

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

YOUR TEAMS CAN DO BETTER.

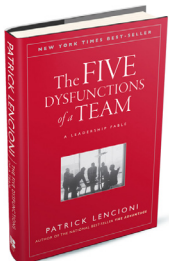
The Five Behaviors of a Cohesive Team™ is an assessment-based learning experience that helps people discover what it takes to build a high-performing team. Bringing together everyone's personalities and preferences to develop a cohesive, productive team takes work, but the payoff can be huge—for your people, the team, and the organization.



The single most untapped competitive advantage is teamwork.

To gain this advantage, teams must:

- ▶ **Trust** one another
- ▶ Engage in **Conflict** around ideas
- ▶ **Commit** to decisions
- ▶ Hold one another **Accountable**
- ▶ Focus on achieving collective **Results**



Based on **The New York Times** best-selling book, **The Five Dysfunctions of a Team**

Over 2.5 million copies sold



The Five Behaviors of a Cohesive Team Model

What does this program do?

This program helps improve team effectiveness and productivity in organizations that apply tools based on Carl Jung's theory of psychological types, like the MBTI® instrument¹, as their preferred indicator of behaviors and personality.

Teams will examine how they score on the key components of Trust, Conflict, Commitment, Accountability, and Results, as well as understand how each team member's unique personality style brings value to the team's overall success.

[1] Myers-Briggs Type Indicator, Myers-Briggs, MBTI and MBTI Logo are trademarks or registered trademarks of the Myers & Briggs Foundation in the United States and other countries.

A productive, high-functioning team:

- ▶ Makes better, faster decisions
- ▶ Taps into the skills and opinions of all members
- ▶ Avoids wasting time and energy on politics, confusion, and destructive conflict
- ▶ Avoids wasting time talking about the wrong issues and revisiting the same topics over and over again because of a lack of buy-in
- ▶ Creates a competitive advantage
- ▶ Is more fun to be on!

The program includes:

- ▶ Assessment: 3 sets of questions address the individual's personality, the team behaviors, and team culture
- ▶ Individual Profiles, Team Progress Reports, and one-on-one Comparison Reports
- ▶ Participant handouts, take-away cards, and activities



Building Vulnerability-Based Trust

Sometimes it's during the process of coming clean about weaknesses that the biggest breakthroughs happen among team members. Giving people as much information as possible about who a person is and why this person might act the way he or she does will greatly reduce the likelihood of other judgments. Understanding your personality type code can help you gain insight and empathy, qualities that allow a team to build trust. You can see descriptions of all 16 types on page 37 of the agenda.

Personality Dimensions

There are four dimensions that impact your personality type, and you will see this in your assessment where you tend to be most comfortable on each continuum. Your level of comfort may change, knowing this, we can predict your probable comfort.

The Five Behaviors and Your Team

Remember, the five behaviors can be misinterpreted as five distinct or of one another. But in reality they form an interrelated model, and neglecting a potentially harmful to the success of a team. Below are your team's results for responses to the assessment questions.

Your Team and the Dimensions

Below you will find more information on the Extraversion-Introversion and Sensing-Intuition continuum. For both, you can see where you and each of your team members fall (out of 20).

Extraversion—Introversion

The mode of our personal energy and the attitude we have toward others is expressed in the Extraversion and Introversion processes. Extraverts tend to be more gregarious and relate in relationships more comfortably than those who prefer introversion. Introverts tend to wait for someone to make the first move and then to respond to that move.

Sensing—Intuition

A Sensing preference leads individuals to pay attention to the tangible realities of the past or present. An Intuition preference inclines someone to pay attention to a vision of the future. Someone with a Sensing preference is likely to want to know if there is real payoff soon, while for someone with an Intuition preference, a promise in the future can go a long way.

Individual Profiles provide a complete picture for the individual and the team.

To get started, contact your Five Behaviors of a Cohesive Team Authorized Partner



Jeannette Rudy Fitzwater, RCC
 JR Fitzwater & Associates
 1947 Maryland Highway
 Oakland, Maryland 21550
 301-616-8583
 jeannette@jrfitzwater.com
 www.jrfitzwater.com