The Five Behaviors®
A Wiley Brand



# The Five Behaviors®
# Team Development

## Build a Cohesive Team That Drives Results

WILEY



# The Five Behaviors® Will Transform Your Teams.

In the modern workplace, our environments are in constant flux. As a result, it can feel downright impossible to develop a truly cohesive team. The truth: teams rarely hit their collaborative peak and potential unconsciously.

Even teams producing generally good results may be burdened with disengagement, lack of cohesion, or non-productive conflict. When your team's productivity falters, it's often difficult to pinpoint the source of concern. Even when you spot a few early warning signs before any serious drop in productivity, it's often tempting to focus on those specific situations or individual interactions instead of addressing the real work of building a great team dynamic from the ground up, the right way.

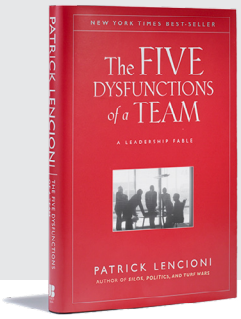
With the right framework, developing and practicing teamwork comes consistently, and relationships thrive—taking your organization to the next level. **The Five Behaviors® Team Development can transform your perspective and the way you team.**

Team Development

# What Is The Five Behaviors® Team Development?

Based on the work of Patrick Lencioni's international best-seller, **The Five Dysfunctions of a Team**, The Five Behaviors® Team Development transforms intact teams through The Five Behaviors model of Trust, Conflict, Commitment, Accountability, and Results to drive team effectiveness and productivity.

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




**The Five Dysfunctions of a Team** is the definitive guide for building healthy teams. As an international best-seller, it has transformed countless teams all over the world.

This powerful virtual or in-person experience asses an intact team's approach to teamwork and helps team members better understand themselves and the personalities on their team so they can effectively achieve their goals.

The result is a unique and impactful team development solution that empowers teams to rethink their approach to teamwork, shape new, more productive behaviors to increase productivity, and create a common language that completely redefines what it means to work together. When team members gain the interpersonal skills needed to understand how they and others contribute to their team's development and how their part can make or break the team and its dynamic, they can ~~**work**~~ **rise together**.





# How Does The Five Behaviors® Team Development Work?

Patrick Lencioni, a thought-leader on effective teamwork and collaboration, introduced his powerful and approachable model 20 years ago. Wiley then leveraged its expertise in training program development to bring Lencioni's model to life through engaging and personalized learning experiences. Here's how it works:

## The Model

**The Five Behaviors® model takes the form of a pyramid, with each behavior serving as a foundation for the next.** Simple, sound, and straightforward—this model challenges teams to rethink their approach when working together.




## The Assessment

It all starts with The Five Behaviors assessment, which measures how the team is performing in five areas: Trust, Conflict, Commitment, Accountability, and Results. Powered by Everything DiSC®, a research-validated personality tool, this assessment helps participants identify their individual DiSC style and discover how each style brings value to the team.

## The Profile

After taking the assessment, participants receive a precise, personalized profile that deepens their understanding of self, work style, and others on their team. Teams will also learn how their specific team is performing on each of the behaviors in the Five Behaviors model. These findings will help the team better understand their dynamics and create action plans for areas of improvement.

## The Facilitation

The facilitation experience takes place over a one-day or three-day virtual or in-person training session, led by a trained Five Behaviors expert. This session brings the personalized profile insights to life through powerful breakout activities and group discussions that help the team translate the learnings into impactful everyday practices.

## 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. The comparison reports are follow-up reports which emphasize the importance of The Five Behaviors® for both individual relationships and team functioning. With the progress report, teams will be able to compare how their performance has changed over time.




"The Five Behaviors was an accelerator to help build those trusting relationships and get our team operating more effectively."

**—Suzanne Kosub,**
**Head of Delivery Management, AmeriSource Bergen**

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# Deliver This Learning Experience With the Facilitation Kit

The Five Behaviors® Facilitation Kit provides you with everything you need to bring this solution to any organization and facilitate it successfully. This robust learning experience can be easily customized.

## Facilitation Kit Contents Include:

- **Fully scripted 1-day or 3-day facilitation** with engaging activities and video (featuring Patrick Lencioni) that showcases real work situations
- Supporting materials for adapting the facilitation content for the **virtual classroom**
- Presentation in the form of **unlocked, customizable PowerPoint® slides and Word documents**—so building a custom program is easier than ever
- Annotated facilitator reports to help you customize the training for the unique team



