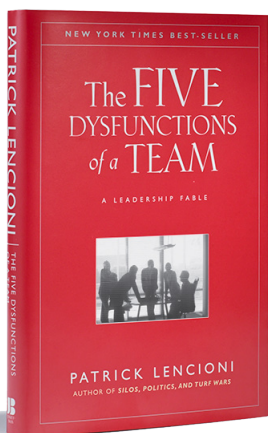


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

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 misinterpreted as five distinct issues that are separate. But in reality, they are an integrated model, and engaging even one of the behaviors is the success of a team. Consider the following connection:

LOW 1.0-2.0
MEDIUM 2.0-3.0
HIGH 3.0-5.0

RESULTS 2.3
ACCOUNTABILITY 2.3
COMMITMENT 2.3
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 currently areas for improvement.

Building Trust

The trust and functional behavior of a culture is built. Unfortunately, the word built often does not reflect the same meaning as explore. The distinction here is whether a person's behavior based on past experience is standard reactions, habits, or in the context of trust.

1. A colleague is to completely collaborate with one another.
 2. Colleagues among team members that their team members are good and that the production or output around the team.

Trust will be the result of a trusting, genuine team. To make this more concrete, the team always begins with trust because there is no quality or characteristic that is more important to trust.

Team Survey Results

The following table reflects the team's responses to the trust-related questions from the last part of the survey which reflect the team's average score on the five-point scale. The basis and distribution of responses within the team.

	ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALWAYS
Team members acknowledge their responsibilities to one another.	0.0	0.0	0.0	0.0	0.0
Team members always engage in one another.	0.0	0.0	0.0	0.0	0.0
Team members are engaged and give input one another.	0.0	0.0	0.0	0.0	0.0
Team members are one another of their regarding their areas of responsibility.	0.0	0.0	0.0	0.0	0.0

Your Team's Survey Results for Trust: 2.3-4.0 MEDIUM

Common Distractions

What is needed to focus on results?

Teams have difficulty staying focused on results because of self-interest and self-collaboration. As part of the assessment, you and your team members had an opportunity 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 had the option to select all that apply.

Some distractions that keep us from focusing on results are:

- Lack of shared interests: 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
- Engagement on career status or progression: 1 person

Points of Discussion

- The results of the survey indicate that a distraction for your team is "vague or shifting goals." What level of clarity or consistency do you have in setting goals?
- In the above survey, you have identified the lack of time and energy as a major distraction. Are there currently any other distractions that are impacting your team's performance? If so, what are they and how do you plan to address them?

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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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