

The FIVE BEHAVIORS OF A COHESIVE TEAM™



Based on the work of Patrick Lencioni's international best-seller *The Five Dysfunctions of a Team*, The Five Behaviors® Powered by Everything DiSC® helps teams apply The Five Behaviors® model of Trust, Conflict, Commitment, Accountability, and Results to drive team effectiveness and productivity. The program uses Everything DiSC, a tool that helps build effective team communication and relationships, to help participants understand their individual DiSC® style and discover how each style brings value to the team.

The program includes:

- Flexible Facilitation: 7 modules with over 40 minutes of video and annotated facilitator reports. Choose the One-Day Facilitation Program or Three-Day Facilitation Program
- Individual Profiles, participant handouts, take-away cards and activities

- Podcasts, online resources, and a research report
- Progress Reports and an Annotated Team Report for the Facilitator

Why should I use this tool? How will it help my team?

“Teamwork ultimately comes down to practicing a small set of principles over a long period of time.” —Patrick Lencioni The Five Behaviors program is a framework that helps team members have deeper conversations about how they work together on a day-to-day basis. It’s a program that is rich enough for a team to come back to again and again. The Progress Report is designed especially to show a team how its behaviors have changed as compared to the last time the team was assessed. In addition to showing the improvements on the team, the report outlines challenges that may be hindering further development.

The FIVE BEHAVIORS® PROGRESS REPORT

The Five Behaviors® Progress Report highlights areas of greatest improvement and decline, offers productive points of discussion, and provides an action plan to help teams prioritize and set specific goals. You'll be able to compare how a team's performance has changed over time and highlights areas of greatest improvement and of greatest decline.

The Progress Report also includes:

- Your Team's Survey Results
- Points of Discussion
- Action Plan
- Identify the team's priorities for improvements
- Set specific goals
- Appendix

- The Impact of Your DiSC® Style
- Everything DiSC® Team Map
- Conflict Team Map

Does each team member receive an individual report?

Yes, each team member will receive a personalized report. This report includes the person's DiSC style and narrative from the original report in addition to outlining the team's progress. It also includes the updated DiSC Team Map and Conflict Team Map. The Facilitator will receive their own Annotated Progress Report that includes an aggregate of the team's data.

The Five Behaviors Comparison Reports

The Five Behaviors Comparison Reports are follow-up reports that can be created for any two participants to illustrate their similarities and differences. Based on data from the personality items in The Five Behaviors assessment, the reports are organized around The Five Behaviors model and illustrate two continua per behavior. The research-validated comparison reports can be used to continue to instill The Five Behaviors model and language and to emphasize the importance of the behaviors for both individual relationships and team functioning.

Why use Comparison Reports with a team product?

The Five Behaviors® program is designed to help teams become more efficient and effective. But, of course, teams are made up of individuals, so one-on-one relationships can have a big impact on a team as a whole. Comparison Reports are a great tool to use to help team members learn more about one another and improve their individual relationships and, by extension, their ability to work together. Whether introducing new



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teammates, helping to build rapport, or working to resolve an interpersonal conflict, Comparison Reports can be a great addition to a Five Behaviors program.



UNLOCK CULTURE-DRIVEN COMPETITIVE ADVANTAGE



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