

THE FIVE
BEHAVIORS
OF A COHESIVE
TEAM™

Building Better Teams Will Improve Your Lean Efforts

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TEAMWORK

noun | team·work | 'tēm-, wərk



The work done by people who work together as a **team** to do something.

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WHAT GETS IN THE WAY OF TEAM SUCCESS?

Poor Results!

Ineffective communication

Pessimism

Blame

Finger-pointing

'ME' Focused

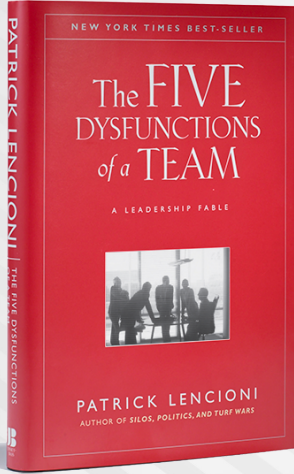
Lack of Trust

Disrespectful

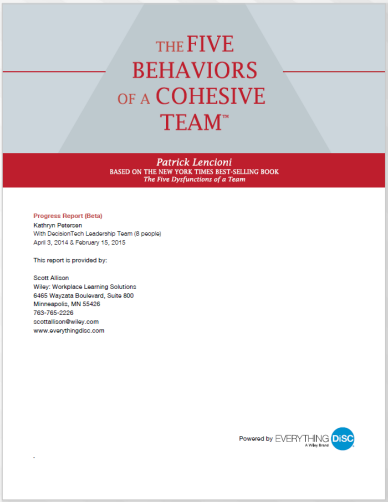
Argumentative

Lack of clarity around goals

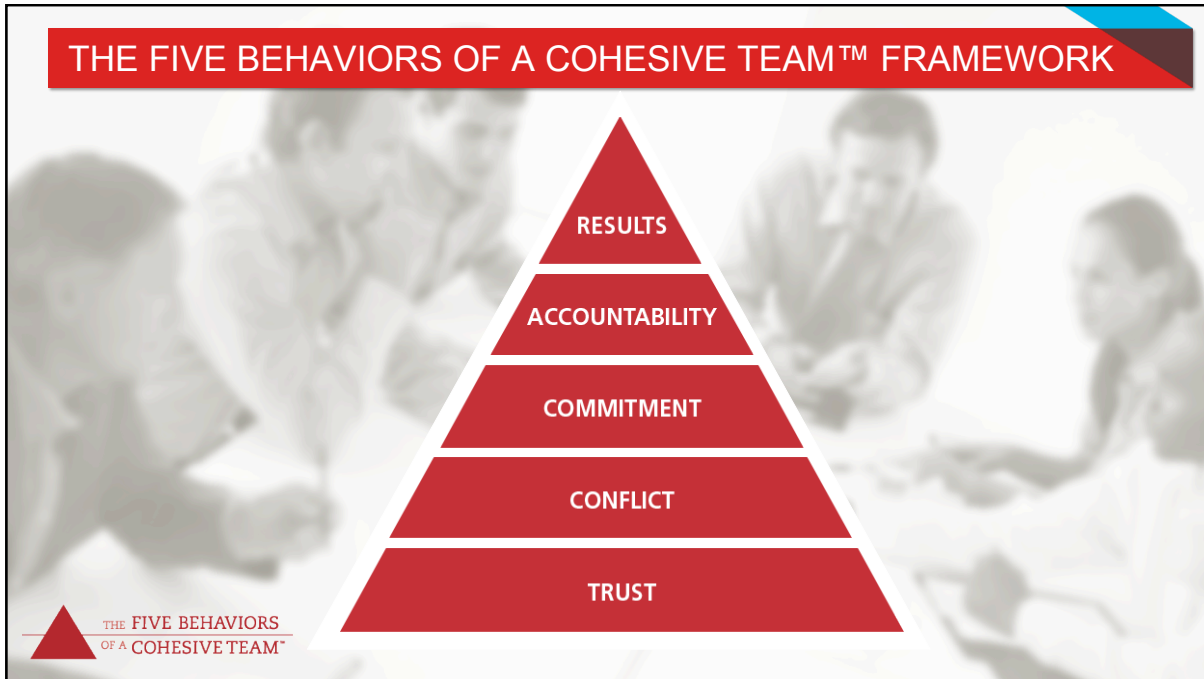
TOOLS FOR OVERCOMING TEAM DYSFUNCTIONS



Over 2.5 million copies sold worldwide



Building Better Teams Will Improve Your Lean Efforts



THE HEALTHY KIND

CONFLICT

noun | con·flict | 'kän-, flikt

When there is trust, team members are able to engage in unfiltered, constructive **debate** of ideas.

