

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

Your Team Can Do Better.



THE FIVE BEHAVIORS OF A COHESIVE TEAM is an assessment-based 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 effective way possible. Powered by Everything DiSC®, the profiles help participants understand their own DiSC® styles. Bringing together everyone's personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge—for individuals, the team, and the organization.

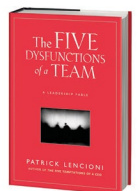
The single most
untapped competitive
advantage is teamwork.



To gain this advantage, teams must:

- ▲ **Trust One Another**
When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- ▲ **Engage in Conflict Around Ideas**
When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
- ▲ **Commit to Decisions**
When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
- ▲ **Hold One Another Accountable**
When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- ▲ **Focus on Achieving Collective Results**
The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

Based on the best-selling book *The Five Dysfunctions of a Team*
Over 2.5 Million Copies Sold



There are many reasons teams fail. There's one proven way to help them succeed.

What does this program do?

The program helps teams understand how, as a team, they score on the key components of The Five Behaviors model: trust, conflict, commitment, accountability, and results. Each individual on the team will also understand their own personality style and their team members styles, based on the DiSC® model: D: Dominance, i: Influence, S: Steadiness, and C: Conscientiousness, and how their style contributes to the team's overall success.

Who is it for?

The program is designed exclusively for intact teams and work groups. The Five Behaviors of a Cohesive Team harnesses the power of Everything DiSC and the clarity and simplicity of The Five Dysfunctions of a Team model.

How does it work?

The Five Behaviors Model is used to help team members learn to work together more efficiently and effectively and become a more cohesive team. 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

Individual Profiles provide a complete picture for the individual and the team.

Annotated Team Report gives the facilitator a snapshot of the team results.

	ADJUST	FAIRLY	SCOMETIVE	USUAL
	1	2	3	4
Team members acknowledge their own behavior and its impact on the team.			3.0	
Team members accept responsibility for the team.			2.8	
Team members are organized and proactive and approach.			3.5	
Team members seek out and offer the best regarding their areas of responsibility.			3.0	

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

Common Distractions

What is needed to focus on results?

Common Distractions that keep us from focusing on results are:

- Lack of shared events: 9 people
- Lack of flow and urgency: 9 people
- Inconsistent follow-up processes and structure: 8 people
- Wishy-washy goals: 8 people
- Not emphasizing or personal goals that drive goals: 6 people
- Efficiency on cover status or progress: 1 person

Points of Discussion

- The results of the survey show indicate that it is not a surprise for your team to "play it safe" or "hide" what level of authority (directly or indirectly) does your team have in order to get things done.
- In the survey, your team reported the lack of time and energy as a major distraction. Use these energy channels to direct the attention of your team on the most important tasks and to be clear about what you expect them to do to get the job done or progress in meeting.

To get started, contact your Five Behaviors of a Cohesive Team Authorized Partner

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