



The Five Behaviors of a Cohesive Team

This professionally facilitated program has a simple goal: to create a learning experience that helps individuals and organizations reveal what it takes to build a truly cohesive and effective team in the most approachable, competent, and efficient way possible. Based on the international best-seller, *The Five Dysfunctions of a Team* by Patrick Lencioni, this program is designed to deliver proven business results. Participants will learn how to model Trust, Conflict, Commitment, Accountability, and Results—to become a truly cohesive team.

Designed exclusively for intact teams and work groups, the program helps members understand how, as a team, they score on the key components of The Five Behaviors model. Each individual on the team will also understand their own DiSC style 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, and is more fun to be on!

The Five Behaviors of a Cohesive Team brings together personalities and preferences to form a cohesive and productive team. The ability to work collaboratively can have huge payoff—for individuals, the team, and the organization.

Agenda

Module 1: Introduction to *The Five Behaviors Model*

Discover the value of a cohesive, high functioning team and review the team's summary rating on the Five Behaviors model. Participants will also learn how their DiSC styles influence behaviors.

Module 2: Building Trust

Explore the definition of vulnerability-based trust and comprehend the team's current trust level. Recognize how trust impacts team productivity.

Module 3: Mastering Conflict

Understand the team's current approach to conflict. Explore how DiSC styles affect conflict behaviors, and learn about healthy productive conflict.

Module 4: Achieving Commitment

Review the concepts of clarity and buy-in as they relate to commitment. Evaluate and discuss the team's current level of commitment. Explore how DiSC styles affect their approach to commitment.

Module 5: Embracing Accountability

Understand the relationship between accountability and productivity. Evaluate and discuss the team's current level accountability. Explore how DiSC styles affect their approach to accountability.

Module 6: Focusing on Results

Review the team's current level of focus on collective results and explore how DiSC styles affect their approach to results. Develop a common understanding of the team's expectations and create a scorecard for monitoring progress.

Module 7: Review of Team Strengths and Challenges

Review of the team's strengths and challenges, then provide points of discussion for implementing in key areas.

Participant take-a-ways:

- A comprehensive, highly personalized, and accessible 36-page illustrated report that allows each person on the team, and the team as a whole, to understand how they scored on the assessment and how to interpret their individual and team results. The profile includes an introduction, a section devoted to each of the five behaviors, a summary of the team's strengths and challenges, tips and suggestions, and a roadmap to help teams create an action plan based on their results.
- This is a proven resource for Conflict Resolution, Improved Team Communication, and general Team Building.

Additional Program Resources

Five Behavior Comparison Report: These follow-up reports can be created for any two participants to illustrate their similarities and differences. Based on data from the personality items in The Five Behaviors assessment, the reports are organized around The Five Behaviors model and illustrate two continua per behavior. Designed to help teams become more efficient and effective *Comparison Reports* are a great tool to help team members learn more about one another and improve their individual relationships. Whether introducing new teammates, helping to build rapport, or working to resolve an interpersonal conflict, *Comparison Reports* can be a great addition to a Five Behaviors program. These research-validated reports can be used to instill The Five Behaviors model and language and to emphasize the importance of the behaviors for both individual relationships and team functioning.

Five Behavior Progress Report: Designed for teams who have already taken the original The Five Behaviors assessment. It measures team progress by graphically comparing how a team's performance changed over time. This report will highlight areas of greatest improvement and decline, offer productive points of discussion, and provide an action plan to help teams prioritize and set specific goals.