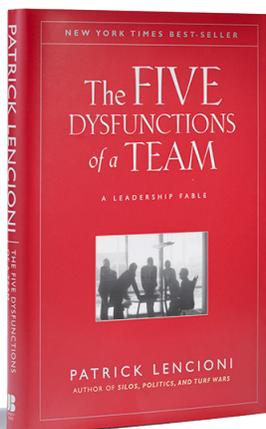


THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

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 interrelated as they address issues that are all essential. But in reality, they are interrelated, and engaging even one of them is to the benefit of a team. Consider the following connection:

LOW 1.00-2.99
MEDIUM 3.00-3.75
HIGH 3.75-5.00

RESULTS 2.3
ACCOUNTABILITY 2.3
COMMITMENT 2.5
CONFLICT 2.0
TRUST 3.1

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 potentially 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 we use combined and person's behavior based on past experience is a positive association, rather, in the context of trust.

• A willingness to be completely vulnerable with one another
 • Confidence among team members that their team members are good and that the protection or control around the team

Trust is the result of a trusting, consistent team. To make this more concrete, we always begin with trust because there is no quality or characteristic that is more important to trust.

Team Survey Results

The following table reflects the team's responses to the trust-related questions from the right side of the survey and the team's average score on the five-point scale. The basis and distribution of responses within the team:

	ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALWAYS
Team members acknowledge their weaknesses to one another	0.0	0.0	0.0	0.0	0.0
Team members actively encourage one another	0.0	0.0	0.0	0.0	0.0
Team members are organized and plan with one another	0.0	0.0	0.0	0.0	0.0
Team members are one another's best supporters	0.0	0.0	0.0	0.0	0.0

Your Team's Survey Results for Trust: 2.1-MEDIUM

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 and your team members have an opportunity 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. Note: You need the entire bar chart to see the results.

Some distractions that keep us from focusing on results are:

Lack of shared interests	8 people
Lack of time and energy	8 people
Inconsistent methods, processes and structure	8 people
Vague or shifting goals	8 people
More emphasis on personal goals than team goals	8 people
Impatience or career status or progression	1 person

Points of Discussion

- The results of the survey indicate that a distraction for your team is "vague or shifting goals." What level of influence directly or indirectly does your team have in making it go away?
- In the same survey, you have identified the lack of time and energy as a major distraction. Are there currently members on your team who are the biggest spenders? (Consider a member only a "spender" if they are not a member of the team.) What are the consequences of missing a deadline?

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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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