THE FIVE BEHAVIORS OF A COHESIVE TEAM™

User Guide

Introducing
The Five Behaviors of a Cohesive Team™ Powered by All Types™

The Five Behaviors of a Cohesive Team™ Powered by All Types™ combines the power of All Types 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 Powered by All Types* Profile (prework assessment)

▲ *The Five Behaviors of a Cohesive Team Powered by All Types* Annotated Team Report (facilitator reference tool)

What's in the Box?

▲ Everything you need to successfully facilitate *The Five Behaviors™* sessions, including a USB drive with facilitation and support materials and takeaway cards to reinforce participant learning

Facilitation Materials

The Five Behaviors of a Cohesive Team™ Powered by All Types™ facilitation consists of seven modules from 1¼ hours to 5 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, the All Types™ model is used as a point of reference in each of the five behavior modules, allowing participants to see how their own and their teammates' personality types 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.

For instructions on how to customize your *Five Behaviors™* program, go to fivebehaviors.com/help.

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
- Facilitator reference video
- Podcasts
- Research report
- Video Viewing Guide
- Sample reports

The Five Behaviors of a Cohesive Team™ Powered by All Types™ 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 Video

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

1 segment, 4:00

Introduction to the All Types™ Model
This video introduces the All Types model and describes the four continua and sixteen types.

1 segment, 5:00

Main Facilitation Video Continued…

Behavior Definitions

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

5 segments, 16:30

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 Reference Video

Additional video for the facilitator's reference is available by clicking the Five Behaviors Facilitator 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.

For instructions, refer to "How to Customize Using *The Five Behaviors* Video" at fivebehaviors.com/help.

Using *The Five Behaviors of a Cohesive Team™ Powered by All Types™*

Assign Prework

The Five Behaviors of a Cohesive Team™ Powered by All Types™ assessment includes two types of questions:

▲ those designed to determine All Types personality type

▲ those designed to evaluate how frequently the team engages in activities that relate to the five behaviors

The responses are integrated into a single report that reflects both the individual's personality type 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 at https://admin.inscape-epic.com and click on "Manage Reports." For instructions, refer to "How to Assign *The Five Behaviors* Prework" at fivebehaviors.com/help.

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 register.fivebehaviors.com.
This URL is also 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: _____

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