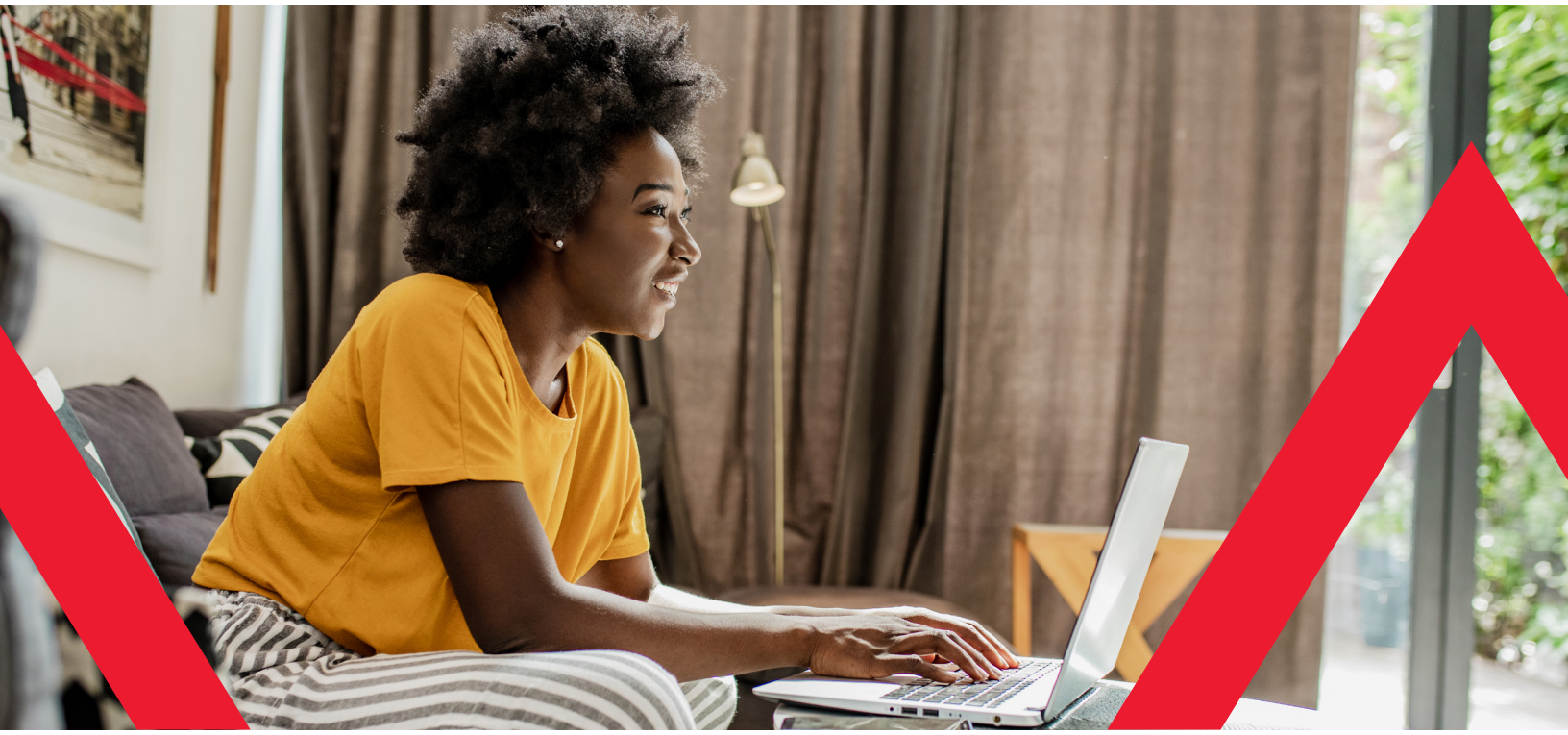

**Your learners will walk away with new tools and an action plan that they can immediately apply to their daily interactions and continue to use beyond the program.**

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# Is The Five Behaviors® Team Development Right for Your Organization?

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|---|---|
| **Learner Takeaways** | • The critical behaviors and interpersonal skills based on The Five Behaviors® model needed to transform the way they work together.<br>• 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.<br>• 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. |
| **Intended Learner** | • Small-medium sized in-tact teams.  5-12 people<br>• Designed for teams with a 6-week minimum tenure |
| **Reports** | • **Individual Profile:** Details how your team is performing on each of the five behaviors, your specific DiSC Style and the styles of your teammates, discussion questions, and action planning to build a more cohesive team.<br>• **Progress Report:** Highlights areas of greatest improvement and decline, offers productive discussion points, and provides an action plan to help teams prioritize and set specific goals. Compare how a team's performance has changed over time and highlight areas of greatest improvement and decline.<br>• **Comparison Report:** The Five Behaviors Comparison Reports are follow-up reports that can be created for any two participants to illustrate their similarities and differences. The report emphasizes the importance of the behaviors for both individual relationships and team functioning. |
| **Facilitation** | • Designed for in-person and virtual experiences<br>• One-day or three-day session that can be customized to fit specific goals or timeframe |

Team Development



## Learn how you can leverage The Five Behaviors® to build truly cohesive teams. Contact a Five Behaviors® Authorized Partner for more information today.

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**Ready to transform your team? Contact me for more information:**


**Symphony 100**

Independent authorized partner of Everything DiSC® and The Five Behaviors®

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