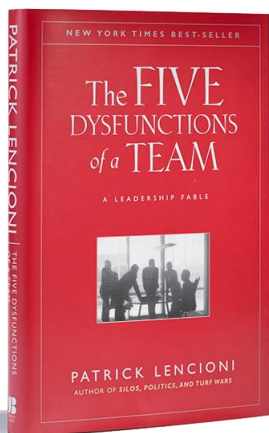


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

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

EVERYTHING DiSC
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The Five Behaviors And Your Team

Remember, the behaviors can be relatively mastered as individuals, but it is only when they are mastered together, and together over time, that the benefits of the model are realized. Complete the following exercises.

Summary of Your Team Survey Results

Your assessment score indicates that trust and commitment are the areas of most opportunity, conflict, and results are currently most in jeopardy.

Component	Score
RESULTS	2.3
ACCOUNTABILITY	2.3
COMMITMENT	2.5
CONFLICT	2.5
TRUST	1.7

Building Trust

The trust and functional behavior of a cohesive team is built. Unfortunately, the essential skills that are needed for such a team are not always present. The addition of trust and commitment to a team's current level of performance is a critical success factor. In the context of trust, a team is:

- a collection of individuals who are committed to one another.
- a collection of individuals who are committed to one another and to the collective or overall team.

Team Survey Results

The following table reflects the team's responses to the individual questions from the right side of the questions reflect the team's average score on the five-point scale. The highest distribution of responses within the team:

Statement	ALWAYS	SOMETIMES	NEVER
Team members acknowledge their interdependence to one another.	0.0	0.0	10.0
Team members actively engage in one another.	2.4	0.0	0.0
Team members are engaged and committed to one another.	2.5	0.0	0.0
Team members are one another's best resource for one another.	3.0	0.0	0.0

Common Distractions

What is needed to focus on results?

Teams have difficulty staying focused on results because of self-interest and self-obsession. As part of the assessment, you will have been assigned to identify possible distractions from results in the context of your team. The number of people out of 10 who selected each distraction appears next to the corresponding bar chart. You will be asked to select all that apply.

Some distractions that keep us from focusing on results are:

Distraction	Frequency
Lack of shared results	8 people
Lack of shared energy	8 people
Team members' behaviors, processes and structure	8 people
Wishes or shifting goals	8 people
More emphasis on personal goals than team goals	8 people
Progress on team status or progress	1 person

Points of Discussion

- The results of this survey indicate that a distraction for your team is "Wishes or shifting goals." What are the reasons for this? How can you best address this distraction?
- In the survey above, you have identified the lack of shared energy as a major distraction. How can you best address this distraction? How can you best address this distraction?

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:



total-life-leadership.com

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