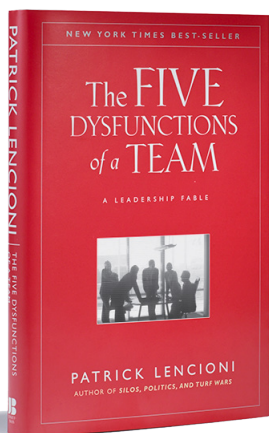


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

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*

WILEY



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!

Powered by



The Five Behaviors And Your Team

Remember, the behaviors can be relatively unlearned as the individual learns that it is not possible. Start by identifying the most important behavior, and engaging every one of the members in the behavior of a team. Consider the following connection:

Team Survey Results

The following table reflects the team's responses to the trust-related questions from the last eight of the questions reflect the team's average score on the four-point scale. The bases and distribution of responses within the team.

	ALMOST NEVER	SOMETIMES	USUALLY	ALWAYS
Team members acknowledge their responsibilities to one another.	0.0	0.0	0.0	100.0
Team members actively encourage one another.	0.0	0.0	0.0	100.0
Team members are organized and plan with one another.	0.0	0.0	0.0	100.0
Team members are one another's best advocates.	0.0	0.0	0.0	100.0

Your Team's Survey Results for Trust: 2.1-4.0 MEDM

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 and your team members have an opportunity to identify possible distractions from results in the workplace. The number of people out of 10 who selected each distraction appears next to the corresponding bar chart. Note: You need the entire team to be ready.

Some distractions that keep us from focusing on results are:

- Lack of interest/motivation: 8 people
- Lack of time and energy: 8 people
- Inconsistent/chaotic 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

- The results of the survey indicate that a distraction for your team is "Lack of interest/motivation." What best of influence directly or indirectly does your team have in making it go away?
- In the same survey, you have identified the lack of time and energy as a major distraction. Are there currently any other distractions in the workplace? (You can check any number of distractions that you think are important and give it a number) What are the consequences of missing a deadline?

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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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