

***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**. It's broken down to show you the activities in each module, along with a description of the activity and its due date.

The program will open a week before your first live session for you to begin the Course Orientation and Module 1 independent activities. You must complete all the activities in the Course Orientation before you can begin Module 1.

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

Course Orientation

Activity Title	Activity Description
Orientation for this Online Workshop	Review the course requirements, benefits, and information about the technology and platform navigation
Introductions	Participate in a full-group discussion board activity. Introduce yourself, and meet your instructor and classmates
Video: Pre-Assessment Orientation	Watch an introductory video about The Five Behaviors assessment
<i>The Five Behaviors of a Cohesive Team</i> Assessment	Take the assessment
Read <i>The Five Dysfunctions of a Team</i> by Patrick Lencioni	Read the book, <i>The Five Dysfunctions of a Team</i> , by Patrick Lencioni
What's in Your Kit?	Review The Five Behaviors Facilitation Kit, the reports, and the USB/web resources
Choose Your Project Team	Using the provided worksheet, select and describe an actual team that you might take through the Five Behaviors process
<i>The Five Dysfunctions of a Team</i> Knowledge Check	Take a short quiz to assess your knowledge of The Five Dysfunctions book
Optional Live Session	Learn about the Adobe Acrobat environment in this optional 30-minute live session (choose one session)

Module 1: Introduction to the Models

Activity Title	Activity Description
Video: Introduction to <i>The Five Behaviors of a Cohesive Team Model</i>	Watch an introductory video about The Five Behaviors model
Getting Started Scavenger Hunt	Test your knowledge of the Getting Started portion of the Facilitation Kit through an interactive activity
Assessing Your Project Team's Readiness	Evaluate the readiness of your Project Team to participate in The Five Behaviors program
Video: A Deeper Dive into The Five Behaviors Model	Understand the motivations behind dysfunctional behavior and the shifts that must happen to allow The Five Behaviors to emerge
Video: What if people had their needs written all over them?	Watch an introductory video about The Everything DiSC® model
The Everything DiSC Model: Basic Characteristics	Learn about the basic DiSC characteristics through an interactive activity
Understanding Your DiSC Style	Learn about the DiSC map and dot placement through an interactive activity
Common Misuses of DiSC Language	Discover the most common misuses of DiSC through an interactive activity, and learn how to address them in your sessions
The Value of DiSC Card Sort	Complete an interactive knowledge check activity about common misuses and appropriate uses of DiSC
The Everything DiSC People-Reading Technique	Learn a simple people-reading technique through an interactive activity
People Reading: Practice Session	Practice the Everything DiSC people-reading technique through an interactive activity
DiSC and The Five Behaviors	Find out the way in which DiSC styles affect how people approach The Five Behaviors.
People-Reading Your Project Team	Create a DiSC profile for your Project Team
Project Team Discussion: People-Reading	Post your Project Team DiSC profile to a small-group discussion board
What ifs: Poll	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
Live Session 1: Introduction to the Models	Explore <i>The Five Behaviors</i> model and the DiSC model through discussions and a facilitation activity
What ifs: Answered	Listen to guidance about how to approach each of the challenging scenarios posed in the What ifs: Poll
Best Practices Discussion	Respond to questions on a full-group discussion board
Personal Reflective Journal	Capture your personal takeaways from this module

Activity Title	Activity Description
Project Team Activity: Introduction	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback
Video: The Power of Teamwork (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

Module 2: Trust

Activity Title	Activity Description
Video: Patrick Lencioni Explains Trust	Watch an introductory video about trust
Trust Survey Results Slider	Explore different scoring scenarios and their implications for the team
Your DiSC Style and Trust	Learn about how different DiSC styles engage in trust through a video and interactive activity
Full-Class Discussion: What does the score mean?	Discussion about how to interpret a sample set of Trust scores
Video Scenarios	View a series of scenarios and select the best option for the facilitator's response
Facilitating Decision Tech's Executive Team	Using Decision Tech's Annotated Team report, answer questions about the team's approach to Trust
What ifs: Poll	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
Live Session 2: Facilitating Trust	Explore and facilitate the Trust module
What ifs: Answered	Listen to guidance about how to approach each of the challenging scenarios posed in the What ifs: Poll
Best Practices Discussion	Respond to questions on a full-group discussion board
Personal Reflective Journal	Capture your personal takeaways from this module
Project Team Activity: Trust	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback
Facilitator Reference Videos: Trust (optional)	In this optional activity, you can review some of Patrick Lencioni's videos, which offer extended explanation and tips for facilitating the material

