



Workshop Overview: The Five Behaviors of a Successful Team

"The Five Behaviors of a Successful Team" model, based on Patrick Lencioni's "5 Dysfunctions of a Team," is designed to help teams overcome common obstacles to effective teamwork. This model identifies five key dysfunctions that hinder team performance:

1. **Absence of Trust:** Team members are unwilling to be vulnerable within the group.
2. **Fear of Conflict:** Teams that lack trust are incapable of engaging in an unfiltered and passionate debate of ideas.
3. **Lack of Commitment:** Without conflict, it is difficult for team members to commit to decisions.
4. **Avoidance of Accountability:** Without commitment, team members hesitate to call out their peers on counterproductive behaviors and performance.
5. **Inattention to Results:** Team members put their individual needs (such as ego, career development, or recognition) above the collective goals of the team.

Note: Video explanation. <https://www.youtube.com/watch?v=GCxct4CR-To>

This model is useful for leaders because it provides a structured approach to diagnosing and addressing issues that hinder team performance. By understanding and addressing these dysfunctions, leaders can build stronger, more cohesive teams that are better equipped to achieve their goals.

What Workshop Participants Will Gain

- Understanding of "The Five Dysfunctions of a Team" model
 - Insights from the team assessment
 - Techniques for building trust within the team
 - Strategies for mastering conflict
 - Methods for achieving commitment
 - Approaches to embracing accountability
 - Tools for focusing on results
 - A thematic goal activity to align team efforts
 - A team effectiveness exercise
 - A cascading communication agreement to ensure alignment and clarity
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