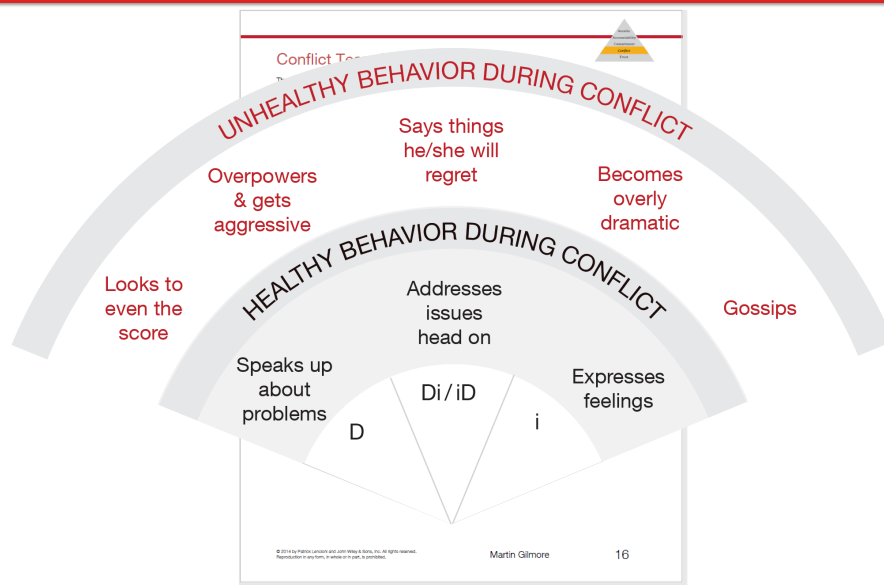
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MY BEHAVIOR MATTERS

- Establish a common language of communication
- Standardize expectations to improve accountability
- Strengthen leadership abilities
- Create an emotionally intelligent culture

THE FIVE BEHAVIORS
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CONFLICT TEAM MAP



Building Better Teams Will Improve Your Lean Efforts

REFLECTING ON UNHEALTHY CONFLICT BEHAVIORS

1. What unhealthy behaviors have surfaced on your team?
2. What is one unhealthy behavior that you can admit to doing personally?



ACTION PLANNING TO BE A CHANGE AGENT

For the unhealthy behavior you admitted to:

- What triggers your behavior?
- What happens when you do this? (results, relationships)
- What could be a better way to react?



REFLECTING ON HEALTHY CONFLICT BEHAVIORS

1. What are the healthy behaviors that you've seen help your team succeed?
2. What is one healthy behavior that you are proud of doing personally?



ACTION PLANNING TO ENHANCE YOUR VOICE

For the healthy behavior you admitted to:

- How could you be more aware to bring this behavior to your team more frequently?



SOME ADDITIONAL THOUGHTS TO HELP

How do you encourage Constructive Conflict when people are holding back?

- Be a miner of conflict for your team
- Give people permission by supporting healthy conflict

 THE FIVE BEHAVIORS
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THE FIVE BEHAVIORS OF A COHESIVE TEAM™ FRAMEWORK



 THE FIVE BEHAVIORS
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WHY DOES THE FIVE BEHAVIORS WORK?



SURFACES Issues



Gives teams a **COMMON LANGUAGE** and process to talk about issues

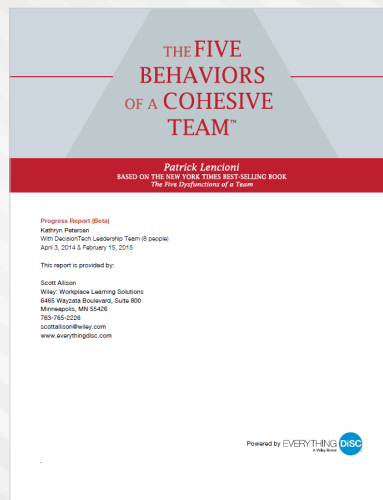


Builds **TRUST** and courage on teams




Helps team members take and internalize **OWNERSHIP**

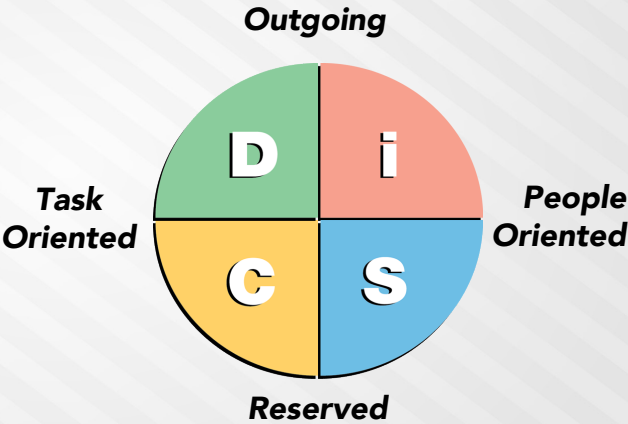
GUIDANCE FOR YOU AND YOUR TEAM ON ALL FIVE BEHAVIORS



Building Better Teams Will Improve Your Lean Efforts

THE FIVE BEHAVIORS ASSESSMENT IS POWERED BY EVERYTHING DISC


EVERYTHING 



MAKE AN IMPACT!

You are having a bigger impact on people's lives **RIGHT NOW** than you may ever have.

Don't wait to recognize it!

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