



Personal Development

User Guide

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WILEY

Introducing The Five Behaviors of a Cohesive Team®: Personal Development

The Five Behaviors of a Cohesive Team®: Personal Development was created to help individuals become better teammates using the teamwork model described in Patrick Lencioni's best-selling book, *The Five Dysfunctions of a Team. Personal Development* was designed specifically to work for individuals; participants do not all need to be part of the same team. Learners at all levels of an organization can benefit from this program and adopt the powerful principles, best practices, and common language to take back to their current or future teams.

What's Online?

- ▲ *The Five Behaviors of a Cohesive Team: Personal Development* Profile (prework assessment)

What's in the Kit?

- ▲ Everything you need to successfully facilitate the *Personal Development* program, including facilitation and support materials



Facilitation Materials

The Five Behaviors of a Cohesive Team®: Personal Development facilitation is roughly a half-day program, with seven modules that vary in length from 15 to 50 minutes.

The materials can be found in the Facilitation Materials folder:

- ▲ Facilitator's Guide in MS Word (with a Getting Started section)
- ▲ Participant handout
- ▲ PowerPoint® with embedded video
- ▲ Optional activity: Conflict Behaviors (Facilitator's Guide and PowerPoint®)
- ▲ Optional activity: Using Your Results Motivators (Facilitator's Guide and PowerPoint®)

Getting Started

Includes information and guidelines to assist your facilitation

Module 1 › You and the Five Behaviors®

Introduces The Five Behaviors of a Cohesive Team model (15 minutes)

Module 2 › Building Trust

Teaches the concept of vulnerability-based trust (45 minutes)

Module 3 › Mastering Conflict

Helps participants understand the benefits of healthy conflict (40 minutes without optional activity)

Module 4 › Achieving Commitment

Shows how clarity and buy-in are key to achieving commitment (35 minutes)

Module 5 › Embracing Accountability

Stresses the importance of peer-to-peer accountability (50 minutes)

Module 6 › Focusing on Results

Emphasizes that collective results are more important than individual goals (20 minutes without optional activity)

Module 7 › Summary and Action

Allows participants to review what they've learned and create an action plan to become a better teammate (15 minutes)

In the facilitation, each module builds on the previous one, helping participants see how each behavior serves as a foundation for the next.

The Facilitator's Guides and PowerPoint® presentations can be used as is or customized for your needs.





Support Materials

The Five Behaviors[®] Support Materials folder includes access to

- ▲ Program Overview
- ▲ Getting Started (help for preparing to facilitate the program)
- ▲ Images
- ▲ Posters
- ▲ Templates
- ▲ Facilitator Reference Video
- ▲ Podcast
- ▲ Research Report
- ▲ Video Viewing Guide
- ▲ Sample Profiles

The Five Behaviors of a Cohesive Team® Video

The Five Behaviors of a Cohesive Team® includes two types of video:

- ▲ Clips that are embedded in the main facilitation PowerPoint®
- ▲ Additional clips for the facilitator's reference

Main Facilitation Video

There are 10 video segments embedded in the PowerPoint® presentation. The video is available with or without English subtitles.



Introduction to The Five Behaviors® Model

Introduces The Five Behaviors® model and describes how the behaviors might manifest on a team.

1 segment, 2:57



Behavior Definitions

Patrick Lencioni describes each of the five behaviors and why each one matters for a cohesive team.

5 segments, 6:52



Accountability in Action Scenarios

The “Accountability in Action” videos allow participants to see how a team of three interacts when members commit to certain decisions and must hold each other accountable.

4 segments, 5:18



Facilitator Reference Video

Additional video for the facilitator's reference is available by clicking the Resources link in the Support Materials folder. These clips, featuring Patrick Lencioni, provide explanations and stories to further illustrate the five behaviors.

Using The Five Behaviors of a Cohesive Team[®]: Personal Development

Assign Prework

To assign the assessment for *Five Behaviors[®]: Personal Development*, log into your EPIC account as an administrator and create a new access code.

If you do not have an EPIC account, contact your Five Behaviors[®] Authorized Partner for assistance.

Prepare and Deliver Facilitation

Review the content of the Facilitation Materials and Support Materials folders.

Select the materials needed for your session, and customize if desired.

Create and save the materials.



Register Your Software

Register your product to **receive free technical support** and **immediate product update notifications**.

- ▲ Go to register.fivebehaviors.com. *This URL is also available as a link from your kit.*
- ▲ Follow the prompts to enter your serial number and other required information.
- ▲ Record the Registration ID below and/or print the registration confirmation.

Product Registration ID: