

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

YOUR TEAMS CAN DO BETTER.

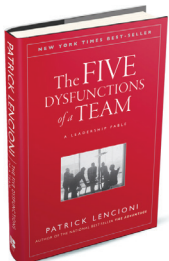
The Five Behaviors of a Cohesive Team™ is an assessment-based learning experience that helps people discover what it takes to build a high-performing team. Bringing together everyone's personalities and preferences to develop a cohesive, productive team takes work, but the payoff can be huge—for your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

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!



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

The Five Behaviors And Your Team

Remember, the five behaviors can be mistakenly interpreted as five distinct as one another. But in reality they form an interrelated model, and neglecting one hampers the success of a team. Consider the following connection:

LOW 1.00-3.24	RESULTS 2.3
MEDIUM 3.25-4.75	ACCOUNTABILITY 2.3
HIGH 3.76-6.00	COMMITMENT 3.3
	CONFLICT 2.5
	TRUST 3.1

Summary of Your Team Survey Results

Your assessment scores indicate that trust and commitment are likely at accountability, conflict, and results are potentially area

Building Trust

The first and foundational behavior of a cohesive team is trust. Unfortunately, the word trust is used—and misused—so often it may not impact the same meaning to everyone. The definition here isn't centered around the ability to predict a person's behavior based on past experience in standard descriptors. Rather, in the context of a cohesive team, trust means:

- A willingness to be completely vulnerable with one another
- Confidence among team members that their peers' intentions are good protective or careful around the team

Trust lies at the heart of a functioning, cohesive team. No matter how a team set always begin with trust because there is no quality or characteristic that is more

Team Survey Results

The following table reflects the team's responses to the trust-related questions. Right of the question reflect the team's average score on the five-point scale. The distribution of responses within the team.

	ALMOST NEVER 1	RARELY 2	SOMETIMES 3
Team members acknowledge their weaknesses to one another.			
Team members willingly apologize to one another.			2.0
Team members are unguarded and genuine with one another.			
Team members ask one another for input regarding their areas of responsibility.			

Your Team's Survey Results for Trust: 3.1x

Common Distractions

What is needed to focus on results?

Teams have difficulty staying focused on results because of self-interest and self-preservation. As part of the assessment, you and your team members had an opportunity to identify possible distractions from results for the people on your team. The number of people out of 10 who selected each distraction appears next to the corresponding bar below. Note: You had the option to select as that apply.

Some distractions that keep us from focusing on results are:

- Lack of shared rewards: 9 people
- Lack of drive and urgency: 8 people
- Insufficient/ineffective processes and structure: 5 people
- Vague or shifting goals: 5 people
- More emphasis on personal goals than team goals: 5 people
- Emphasis on career status or progression: 1 person

Points of Discussion

1. The results of the survey above indicate that a top distraction for your team is "vague or shifting goals." What level of influence directly or indirectly does your team have in setting its goals?

The survey above, your team identified the lack of drive and urgency as a major distraction. Are there currently happen in place? Are the resources needed? Do people understand why a goal was chosen and why it's important? What are the consequences of missing a deadline?

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Georgie Khan

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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

