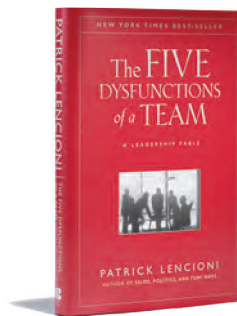


# THE FIVE BEHAVIORS®: TEAM DEVELOPMENT

The Five Behaviors®: Team Development is a facilitated learning experience that builds higher-performing, more productive intact teams.

## OVERVIEW + MODEL

Available as a one-day in-person or virtual session, this program is a fast-paced opportunity for a team to dive into the model described in Patrick Lencioni's best-selling book, *The Five Dysfunctions of a Team*, and walk away with an immediately applicable action plan for the team to work better together. Through a team assessment, series of activities, and in-depth discussions, members of intact teams learn about and practice applying the five behaviors that are essential to a healthy, well-functioning team.



## TO TRULY BE COHESIVE, TEAMS MUST:

- **Trust One Another**  
When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- **Engage in Conflict Around Ideas**  
When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
- **Commit to Decisions**  
When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
- **Hold One Another Accountable**  
When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- **Focus on Achieving Collective Results**  
The ultimate goals of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

## HOW WILL THE FIVE BEHAVIORS®: TEAM DEVELOPMENT BENEFIT YOUR ORGANIZATION?

- Team members become more emotionally grounded and establish stronger bonds, which in turn leads to **more engagement** and **greater commitment** to the organization.
- It creates a contract among team members about how the team will succeed and helps to create an **environment of accountability**.
- It gives the team the momentum they need to follow through on a team development plan, continuing them down the path of **improvement** and **growth**.
- It helps teams make **better, faster decisions**.
- Team members **avoid wasting time** talking over the wrong issues and revisiting the same topics because of lack of buy-in.
- It creates a **competitive advantage**.

*FlashPoint can facilitate this program in-person or virtually for your teams!*

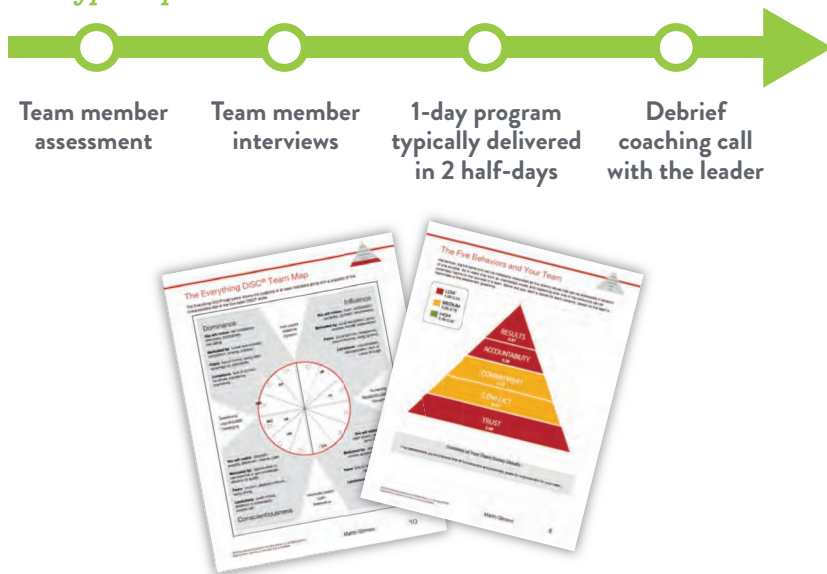


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## WHAT TO EXPECT

Before the program, participants take an assessment to learn how their team scores on these five behaviors of a healthy, functioning team. The assessment, powered by Everything DiSC®, helps the facilitator tailor the session for the unique needs and challenges of the team. Through activities, video review, and discussion, the facilitator leads the participants through the The Five Behaviors® model, helping them learn and practice the powerful (and proven) behaviors that will make their team more cohesive and improve performance.

### The typical process includes:



## ADDITIONAL TOOLS AND REINFORCEMENT

- Comparison reports (between two individuals) and group culture reports
- Team observation and feedback
- Individual coaching
- Follow-up team sessions

Want to teach more participants to improve collaboration and teamwork? FlashPoint also offers The Five Behaviors®: Personal Development for individuals who are not on intact teams.

**ACCESS SAMPLE REPORTS ONLINE**  
[www.flashpointleadership.com/the-five-behaviors](http://www.flashpointleadership.com/the-five-behaviors)

*“Investing in leadership positioned our team for the big job we had ahead of us. Our goal was a total shift in how we operated and to set an example for the entire organization. This training strengthened us as a team to bring our whole organization into a new era.”*

—CEO

## SUCCESS STORY:

### 6 MONTHS AFTER THE FIVE BEHAVIORS® WORKSHOP...

**53%** ↑ In the area of trusting one another - the core skill of effective teamwork - participants showed a 53% improvement.

Authorized Partner  
**The Five Behaviors®**  
A Wiley Brand