

# The Five Behaviours of a Cohesive Team Profile

## Learning Outcomes

Outcomes teams may experience are:

- A more open and honest team dynamic
- Increased team communication
- Clarity on areas of team strengths
- Clarity on areas of the team behaviours requiring improvement

## The Profile Tool

The Five Behaviours of a Cohesive Team report is a result of the partnership between Wiley Workplace learning Solutions (DiSC Everything distributors) and best-selling author of the Five Dysfunction of Teams, Patrick Lencioni.

It creates an aggregated team behaviour profile based on online questionnaires completed by each team member.

Both a DiSC Workplace Everything questionnaire and a Five Behaviours of cohesive teams questionnaire need to be completed by each team member.

It is essential to ensure team reports are debriefed with the team by a qualified professional, such as a representative from Moloney Consulting, in order to ensure team behaviour insight transfers into a team agreed action plan.

*'Wow...I knew we had issues in our team, but who knew there was a tool that could put the issues into words. I'm glad we now have a plan to tackle our team issues and really turn things around!'*

*'I was fascinated to see how the DiSC profiles showed how different everyone in our team was - it makes sense now why our team is so great at some things and less so at others!'*

*'The workshop debrief was amazing. Instead of just talking about our team issues, we really quickly moved to action plans and solutions...I think this will change our team for the better forever.'*

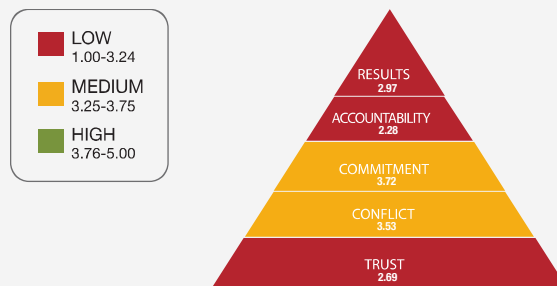
## About the Five Behaviours of a Cohesive Team Profile

Based on the best-selling book, The Five Dysfunctions of a Team by Patrick Lencioni, this report is designed to provide a clear, concise and practical guide to improve your team.

Quite simply a cohesive team needs to master five behaviours as outlined in the Five Behaviours of a Cohesive Team Model. It is important to bear in mind that:

- Each behaviour builds on the previous one, so the behaviours should not be addressed in isolation of one another
- Team members need to have a meaningful understanding of themselves and their peers, which is why this report is reinforced by DiSC, a powerful behavioural tool

### The Five Behaviours of a Cohesive Team Model



## Suitable For

The Five Behaviours of a Cohesive Team profile is an essential team-awareness tool for teams seeking to maximise their potential. It is designed for intact teams and work groups.

## Profile Report & Debrief

Following the Five Behaviours of a Cohesive Team Model, the team report provides the following:

- An overall team score for each of the five behaviours, and in doing so the team's most successful and least successful behaviours
- Team results for each of the question categories contained within each of the five behaviours
- The aggregated DiSC workplace behaviour profiles for the entire team on the DiSC model
- Key areas of focus across the five behaviours for the team

## Profile Logistics

The Five Behaviours of Cohesive Teams report can be completed by each team member via an online questionnaire which takes approximately 20 minutes to complete.

A DiSC Workplace Everything online survey will also need to be completed by each team member and takes approximately 20 minutes to complete.