Module 3: Conflict & Commitment

Activity Title	Activity Description
CONFLICT	
Video: Patrick Lencioni Explains Conflict	Watch an introductory video about conflict
The Conflict Continuum	Watch a video that explains the conflict continuum and what it means for teams
Project Team Discussion: Where does your Project Team fall on the Conflict Continuum?	Small-group discussion about your Project Team and conflict
The Conflict Map	Learn about healthy and unhealthy conflict behaviors
What Type of Conflict?	Watch short video scenarios and decide whether the team is engaging in productive or unproductive conflict
Poll: What do you find acceptable during conflict situations?	Participate in a poll about conflict behaviors
Acceptable Behavior During Conflict	Interactive lesson answers the question: How will your tolerance or lack of tolerance affect how you facilitate Conflict in a workshop?
COMMITMENT	
Video: Patrick Lencioni Explains Commitment	Watch an introductory video about commitment
What's Behind Low Commitment?	Learn about some possible causes of low commitment on a team
Clarity: What does the score mean?	Decide how, as a facilitator, you'd approach two sets of assessment scores
Buy-in: What does the score mean?	Decide how, as a facilitator, you'd approach two sets of assessment scores
Commitment—What went wrong?	Watch a video and post comments to discussion board
What ifs: Poll	Review some of the most common issues associated with this module and vote for the twl you'd most like to discuss in the live session
Live Session 3: Conflict and Commitment	Explore and facilitate Conflict and Commitment
What ifs: Answered	Listen to guidance about how to approach each of the challenging scenarios posed in the What ifs: Poll
Best Practices Discussion	Respond to questions on a full-group discussion board
Personal Reflective Journal	Capture your personal takeaways from this module
Project Team Activity: Conflict and Commitment	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback
Facilitator Reference Videos: Conflict and Commitment (optional)	In this optional activity, you can review some of Patrick Lencioni's videos, which offer extended explanation and tips for facilitating the material

Module 4: Accountability & Results

Activity Title	Activity Description
ACCOUNTABILITY	
Video: Patrick Lencioni Explains Accountability	Watch an introductory video about accountability
Identify Accountability Behaviors	Read a series of scenarios and identify which accountability items they represent
Accountability or Conflict?	Distinguish between scenarios of either accountability or conflict behaviors
Accountability Survey Results Slider	Explore different scoring scenarios and their implications for the team
Project Team Discussion: Accountability	Post your answers to a set of questions and come to the live session prepared to discuss them
RESULTS	
Video: Patrick Lencioni Explains Results	Watch an introductory video about results
Understanding Collective Results	Gain an appreciation of what “collective results” really means
Common Distractions	Rank order common distractions and decide how you might address them with your Project Team
What ifs: Poll	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
Live Session 4: Accountability and Results	Explore and facilitate Accountability and Results
What ifs: Answered	Listen to guidance about how to approach each of the challenging scenarios posed in the What ifs: Poll
Best Practices Discussion	Respond to questions on a full-group discussion board
Personal Reflective Journal	Capture your personal takeaways from this module
Project Team Activity: Accountability and Results	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback
Facilitator Reference Videos: Accountability and Results (optional)	In this optional activity, you can review some of Patrick Lencioni’s videos, which offer extended explanation and tips for facilitating the material

Module 5: Putting It All Together

Activity Title	Activity Description
Project Team Activity: Action Planning	Create a customized activity for your Project Team, share your work with your Project Team group, and give and receive feedback
Demonstration: Your Project Team	Prepare to present during the last live collaborative session
Live Session 5: Putting It All together	Project Team presentations
Five Behaviors Research Report Scavenger Hunt	Use this optional activity to test your knowledge of the Five Behaviors Research Report
Facilitator Self-Evaluation (handout)	A takeaway worksheet to help you evaluate your performance in a future workshop
FINAL EXAM	