rights

By posting Evidence using the required caption and tags, Participants grant the Operator a non-exclusive, royalty-free licence to share, repost, reference, and use the content for purposes related to the promotion and operation of the Challenge and the Performance Capability brand. This licence does not affect the Participant's ownership of their own content.

05 EARNED. NOT BOUGHT. Milestone Events

The Challenge includes six milestone events across the year. These events are real, in-person or verified gatherings. They cannot be purchased. They are earned by reaching and evidencing the corresponding day.

7	The Wristband Email team@trisphereon365.com with subject "Day 7 — Wristband Claim" and links to all seven days of Evidence. A physical commitment marker, not a prize.	First Earned Item
30	The Structure Event A standard-setting gathering oriented toward accountability, peer connection, and commitment to the next phase of the year.	Verified Trail Required
101	The Transformation Event Marks completion of the Transactional level and formal entry into the Transformational level of the Framework.	Level Transition
180	The Identity Event Marks completion of the Transformational level. Addresses the question: who have you become through this pursuit?	Halfway
270	The Contribution Event Participants present the named outcome they have been building, who it serves, and the development system they have committed to create.	Public Presentation
365	The Revolution For Participants who have completed a verified Evidence trail across all 365 days. Not a celebration of finishing. The first event of what completion makes possible.	Full Revolution

5.1 Event Verification

Eligibility for all Milestone Events is subject to Evidence trail verification by the Operator. The Operator's determination of eligibility is final. Event dates, formats, and locations are at the Operator's discretion and may change with reasonable notice.

HIDDEN INSIDE THE SEQUENCE

06 Gift Days

A number of Gift Days are embedded within the 365-day daily email sequence. On a Gift Day, the daily email contains a Performance Capability gift offer available to the first five verified claimants. The specific days are deliberately undisclosed and can only be found by opening and reading every single daily email. Participants who miss emails cannot retrospectively claim Gift Days.

6.1 How to Claim

- Email team@trisphereon365.com with the subject line matching the Gift Day number (e.g., "Day 19").
- Include your social media handle (@handle) in the email body.
- The first five verified claimants qualify. Verification requires a valid Evidence trail up to and including that day.
- Acknowledgement is made at the next monthly online check-in.
- The gift is collected in person at the next scheduled Milestone Event. The final Gift Day gift (Day 354) is collected at The Revolution.

6.2 Gift Conditions

Gift Day gifts are non-transferable, have no cash value, and may not be exchanged. The Operator reserves the right to substitute a gift of equivalent value without notice. Gifts not claimed within 12 months of the relevant Gift Day are forfeit.

CANNOT BE PURCHASED

07 Earned Items

Earned Items are physical or experiential rewards available exclusively to Participants who have verified completion of the corresponding Challenge milestone. No Earned Item may be purchased. The standard of the Challenge is that these items are earned, not bought. The specific Earned Items available at each Milestone Event are at the Operator's discretion.

THE STRUCTURE AROUND YOU

08 Community Structure

8.1 The Cohort

From Day 1, each Participant is placed in a cohort of five to ten people, assigned by the Operator. Participants are expected to engage with their cohort in good faith — acknowledging each other's Evidence, maintaining the standard of the Challenge within the cohort, and notifying the Operator if a cohort member appears to have withdrawn. The Operator does not guarantee the behaviour of cohort members and is not liable for any communications or conduct between Participants.

8.2 The Peer Partner

At approximately Day 45, Participants may be assigned a one-to-one peer partner from a different cohort. The peer partner relationship provides direct accountability through the highest-risk dropout window of the Challenge. Peer partner assignments are at the Operator's discretion.

8.3 Captains

Captains are Participants who have completed at least one full 365-day cycle. They lead local chapters and provide experienced guidance to Participants in their region. Captains are not employees of the Operator and their views do not constitute official advice from the Operator.

8.4 The Cooperative

Under the twelfth principle of the Framework (Establish the Cooperative), Participants in the final phase of the Challenge are encouraged to form a Cooperative — a committed group of mutual development partners. The Cooperative is a voluntary structure. Its operation beyond Day 365 is the Participants' own responsibility.

8.5 Community Standards

All Participants are expected to:

- Treat all community members with respect, regardless of their day count, pursuit, background, or performance level.
- Not use Challenge community channels for commercial solicitation or promotion of external products without prior written consent from the Operator.
- Not share content from private community channels publicly without the consent of all parties involved.
- Report conduct that breaches these standards to team@trisphereon365.com.

The Operator reserves the right to remove a Participant from community channels for breach of community standards without affecting their ability to continue the Challenge independently.

