

## ***The Five Behaviors of a Cohesive Team™* Facilitator Accreditation Course Syllabus**

The following is a syllabus for ***The Five Behaviors of a Cohesive Team™* Facilitator Accreditation**. This document describes the activities in each module and provides due dates to help you stay on track.

The course will open 10 days before your first live session for you to begin the Course Introduction and Module 1 independent online activities. *You must complete all the activities in the Course Introduction before you can begin Module 1.*

REMINDER: You need to complete ALL activities (self-directed and live virtual classroom) in order to qualify to take the final exam.

### Course Introduction

Activity Title	Activity Description
<b>Course Opens</b>	Login and change password. Edit your Profile to reflect correct timezone, add a picture, etc. Begin self-directed online activities.
Activity Title	Activity Description
<b>Orientation for this Online Course</b>	Review the course requirements, benefits, and information about the technology and platform navigation.
<b>Introductions: Meet Your Classmates</b>	Participate in a full-group discussion board activity. Introduce yourself, and meet your instructor and classmates.
<b>Return to <i>Introductions: Meet Your Classmates</i></b>	Comment on your classmates' posting.
<b>Video: Pre-Assessment Orientation</b>	Watch an introductory video about The Five Behaviors assessment.
<b><i>The Five Behaviors of a Cohesive Team</i> Assessment</b>	Take the assessment.
<b>Read <i>The Five Dysfunctions of a Team</i> by Patrick Lencioni</b>	Read the book, <i>The Five Dysfunctions of a Team</i> , by Patrick Lencioni.
<b>What's in Your Kit?</b>	Review The Five Behaviors Facilitation Kit, the reports, and the USB/web resources.
<b>Choose Your Project Team</b>	Using the provided worksheet, select and describe an actual team that you might take through the Five Behaviors process.
<b><i>The Five Dysfunctions of a Team</i> Knowledge Check</b>	Take a short quiz to assess your knowledge of The Five Dysfunctions book.
<b>Optional Live Session Practice</b> <i>*To enter, click "5B Live Classroom" in the "live classroom" box on the right side of your screen.</i>	Learn about the Adobe Acrobat environment in this optional 30-minute live session.

## Module 1: Introduction to the Models

Activity Title	Activity Description
<b>Video: Introduction to <i>The Five Behaviors of a Cohesive Team</i>™ Model</b>	Watch an introductory video about The Five Behaviors model.
<b>Getting Started Scavenger Hunt</b>	Test your knowledge of the Getting Started portion of the Facilitation Kit through an interactive activity.
<b>Assessing Your Project Team’s Readiness</b>	Evaluate the readiness of your Project Team to participate in The Five Behaviors program.
<b>A Deeper Dive into The Five Behaviors Model</b>	Understand the motivations behind dysfunctional behavior and the shifts that must happen to allow The Five Behaviors to emerge.
<b>Video: What if people had their needs written all over them?</b>	Watch an introductory video about The Everything DiSC® model.
<b>The Everything DiSC Model: Basic Characteristics</b>	Learn about the basic DiSC® characteristics through an interactive activity.
<b>Understanding Your DiSC Style</b>	Learn about the DiSC map and dot placement through an interactive activity.
<b>Common Misuses of DiSC Language</b>	Discover the most common misuses of DiSC through an interactive activity, and learn how to address them in your sessions.
<b>The Value of DiSC Card Sort</b>	Complete an interactive knowledge check activity about common misuses and appropriate uses of DiSC.
<b>The Everything DiSC People-Reading Technique</b>	Learn a simple people-reading technique through an interactive activity.
<b>People Reading: Practice Session</b>	Practice the Everything DiSC people-reading technique through an interactive activity.
<b>DiSC and The Five Behaviors</b>	Find out the way in which DiSC styles affect how people approach The Five Behaviors.
<b>People-Reading Your Project Team</b>	Create a DiSC profile for your Project Team.
<b>People-Reading Your Project Team Discussion</b>	Post your Project Team DiSC profile to a small-group discussion board.
<b>What ifs: Poll</b>	Review some of the most common issues associated with this module and vote for the two you’d most like to discuss in the live session.

