



Five Behaviors of a Cohesive Team™

Program Length: Can vary, depending on the team's needs and objectives.

Assessment: Five Behaviors of a Cohesive Team® Profile

Delivery Options: This program can be delivered in the traditional classroom or online.

This program is an assessment-based process that helps team members identify their strengths and challenges regarding each of the key components of the Five Behaviors model. It is designed exclusively for intact teams and work groups and is based on the best-selling book *The Five Dysfunctions of a Team*. The team generates action plans during the process for their targeted needs. A progress assessment report is available to identify marked improvements. The key components of the Five Behaviors of a Cohesive Team program are:

- Trust one another
- Engage in conflict around ideas
- Commit to decisions
- Hold one another accountable
- Focus on achieving collective results

89% of The Five Behaviors learners say it improved their team's effectiveness.

How Does the Five Behaviors® Team Development Work?

The Model – This takes the form of a pyramid, with each behavior serving as a foundation for the next.

The Assessment – Measures how the team is performing in five areas: Trust, Conflict, Commitment, Accountability and Results.

The Profile – Participants receive a precise, personalized profile after taking the assessment. This deepens their understanding of self, work style, and others on their team.

The Facilitation – Takes place over a one-day or three-day virtual or in-person training session. With the powerful breakout activities and group discussions the team translate the learnings into impactful every practice.

Tools to Continue the Teams Development – Because building a cohesive team takes time and continuous effort, teams can continue their learning and development through both the comparison and progress reports.

Benefits to the Individual:

- The critical behaviors and interpersonal skills based on *The Five Behaviors*® model needed to transform the way they work together.
- How their team is performing on each of the behaviors in the Five Behaviors model. These results will help the team better understand their team dynamics and create action plans for areas of improvement.
- Their individual personality style and the styles of their team members – based on the Everything DiSC® model – and how these contribute to the team's overall success.

