



The Five Behaviors of a Cohesive Team™ Model

## The **Five Behaviors** of a **Cohesive Team**™

Based upon the book *The Five Dysfunctions of a Team* and endorsed by the author Patrick Lencioni

*"Using The Five Behaviors of a Cohesive Team increased the performance of our leadership team after only a few hours. The custom discussion points and action plans are a perfect tool for us to continue our development well after the first session."*

~Sam Falletta, President/CEO, Incept

**DESCRIPTION:** *The Five Behaviors* profile, which provides both individual and team feedback, is grounded in the model described in *The Five Dysfunctions of a Team*, the internationally best-selling leadership book by Patrick Lencioni. *The Five Behaviors of a Cohesive Team*™ has a simple goal: To facilitate a learning experience that helps professionals and their organizations discover what it takes to build a truly cohesive and effective team. Participants will learn how, as a team, they score on the key components of the model: trust, conflict, commitment, accountability, and results. Using these results, participants will be able to create a better, stronger team.

**WORKSHOP SPECIFICS:** The Five Behaviors scales are the foundation of the team report and the facilitation experience. These scales are as follows:

- ❑ **Trust** measures team members' willingness to be completely vulnerable with one another. It also measures the confidence among team members that their peers' intentions are good and that there is no reason to be protective or careful around the team.
- ❑ **Conflict** measures the team's productive conflict—in other words, conflict that is focused on concepts and ideas and avoids mean-spirited, personal attacks.
- ❑ **Commitment** measures the team's clarity around decisions, as well as its ability to move forward with complete buy-in from every member of the team, even those who initially disagreed with the decision.
- ❑ **Accountability** measures team members' willingness to call their peers on performance or behaviors that might hurt the team.
- ❑ **Results** measures the team's collective goals and is not limited to financial measures, but is more broadly related to expectation and outcome-based performance.

**WHO SHOULD ATTEND:** *The Five Behaviors of a Cohesive Team*™ is designed for intact teams, who meet on a regular basis and are collectively responsible for results.

**LENGTH:** One day program with a recommended format of two half days. Perfect for leadership retreats.

**SUPPLIED MATERIALS:** Customized *The Five Behaviors* profile with individual and team results, plus supporting materials.