

# Five Behaviors of a Cohesive Team Introductory Workshop



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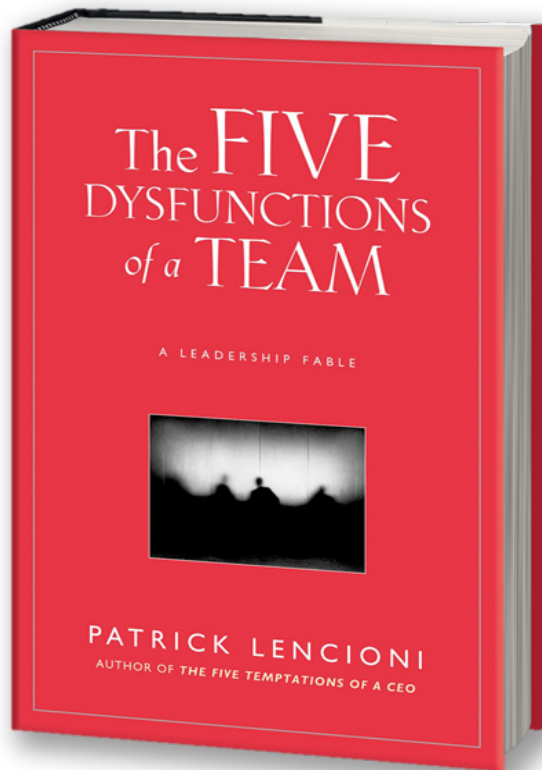
# Objectives



- Understand the Five Behaviors of a Cohesive Team **model**
- Try a few **exercises** you can adapt for use with your teams
- Gain knowledge and ideas from **others** in the room



# A Powerful Model



- Research-based approach to building **high-functioning** teams
- Renamed to “**Five Behaviors of a Cohesive Team**” for workshop
- Team assessment provides insights into **individual** preferences and **team** behaviors

# Cohesive Team Advantages



Make better decisions



Tap into skills and opinions of all members



Avoid wasting time and energy on politics and conflict



Avoid revisiting topics because of a lack of buy-in



Are more fun to be on!



# Activity: Personal Histories



- **Where** did you grow up?
- How many **siblings** do you have and where do you fall in the sibling order (oldest, youngest, middle)?
- What was an important or **unique challenge** of your childhood—of being a kid?
- How did that **shape** you personally and/or professionally?

Half tables



# Video: The Model



THE FIVE BEHAVIORS  
OF A COHESIVE TEAM™

# The Five Behaviors™ Model



# Trust Definition



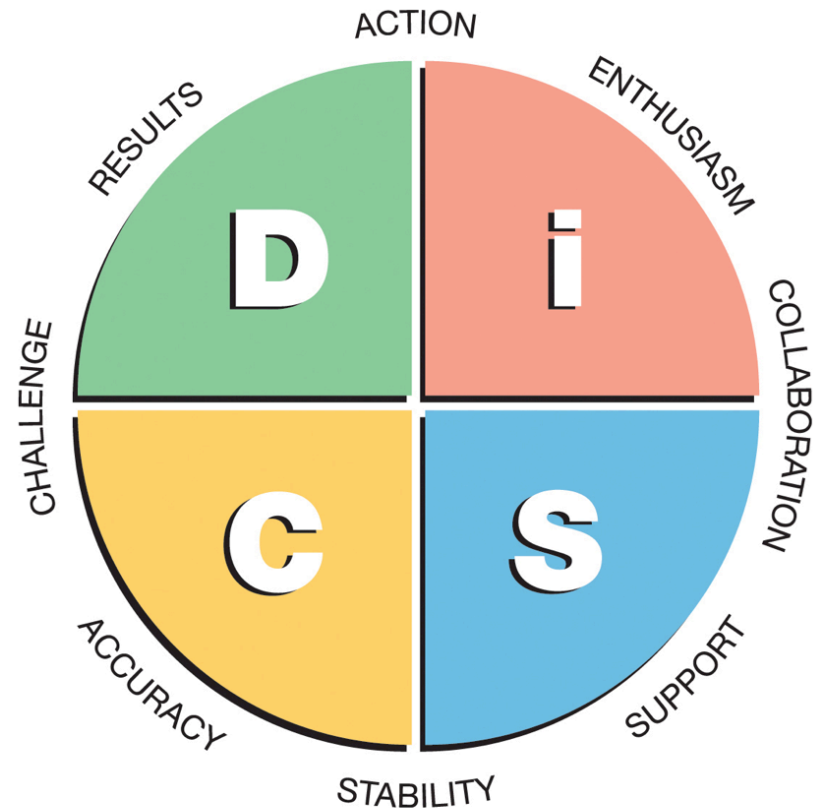
- Confidence among team members that their peers' **intentions are good**, and that there is no reason to be protective or careful around the group.
- In essence, teammates must get comfortable **being vulnerable** with one another.



