

About the Assessment: The Five Behaviors of a Cohesive Team® with Everything DiSC®

The assessment is based on Patrick Lencioni's model of the five behaviors needed for optimum team performance, arising from years of work with teams in organizations large and small. Wiley, a global academic publisher, worked with Patrick to design a *combination* of a team assessment *and also* an individual assessment for each person on the team.

The Five Behaviors of a Cohesive Team® portion of the assessment is based on Patrick's definition of a **team as an interdependent group of people, all working toward a goal together**. Each participant is asked to answer questions about how they experience **the team working together as a unit**.

This is distinct from the *Everything DiSC®* portion of the assessment, which measures **the individual DiSC® of each team member**. Briefly, the DiSC® measures behavioral style. DiSC® is *not* a personality test, which measures fixed traits. Personality traits generally do not change. Behavioral style is more flexible and adaptive than personality. DiSC® results tend to change as people develop new skills, adapt to new responsibilities and encounter different situations. Work DiSC® style and personal DiSC® style may differ.

DiSC® questions may be answered in two ways:

1. Team members may be instructed to answer **focusing on their behavior in their specific work role**. DiSC® results with a work focus will emphasize how a person has adapted at work. The overall natural DiSC® style will be less evident and may be drawn out during interpretation.
2. Alternatively, team members may be instructed to answer **focusing on their overall preferences**. This will reveal the individual's baseline behavioral style. This focus will provide insight into the natural strengths the team members bring to their roles on the team. The work DiSC® style will be less evident in the report. Adapted work style may be drawn out during interpretation.

About the Report for each Team Member:

Each team member will receive a personal report. **The Five Behaviors Team® results in all the reports will be the same. The detailed DiSC® information will be unique, based on each individual's DiSC® results.**

- Page 4 is the same and provides an overview of the team results on the five behaviors model
- Page 9 is different and provides a detailed description of the individual DiSC® results
- Page 10 & 16 are the same and shows a snapshot of all the DiSC® styles on the team
- Many pages include a section on *The Impact of Your DiSC® Style*, based on individual DiSC®

Two Additional Free Tools: 1on1 Team Comparison Reports & Periodic Team Progress Reports

There is a great deal of valuable information in each report, and more is revealed with the additional free reports. ***This assessment is designed to launch a team coaching and development initiative.*** The 1on1 Comparison Reports aid individual team-member coaching. The Periodic Team Progress Reports mark the team improvements throughout the team development program.

About Wiley Publishing:

Wiley is a global leader in educational, academic and assessment publishing. They are a leading provider of DISC assessments around the world.

About Patrick Lencioni's *The Five Behaviors of a Cohesive Team®*:

The Five Behaviors of a Cohesive Team® is based on the *Five Dysfunctions of a Team*, published in 2002.

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