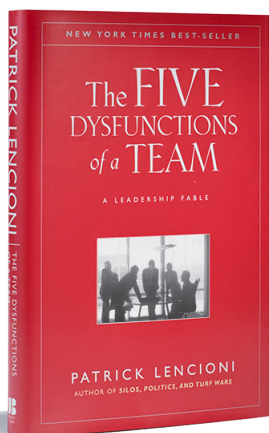


THE FIVE  
BEHAVIORS  
OF A COHESIVE  
TEAM®

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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**EVERYTHING DiSC**  
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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 specific. Start by identifying the team's most immediate needs, and engaging even one of the behaviors in the success of a team. Consider the following connection:

**RESULTS 2.3**  
**ACCOUNTABILITY 2.3**  
**COMMITMENT 2.3**  
**CONFLICT 2.3**  
**TRUST 2.1**

**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 behavior has been tested. Unfortunately, the word trust often does not mean the same thing to everyone. The definition has not changed and people's behavior based on past experience is standard association, rather, in the context of trust.

Trust is a willingness to be completely vulnerable with one another.  
 A definition among team members that their team members are good and that the protection or control around the team.

Trust is not the result of a trusting, confident team. Trust is how team members are always brought 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 right side of the survey and the team's average score on the four-point scale. The basis and distribution of responses within the team.

	ALMOST NEVER	RARELY	SOMETIMES	USUALLY
Team members acknowledge their interdependence to one another.	0.0	0.0	0.0	0.0
Team members actively engage in one another.	0.0	0.0	0.0	0.0
Team members are engaged and give input to one another.	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

Your Team's Survey Results for Trust: 2.1-2.3-2.3-2.3-2.3

**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 had an opportunity to identify possible distractions from results in the practice 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 report on the results of the survey.

Some distractions that keep us from focusing on results are:

- Lack of interdependence: 8 people
- Lack of time and energy: 8 people
- Inconsistent 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 "lack of interdependence." What level of interdependence is necessary for your team to have in order to succeed?
- In the survey above, you have identified the lack of time and energy as a major distraction. Are there currently any activities or tasks that are taking up too much of your team's time? 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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