OWNERSHIP

09 Intellectual Property

The Performance Capability Framework, the Trisphereon, the 365-day email sequence, all associated written and visual materials, the "365 or Nothing" phrase, and all branding associated with the Challenge and the

Operator are the intellectual property of Performance Capability Group Limited. All rights are reserved.

Participants may not reproduce, adapt, sell, or commercially exploit any part of the Challenge framework, email sequence, or associated materials without the prior written consent of the Operator. Participants may share their own Evidence and their own written reflections on the Challenge freely. They may not present the Framework as their own original work.

10 THE STANDARD Conduct & Disqualification

10.1 Standards of Conduct

The following conduct will result in disqualification from Milestone Events and Earned Items, and may result in removal from the Challenge community:

- Producing or publishing fabricated Evidence — content that misrepresents having completed the day's work.
- Bulk-producing Evidence posts in advance and publishing them on incorrect dates.
- Using artificial intelligence to generate Evidence content in place of the Participant's own genuine engagement.
- Claiming Gift Day gifts without a valid, verified Evidence trail.
- Misrepresenting the Challenge, the Framework, or the Operator in a materially harmful way.
- Conduct that is abusive, discriminatory, harassing, or threatening toward any person.

10.2 Disqualification

Disqualification from Milestone Events and Earned Items does not prevent a Participant from continuing the Challenge independently. The Operator's determination of disqualification is final. Disputes may be raised by emailing team@trisphereon365.com; the Operator will respond within 14 days.

11 YOUR INFORMATION Data & Privacy

By registering for the Challenge, Participants provide personal information including their name, email address, and social media handles. This information is used solely for the operation and administration of the Challenge and for the Operator's communication with Participants about the Challenge and related Performance Capability products and services.

Participant data is held and processed in accordance with applicable data protection law, including the UK General Data Protection Regulation (UK GDPR) where applicable. Participants have the right to access, correct, or request deletion of their personal data at any time by emailing team@trisphereon365.com. The Operator will not sell Participant data to third parties.

LIMITATIONS

12 Liability & Disclaimers

The Operator is not liable for:

- Any injury, illness, or adverse physical or mental health outcome arising from participation in the Challenge.
- Any financial loss arising from decisions a Participant makes in connection with their chosen pursuit.
- Any loss arising from reliance on information provided in the daily email sequence, the Challenge community, or by Captains or cohort members.
- Any failure by social media platforms to publish or retain Participant Evidence posts.
- Any conduct of Participants toward each other within or outside Challenge community channels.

Nothing in these terms limits the Operator's liability for death or personal injury caused by negligence, fraud, or any other matter that cannot be excluded or limited under applicable law. The Challenge is provided "as is".

EVOLUTION OF TERMS

13 Changes to the Challenge

The Operator reserves the right to amend these Terms and Conditions, the structure of the Challenge, the timing of Milestone Events, the nature of Earned Items, and the daily email content at any time, with reasonable notice to active Participants. Continued participation following notification of changes constitutes acceptance of the amended terms.

JURISDICTION

14 Governing Law

These Terms and Conditions are governed by the laws of England and Wales. Any dispute arising out of or in connection with these terms shall be subject to the exclusive jurisdiction of the courts of England and Wales, except where applicable consumer protection law provides otherwise.

REACH US

15 Contact

All queries, claims, dispute notices, and communications should be directed to:

Company	Performance Capability Group Limited
Email	team@trisphereon365.com
Website	www.trisphereon365.com · www.performancecapability.com

Summary: What You Are Agreeing To

- 1** You have read these Terms and Conditions in full and agree to be bound by them.
- 2** You are 18 years of age or older.
- 3** You will complete the three daily actions — develop your capability, engage your mind, and post your Evidence — every day for 365 consecutive days.
- 4** You will use the required caption on every Evidence post, without variation, from Day 1 to Day 365.
- 5** You will engage with your cohort, peer partner, and the wider community honestly and in accordance with the community standards set out in Section 8.
- 6** You understand that Milestone Events and Earned Items are available only upon verified completion of the corresponding milestones, and that they cannot be purchased.
- 7** You grant the Operator a non-exclusive licence to share and reference your Evidence content for Challenge and brand purposes.
- 8** You understand that the Challenge does not provide a guaranteed outcome and that the Operator's liability is limited as described in Section 12.
- 9** You will not fabricate Evidence, back-date posts, or misrepresent your participation in any way.
- 10** You accept that the Operator's decisions regarding verification, eligibility, and disqualification are final.

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