# DiSC Styles



- Understanding people's personality preferences builds **trust**.
- People's styles may impact the way they exhibit **team** behaviors.
- Looking at the model summary on page 3 of your handout, what do you think your DiSC **style** is?
- How do you think your style might **help** or **hinder** your role as a facilitator?





# Discussion: Building Trust Ideas



How have you helped a team build trust?



15 Table discussion

# Conflict Definition

- When there is trust, team members are able to engage in **unfiltered, constructive** debate.
- Healthy conflict focuses on **concepts and ideas** to produce the best possible solution.

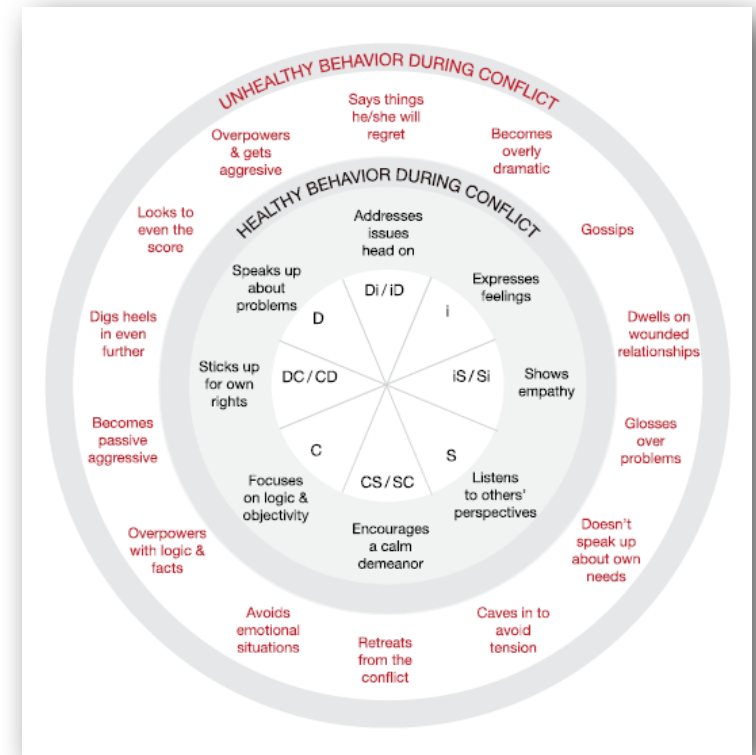




# Activity: Healthy and Unhealthy Conflict



- What is your “go to” healthy behavior during conflict? Unhealthy behavior?
- How have you helped a team get back to more productive conflict?
  - What were the behaviors?
  - What did you do?
  - What was the result?



**Pairs**

# Commitment Definition



- When team members are able to offer opinions and **debate ideas**, they will be more likely to commit to decisions.
- It's not necessary to achieve consensus, but **clarity** and **buy-in** are key to commitment.









# Accountability Definition



- When **everyone is committed** to a clear plan of action, they are better able to hold one another accountable.
- Team members must be willing to **call one another** on behavior or performance that isn't up to agreed-on standards or that hurts the team.



# Activity: Accountability Role Play



- Pick a **giver**, **receiver** and **observer**
- Pick one of the **scenarios** on page 6 as the starting point
- Answer the **questions** on page 7



**Trios**

# Results Definition



- The **ultimate goal** of building greater trust, healthy conflict, commitment, and accountability is the achievement of results.
- Team members need to make **collective results** their top priority.





# Results



What are **your** favorite tools for helping a team maintain a focus on collective results?



# The Five Behaviors of a Cohesive Team™



THE FIVE BEHAVIORS  
OF A COHESIVE TEAM™



# Questions



What **questions** do you have about the Five Behaviors of a Cohesive Team?





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