

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

User Guide

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Introducing *The Five Behaviors of a Cohesive Team*

The Five Behaviors of a Cohesive Team combines the power of Everything DiSC® with the influential teamwork model introduced by Patrick Lencioni in his best-selling book, *The Five Dysfunctions of a Team*. The program can help team members learn to work together better to become more effective and engaged. It is appropriate for use with intact teams at all levels of the organization.

What's Online?

- ▲ *The Five Behaviors of a Cohesive Team* Profile (pre-work assessment)
- ▲ *The Five Behaviors of a Cohesive Team* Annotated Team Report (facilitator reference tool)

What's in the Box?

- ▲ Everything you need to successfully facilitate *The Five Behaviors of a Cohesive Team* sessions, including a USB drive with facilitation and support materials and a set of takeaway cards for use by the participants.



Facilitation Materials

The Five Behaviors of a Cohesive Team facilitation consists of seven modules from 1 hour to 3-½ hours in length, plus a Getting Started section. Each module can be found in the Facilitation Materials folder on the USB drive and includes

- ▲ Facilitator's Guide in MS Word
- ▲ Participant handouts in MS Word
- ▲ PowerPoint® with embedded video

Getting Started

Includes information and guidelines to assist your facilitation

Module 1 › Introduction

Introduces *The Five Behaviors of a Cohesive Team* model

Module 2 › Building Trust

Teaches the concept of vulnerability-based trust

Module 3 › Mastering Conflict

Helps participants understand the benefits of healthy conflict

Module 4 › Achieving Commitment

Shows how clarity and buy-in are key to achieving commitment

Module 5 › Embracing Accountability

Stresses the importance of peer-to-peer accountability

Module 6 › Focusing on Results

Emphasizes that collective results are more important than individual goals

Module 7 › Review and Action Plan

Allows participants to review what they've learned and create an action plan to improve the team's effectiveness

In the facilitation, each module builds on the previous one, helping participants see how each behavior serves as a foundation for the next. Exercises within each of the modules give participants an opportunity to begin practicing the behaviors.

Further, DiSC® styles are used as a point of reference in each of the five behavior modules, allowing participants to see how their own and their teammates' styles affect their work as a team.

The Facilitator's Guide, PowerPoint® presentations, and participant handouts can be used as is or customized for your needs.





Support Materials

The Five Behaviors Support Materials folder (on the USB) includes access to

- ▲ Program Overview
- ▲ Getting Started (help for preparing to facilitate the program)
- ▲ Images
- ▲ Posters
- ▲ Templates
- ▲ Help for customizing your program
- ▲ Videos with additional information and stories
- ▲ Podcasts
- ▲ Research report
- ▲ Video Viewing Guide
- ▲ Sample profiles

The Five Behaviors of a Cohesive Team Video

The Five Behaviors of a Cohesive Team includes two types of video:

- ▲ Clips that are embedded in the main facilitation PowerPoint®
- ▲ Additional clips for the facilitator's reference

Main Facilitation

There are 19 video segments embedded in the PowerPoint® presentations. The video is available with or without English subtitles.



Introduction to *The Five Behaviors Model*

Introduces *The Five Behaviors* model and describes how the behaviors might manifest on a team.

1 segment, 4:00



Introduction to the DiSC® Model

Introduces the DiSC model and describes the four DiSC styles.

1 segment, 3:40



Main Facilitation Continued...



Behavior Definitions

Patrick Lencioni describes each of the five behaviors and why each one matters for a cohesive team.

5 segments, 16:40



Right-Way/Wrong-Way Examples

For each behavior, there are two clips—one showing a team that doesn't engage in the behavior and one showing a team that does.

10 segments, 10:45

Additional Personal Histories Activity

Patrick Lencioni describes how to conduct the Personal Histories exercise and explains why it's valuable.

1 segment, 1:30

Conflict Continuum

Patrick Lencioni describes the continuum from no conflict to very destructive conflict.

1 segment, 1:45

Facilitator's Reference

Additional video for the facilitator's reference is available by clicking the Resources link in the Support Materials folder. These clips, featuring Patrick Lencioni, provide explanations and stories to further illustrate the five behaviors.

The main facilitation video can be integrated into your custom PowerPoint®, using the Video_BuildYourOwn file in the Facilitation Materials folder.





Using *The Five Behaviors of a Cohesive Team*

Assign Prework

The Five Behaviors of a Cohesive Team assessment includes two types of questions:

- ▲ those designed to determine DiSC® style
- ▲ those designed to evaluate how frequently the team engages in the five behaviors

The responses are integrated into a single report that reflects both the individual's style preferences and the team's evaluation of its performance on the five behaviors. Each person receives an individual report.

To assign *The Five Behaviors* assessment, log into your EPIC account and click on "Manage Reports."

If you do not have an EPIC account, contact your *Five Behaviors* Authorized Partner for assistance.

Prepare and Deliver Facilitation

Insert *The Five Behaviors* USB drive into your computer's USB port and review the content of the Facilitation Materials and Support Materials folders.

Select the materials needed for your session, and customize if desired.

Create and save the materials to your USB drive.



Register Your Software

Register your product to **receive free technical support** and **immediate product update notifications**.

- ▲ Go to the registration site.
The URL is available as a link from your USB drive.
- ▲ Follow the prompts to enter your serial number and other required information.
- ▲ Record the Registration ID below and/or print the registration confirmation.

Product Registration ID: _____