Activity Title	Activity Description
<b>Video: The Power of Teamwork</b> (optional)	In this optional activity, you can review Patrick Lencioni’s video on the power of teamwork—how he came to believe in it and why it’s so valuable.
<b>Return to <i>People-Reading Your Project Team Discussion</i></b>	Comment on your classmates’ posting.
<b>Live Session 1: Introduction to the Models</b> <i>*To enter, click “5B Live Classroom” in the “live classroom” box on the right side of your screen.</i>	Explore <i>The Five Behaviors™</i> model and the Everything DiSC® model through discussions and a facilitation activity.
<b>What ifs: Answered</b>	Listen to guidance about how to approach the challenging scenarios posed in the What ifs: Poll.
<b>Best Practices Discussion</b>	Respond to questions on a full-group discussion board.
<b>Project Team Activity: Introduction</b> <i>(This activity is reviewed and check-marked by the facilitator)</i>	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback.

## Module 2: Trust

Activity Title	Activity Description
<b>Video: Patrick Lencioni Explains Trust</b>	Watch an introductory video about trust.
<b>Trust Survey Results Slider</b>	Explore different scoring scenarios and their implications for the team.
<b>DiSC® Styles and Trust</b>	Learn about how different DiSC styles engage in trust through a video and interactive activity.
<b>Full-Class Discussion</b> <b>Trust: What does the score mean?</b>	Discussion about how to interpret a sample set of Trust scores.
<b>Video Scenarios</b>	View a series of scenarios and select the best option for the facilitator’s response.
<b>Facilitating Decision Tech’s Executive Team</b>	Using Decision Tech’s Annotated Team report, answer questions about the team’s approach to Trust.
<b>What ifs: Poll</b>	Review some of the most common issues associated with this module and vote for the two you’d most like to discuss in the live session.
<b>Facilitator Reference Videos: Trust</b> (optional)	In this optional activity, you can review some of Patrick Lencioni’s videos, which offer extended explanation and tips for facilitating the material.

Activity Title	Activity Description
<b>Prepare for Live Session</b> <b>5-minute Teachback (if assigned)</b>	Provide an overview of key concepts and facilitation concerns and suggestions for facilitating Trust.  Send customized slides to facilitator if you made them.
<b>Live Session 2: Facilitating Trust</b> <i>Click "5BLive Classroom"</i>	Explore and facilitate the Trust module.
<b>What ifs: Answered</b>	Listen to guidance about how to approach the challenging scenarios posed in the What ifs: Poll.
<b>Best Practices Discussion</b>	Respond to questions on a full-group discussion board.
<b>Project Team Activity: Trust</b> <i>(This activity is reviewed and check-marked by the facilitator)</i>	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback.

### Module 3: Conflict & Commitment

Activity Title	Activity Description
CONFLICT	
<b>Video: Patrick Lencioni Explains Conflict</b>	Watch an introductory video about conflict.
<b>The Conflict Continuum</b>	Watch a video that explains the conflict continuum and what it means for teams.
<b>Discussion: Where does your Project Team fall on the Conflict Continuum?</b>	Small-group discussion about your Project Team and conflict.
<b>The Conflict Map</b>	Learn about healthy and unhealthy conflict behaviors.
<b>What Type of Conflict?</b>	Watch short video scenarios and decide whether the team is engaging in productive or unproductive conflict.
<b>Acceptable Behavior During Conflict</b>	Interactive lesson answers the question: How will your tolerance or lack of tolerance affect how you facilitate Conflict in a workshop?
COMMITMENT	
<b>Video: Patrick Lencioni Explains Commitment</b>	Watch an introductory video about commitment.
<b>What's Behind Low Commitment?</b>	Learn about some possible causes of low commitment on a team.
<b>Clarity: What does the score mean?</b>	Decide how, as a facilitator, you'd approach two sets of assessment scores.
<b>Buy-in: What does the score mean?</b>	Decide how, as a facilitator, you'd approach two sets of assessment scores.
<b>Commitment—What went wrong?</b>	Watch a video and post comments to discussion board.

