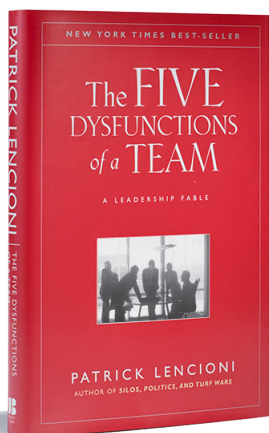


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

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 behaviors can be relatively intentional or have drifted away from an original goal or intent. Look for patterns of behavior, and engaging even one of the behaviors in the success of a team. Consider the following connection:

LOW	2.3
MEDIUM	2.3
HIGH	2.3

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. However, in the context of trust, it is a willingness to be completely vulnerable with one another.

Common Distractions

What is needed to focus on results?

Some distractions that keep us from focusing on results are:

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

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: