Five Behaviors Team Development

Five Behaviors of a Cohesive Team™ is a leading team development program

- **You will enable your team** to improve team effectiveness and productivity through the understanding and application of The Five Behaviors™: Trust, Conflict, Commitment, Accountability, and Results.

- **This assessment-based program** focuses on putting The Five Behaviors™ model into practice. Additionally, two versions of the program are available: Powered by Everything DiSC® or All Types™ — two distinct personality models — which help participants better understand how individual personalities contribute to team development.

- Both are equally valuable in **helping teams achieve greater effectiveness** and productivity.

How it works

Behaviors of a productive, high-functioning team

RESULTS
ACCOUNTABILITY
COMMITMENT
CONFLICT
TRUST

The Five Behaviors of a Cohesive Team™ Model

- Establishes TRUST between team members
- Engages in CONFLICT around ideas
- COMMITS to decisions
- Holds team members ACCOUNTABLE
- Focuses on achieving collective RESULTS
- Is more fun to be on!

Target Group

Line Managers and Project Managers
- who want to increase the performance level of their teams
- or work on conflict situations in their teams.

Maximum team size
Up to 20 persons

Duration
- Workshop 2 days

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Focusing on collective RESULTS

- One of the greatest challenges to team success is the inattention to results. Great teams ensure all members, regardless of their individual responsibilities and areas of expertise, are doing their best to help accomplish team goals.

Holding team members ACCOUNTABLE

- It's easy to avoid difficult conversations, but calling out peers on performance or behaviors that might hurt the team is essential to productivity. By "entering the danger" with one another, team members feel trusted, respected, and responsible for getting things done right.

COMMITMENT: Buying in on decisions

- Commitment is clarity around decisions, not consensus. With commitment, teams move forward with complete buy-in from every team member – including those who may initially disagree.

CONFLICT: Engaging in healthy conflicts

- Conflict is naturally uncomfortable, but productive conflict focused on concepts and ideas is essential for any great team to grow. When teams have a foundation of vulnerability-based trust, conflict simply becomes an attempt to find the best possible solution in the shortest period of time.

TRUST: Building the foundation of a cohesive team

- Trust lies at the heart of a functioning, cohesive team and can only happen when team members are willing to be completely vulnerable with one another. This includes saying things like "I'm sorry" or "Your idea was better than mine." A personality assessment can help people gain insight on their peers and develop empathy, two important qualities that allow a team to build trust.

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