The Five Behaviors of a Cohesive Team

“Lencioni’s approach allowed our team to truly understand our strengths, and to develop a plan to address the areas where we can be more effective as a team. The process is more than just an assessment tool, it’s a rare opportunity for teams to reflect and grow.”

—Carlo F., Vice President, HR

Based on the best-selling book
The Five Dysfunctions of a Team
Over 2.5 Million Copies Sold

“We have used this book to transform our culture and our bottom line.”

—Donnie Smith, CEO, Tyson Foods

“The Five Dysfunctions of a Team is a foundational part of our training and leadership development.”

—Gary Kelly, CEO, Southwest Airlines

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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.

The Five Behaviors of a Cohesive Team Model

To create a 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.

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 DiSC® style: 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!

**The program includes:**

- Facilitator’s Guide with 7 modules
- PowerPoint® with over 40 minutes of video
- Participant handouts with activities
- Take-away cards for each of The Five Behaviors
- Podcasts, online resources, and a research report
- Individualized Profiles
- Annotated Team reports
- Support directly from Patrick Lencioni through videos that help you work with the model