

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.

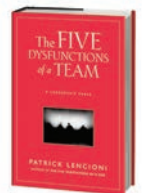
The single most  
untapped competitive  
advantage is teamwork.



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.**

| Statement   | ALMOST ALWAYS | FAMILY | SOMETIMES | USUALLY |
|---|---------------|--------|-----------|---------|
| Team members acknowledge their weaknesses to one another.                     | 1             | 2      | 3         | 4       |
| Team members assign blame to one another.                                     | 1             | 2      | 3         | 4       |
| Team members are unguarded and genuine with one another.                      | 1             | 2      | 3         | 4       |
| Team members do one another for what regarding their areas of responsibility. | 1             | 2      | 3         | 4       |

| Distraction                                     | Number of People |
|---|------------------|
| Lack of shared rewards                          | 9 people         |
| Lack of drive and urgency                       | 8 people         |
| Inefficient/conflicting processes and structure | 8 people         |
| Vague or shifting goals                         | 8 people         |
| More emphasis on personal goals than team goals | 8 people         |
| Emphasis on career status or progression        | 1 person         |

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