Activity Title	Activity Description
<b>What ifs: Poll</b>	Review some of the most common issues associated with this module and vote for the two you'd most like to discuss in the live session.
<b>Facilitator Reference Videos: Conflict and Commitment</b> (optional)	In this optional activity, you can review some of Patrick Lencioni's videos, which offer extended explanation and tips for facilitating the material.
<b>Prepare for Live Session</b> <b>5-minute Teachback</b> <i>(if assigned)</i>	Provide an overview of key concepts and facilitation concerns and suggestions for facilitating Conflict and Commitment.  Send customized slides to facilitator if you made them.
<b>Live Session 3: Conflict and Commitment</b> <i>Click "5BLive Classroom"</i>	Explore and facilitate Conflict and Commitment.
<b>What ifs: Answered</b>	Listen to guidance about how to approach the challenging scenarios posed in the What ifs: Poll.
<b>Best Practices Discussion</b>	Respond to questions on a full-group discussion board.
<b>Project Team Activity: Conflict and Commitment</b> <i>(This activity is reviewed and check-marked by the facilitator)</i>	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback.

## Module 4: Accountability & Results

Activity Title	Activity Description
<b>ACCOUNTABILITY</b>	
<b>Video: Patrick Lencioni Explains Accountability</b>	Watch an introductory video about accountability.
<b>Accountability or Conflict?</b>	Distinguish between scenarios of either accountability or conflict behaviors.
<b>Accountability Survey Results Slider</b>	Explore different scoring scenarios and their implications for the team.
<b>Discussion: Obstacles to Accountability</b>	Post your answers to a set of questions and respond to your group's posts.
<b>RESULTS</b>	
<b>Video: Patrick Lencioni Explains Results</b>	Watch an introductory video about results.
<b>Understanding Collective Results</b>	Gain an appreciation of what "collective results" really means.
<b>Results: Common Distractions</b>	Rank order common distractions and decide how you might address them with your Project Team.

Activity Title	Activity Description
<b>What ifs: Poll</b>	Review some of the most common issues associated with this module and vote for the two you'd most like to discuss in the live session.
<b>Facilitator Reference Videos: Accountability and Results</b> (optional)	In this optional activity, you can review some of Patrick Lencioni's videos, which offer extended explanation and tips for facilitating the material.
<b>Prepare for Live Session 5-minute Teachback</b> (if assigned)	Provide an overview of key concepts and facilitation concerns and suggestions for facilitating Accountability and Results. Send customized slides to facilitator if you made them.
<b>Live Session 4: Accountability and Results</b> Click "5B Live Classroom"	Explore and facilitate Accountability and Results.
<b>What ifs: Answered</b>	Listen to guidance about how to approach the challenging scenarios posed in the What ifs: Poll.
<b>Best Practices Discussion</b>	Respond to questions on a full-group discussion board.
<b>Project Team Activity: Accountability and Results</b> (This activity is reviewed and check-marked by the facilitator)	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback.

## Module 5: Putting It All Together

Activity Title	Activity Description
<b>Project Team Activity: Action Planning</b> (This activity is reviewed and check-marked by the facilitator)	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback.
<b>Project Team Presentation</b>	Prepare a Project Team plan to present to your breakout group during Live Session 5.
<b>Live Session 5: Putting It All together</b> Click "5B Live Classroom"	Present Project Team Plans and provide feedback to peers in breakout groups.
<b>Best Practices Discussion</b>	Respond to questions on a full-group discussion board.
<b>The Progress Report</b>	Learn about <i>The Five Behaviors of a Cohesive Team™ Progress Report</i> and the considerations for when and how to use it.
<b>Why Do I Need to Know the Research?</b>	Learn about why it is important to understand the research that supports <i>The Five Behaviors of a Cohesive Team Profile</i> .
<b>The Five Behaviors™ Research Report Scavenger Hunt</b>	Use this activity to test your knowledge of The Five Behaviors Research Report.
<b>Facilitator Self-Evaluation</b> (handout)	A takeaway worksheet to help you evaluate your performance in a future workshop.

## FINAL EXAM

### **Final Exam**

The exam will be provided after the last live session closes, and it will remain open for 72 hours.

- You are allowed to use your profile, kit, notes, and the online course pages for this open-book/platform exam. The system will bookmark where you are in the exam so that you can go to a different location in the platform and return to where you left off in the exam.
- The exam consists of 21 multiple choice, matching, and true/false questions with a possibility of earning 53 points.
- You will not be able to review the exam results until all classmates have completed the exam.
- A grade of 80% is required to pass (43 points.) Should you not pass the exam, you will be given another opportunity.