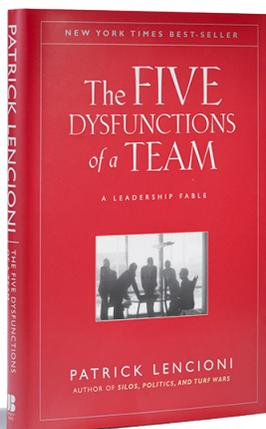


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM®

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!

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The Five Behaviors And Your Team

Remember, the five behaviors can be relatively challenging to achieve because they are not innate. They are skills that can be learned and practiced. The goal is to build a team that is high performing and that is focused on achieving results.

Summary of Your Team's Survey Results

Your assessment score indicates that trust and commitment are likely areas of low accountability, conflict, and results are currently areas for improvement.

Building Trust

The trust and functional behavior of a culture is built. Unfortunately, the word trust often is misused to mean meeting or agreeing. The definition here is based on the person's behavior based on past experience is standard expectations, rather, in the context of trust.

Common Distractions

What is needed to focus on results?

Teams have difficulty staying focused on results because of self-interest and self-protection. As part of the assessment, you will learn more about how to contribute to creating positive distractions from results to the people on your team. The number of people out of 10 who selected each distraction appears next to the corresponding bar chart. Note: You will be asked to select all that apply.

Some distractions that keep us from focusing on results are:

- Lack of shared interests: 8 people
- Lack of time and energy: 8 people
- Inconsistent processes and structure: 8 people
- Vague or shifting goals: 8 people
- More emphasis on personal goals than team goals: 8 people
- Impersonal communication or progression: 1 person

Publics of Discussion

- The results of the survey indicate that a distraction for your team is "Lack of shared interests." What best of influence clarity or consistency on your team have in helping to guide?
- In the above items, you have identified the lack of time and energy as a major distraction. Are there currently any other distractions that are impacting your team's performance? If so, what are they and what is the best way to address them? (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:

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