The Five Behaviors of a Cohesive Team: Bringing Patrick Lencioni's Model to Life in Your Organization
The Importance of Teamwork

Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.

-Patrick Lencioni
Combining Two Powerful Brands

The FIVE DYSFUNCTIONS of a TEAM

2.5 millions copies sold

Used by over 1 million people every year

EVERYTHING
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Introducing...

THE FIVE BEHAVIORS OF A COHESIVE TEAM™

Patrick Lencioni
BASED ON THE NEW YORK TIMES BEST-SELLING BOOK
The Five Dysfunctions of a Team

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The Five Behaviors Model

• **Trust** One Another

When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
The Five Behaviors Model

- Engage in **Conflict** Around Ideas

When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
The Five Behaviors Model

- **Commit** to Decisions
  When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
The Five Behaviors Model

- Hold One Another Accountable

When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
The Five Behaviors Model

• Focus on Collective Results

The ultimate goal of building greater trust, healthy conflict, commitment, and accountability is one thing: achievement of results.
The Five Behaviors Model

• Focus on Collective Results
• Hold One Another Accountable
• Commit to Decisions
• Engage in Conflict Around Ideas
• Trust One Another
Getting Started With Your Team
Assessment-Based Program
Team Assessment

• Individualized report
• Team data
• 7 Modules
  – Introduction
  – Trust
  – Conflict
  – Commitment
  – Accountability
  – Results
  – Summary
Introduction

- **Team Score:**

  - **Red** – Low
  - **Yellow** – Medium
  - **Green** - High
Conflict Discussion

- Why is the healthy behavior so crucial?
- Why is unhealthy behavior so damaging?
Action Plan:

- At the end of each of the five modules
- Prompts are dynamic based on team score
Strengths and Challenges

- At the end of each of the five modules
- Prompts are dynamic based on team score
Facilitation

- 7 modules from 1 to 3½ hrs.
- Comprehensive Leader’s Guide
- Over 40 minutes of video
- PowerPoint with embedded videos
- Handouts for activities
Annotated Team Report

- Tips on interpreting scores
- Expanded explanations of content
- Resources for additional information
- Appendices:
  - Ranking of all items by team average
  - Team’s percentile for each of the five behaviors
- Normative data
Teamwork
The Single Most Untapped Competitive Advantage
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