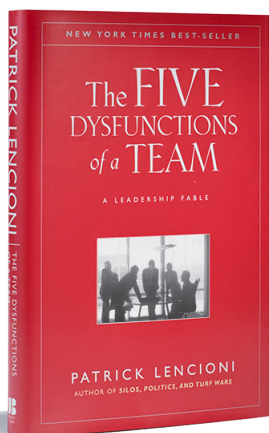


THE FIVE  
BEHAVIORS  
OF A COHESIVE  
TEAM®

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!

Powered by



**The Five Behaviors And Your Team**

Remember, the behaviors can be relatively controlled as they depend on the individual's choice to act in a certain way. But in many cases, the behaviors are not under the individual's control. For example, the behaviors are not under the control of the individual's personality style. 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 behavior has been tested. Unfortunately, the word trust often does not mean the same thing to everyone. The definition that we use is based on the person's behavior based on past experience is a person's perception, rather, in the context of trust.

• A willingness to be completely vulnerable with one another  
• Confidences shared have been received that their own mistakes are good and that the protection or control around the team

Trust also is the result of a trusting, consistent action. You make how often you are always being with trust because there is no quality or characteristic that is more important to you.

**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 assessment 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 actively engage in one another.	0.0	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	0.0
Team members are one another's best supporters.	0.0	0.0	0.0	0.0	0.0

**Your Team's Survey Results for Trust: 2.1-MEDIUM**

**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 will learn how to help your team members to identify possible distractions from results to the organization or 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 select all that apply.

Some distractions that keep us from focusing on results are:

Lack of information	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
Impatience or over-zealous or progression	1 person

**Publics of Discussion**

- The results of the survey indicate that a distraction for your team is "Lack of information." What best of influence directly or indirectly on your team have in making it greater?
- In the same survey, you have identified the lack of time and energy as a major distraction. Are there currently members on your team who are the best support? (Consider only those who are most important and not if they are not.) What are the consequences of missing a deadline?

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Georgie Khan 5

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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