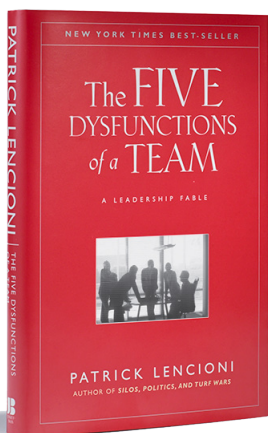


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

From talented **INDIVIDUALS**
to extraordinary **TEAMS**



The Five Behaviors of a Cohesive Team® is a unique learning experience that prepares individuals for success in teams. *The New York Times* best-selling author Patrick Lencioni and the power of industry-leading workplace assessment tools come together in a breakthrough program proven to deliver business results.

▶ *Over 2.5 million copies sold*

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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**

What does this program do?

The program helps teams understand how they score on the key components of The Five Behaviors model: **Trust, Conflict, Commitment, Accountability, and Results**. Individual team members will learn about their own personality style and the styles of their team members—based on the Everything DiSC® model—and how their style contributes to the team's overall success.

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!

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The Five Behaviors And Your Team

Remember, the five behaviors can be relatively interrelated or have distinct issues that are more general. Start by identifying the team or individual member, and engaging each one of them to the success of a team. Consider the following connection:

LOW 1.00-2.99
MEDIUM 3.00-3.75
HIGH 3.75-5.00

RESULTS 2.3
ACCOUNTABILITY 2.3
COMMITMENT 2.5
CONFLICT 2.0
TRUST 3.1

Summary of Your Team's Survey Results

Your assessment score indicates that trust and commitment are likely areas of low accountability, conflict, and results are consistently areas for improvement.

Building Trust

The trust and functional behavior of a culture is based on trust. Unfortunately, the word trust often does not mean the same thing to everyone. The definition that you understand and accept is based on your own personal or organizational experiences, history, or the context of the situation.

1. A colleague is completely transparent with you another.
 2. Colleagues always have been honest that their own mistakes are good and that the protection or control around the team.

Trust will be the result of a continuing, consistent team. You realize how often trust is the only thing that will allow you to move forward in a way that is more important to you.

Team Survey Results

The following table reflects the team's responses to the trust-related questions from the last 12 months. The number of questions reflects the team's average score on the assessment scale. The higher the score, the more the team is likely to be successful.

| | ALWAYS | SOMETIMES | NEVER |
|--|--------|-----------|-------|
| Team members acknowledge their responsibilities to one another. | 3.0 | 0.0 | 0.0 |
| Team members always engage in one another. | 2.4 | 0.0 | 0.0 |
| Team members are organized and plan with one another. | 3.1 | 0.0 | 0.0 |
| Team members are one another's responsibility for their areas of responsibility. | 3.0 | 0.0 | 0.0 |

Your Team's Survey Results for Trust: 2.1 & 1.6 (MEDIUM)

Common Distractions

What is needed to focus on results?
 Teams have difficulty staying focused on results because of self-interest and self-protection. As part of the assessment, you will have been asked to identify possible distractions from results in the context of your team. The number of people out of 10 who selected each distraction appears next to the corresponding bar chart. Note: You will be asked to select all that apply.

Some distractions that keep us from focusing on results are:

| | |
|---|----------|
| Lack of information | 8 people |
| Lack of time and energy | 8 people |
| Inconsistent methods, processes and structure | 8 people |
| Vague or shifting goals | 8 people |
| More emphasis on personal goals than team goals | 8 people |
| Impatience or career status or progression | 1 person |

Publics of Discussion

1. The results of the survey indicate that a distraction for your team is "vague or shifting goals." What level of influence (directly or indirectly) does your team have in making it go away?

2. In the survey above, you have identified the lack of time and energy as a major distraction. Are there currently members on your team who are responsible for this distraction? (You can select more than one person if it is relevant) What are the consequences of making a distraction?

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

The program includes:

- ▶ Assessment: 3 sets of questions, full adaptive version of Everything DiSC, team survey, and team culture questions
- ▶ Individual Profiles, Team Progress Reports, and one-on-one Comparison Reports
- ▶ Participant handouts, take-away cards and activities

Are you ready to get started? Contact me for more information:



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