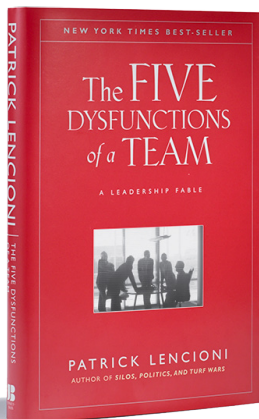


THE FIVE  
BEHAVIORS  
OF A COHESIVE  
TEAM®

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*

**WILEY**



## 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  
EVERYTHING DiSC  
A Wiley Brand

**The Five Behaviors And Your Team**

Remember, the five behaviors can be relatively observed as the defined issues that are the easiest to address. It's not about being an expert, it's about being a team. The number of behaviors that are addressed is the key to the success of a team. Consider the following correlation:

LOW	1-2
MEDIUM	3-3
HIGH	4-5

**Building Trust**

Trust is at the heart of a functioning, cohesive team. No matter how a team scores on the survey, high trust indicates there is no quality or dysfunction that is more important.

**Team Survey Results**

ALWAYS	NEVER	SOMETIMES	Score
Team members acknowledge their responsibilities to one another.	1	2	3.0
Team members willingly accept responsibility to one another.	1	2	2.8
Team members are organized and prepared for one another.	1	2	3.0
Team members are one another's support regarding their areas of responsibility.	1	2	3.0

Your Team's Survey Results for Trust: **3.1 MEDIUM**

**Common Distractions**

What is needed to focus on results?

Some distractions that keep us from focusing on results are:

Lack of shared interests	5 people
Lack of time and urgency	4 people
Insufficient time for processes and structure	4 people
Vague or shifting goals	4 people
Have employees set personal goals that team goals	4 people
Engage on career status or progression	1 person

**Points of Discussion**

1. The results of the survey above indicate that a top distraction for your team is "vague or shifting goals." What level of influence do you have on reducing this distraction to improve your team's performance?

2. In the survey above, you have identified the lack of time and urgency as a major distraction. Are there currently distractions in your team that are the highest priority? Do you have a plan to address this distraction? What are the consequences of missing a deadline?

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: