

2022

## Five Behaviors<sup>®</sup> Programs



[www.actonelearning.com](http://www.actonelearning.com)

+1.833.961.3472 Canada/USA

[info@actonelearning.com](mailto:info@actonelearning.com)

## Contents

About ACT One Learning.....	3
About The Five Behaviors® Programs.....	3
About Federal-Provincial Employer Job Grants.....	3
The Five Behaviors® Personal Development Program .....	4
The Five Behaviors® for Virtual Teams Program .....	5
The Five Behaviors® Team Development Program .....	6
The Five Behaviors® Team Development Progress Session .....	7

## About ACT One Learning

Since 2004, ACT One Learning has provided businesses with virtual and classroom instructor-led training, facilitation, and coaching services.

With over 35 years of combined experience supporting individuals, managers, leaders, and teams, you can count on our experts to deliver a learning journey that inspires behavioural change.

### Options for working with us:

- Register for one of our public workshops
- Book a private group training session with eight or more people
- Ask us to customize a curriculum
- Work one-on-one with our coaches

## About The Five Behaviors® Programs

*The Five Behaviors Will Transform Your Teams*

Our modern workplace is in constant flux. As a result, it can feel downright impossible to develop a truly cohesive team. The truth: teams rarely hit their collaborative peak and potential unconsciously. With a proven framework, developing and practicing teamwork happens more quickly, and relationships thrive—taking your team AND organization to the next level.

**The Five Behaviors® Team Development will transform the way your team works together.**

## About Federal-Provincial Employer Job Grants

**Did you know?** The Government of Canada has established new Workforce Development Agreements (WDAs) with provincial and territorial governments. The agreements are for developing and delivering programs and services that help Canadians get training, build their skills, gain work experience, etc.

**Check out our website** under the "More" main menu option, click on Employer Training Grants for information, or contact us.

*Note: Grant amounts may differ between provinces and territories.*

---

Authorized Partner



## The Five Behaviors® Personal Development Program

***Build an organization of individuals who know how to work together effectively and how each team member approaches the five critical behaviors of the model.***

---

Format: 1 Day (8 Hours)

Delivery: Virtual or Classroom

Virtual Cost: \$835.00 per person | Classroom Cost: Price Upon Request

Delivery: Classroom or virtual

### ***Pre-requisite: Everything DiSC® Fundamentals***

Learning Materials Provided: A pre-work online assessment, a digital copy of your personalized Five Behaviors Personal Development profile, and handouts.

Bring to class: A color copy of your twenty-four-page Workplace profile, available in Catalyst, and a color copy of your twenty-three-page Personal Development profile.

### **Outcomes:**

- A common language to discuss teamwork
- An action plan for becoming a more effective team member
- Improved culture of collaboration, workplace satisfaction, results and relationships.

### **Course Description**

#### ***Build and fortify skills that transcend teams across the organization.***

The Five Behaviors for Personal Development is a personalized learning experience that helps everyone become a better team member.

#### **Using the framework of The Five Behaviors, participants learn:**

- The Five Behaviors model
- How DiSC influences each team member's approach to the Five Behaviors
- The definitions of the Five Behaviors
- What barriers impact the Five Behaviors
- Their motivators and stressors to collective results

Note: Participants do not all need to be part of the same team. Instead, individuals can carry the takeaways of this program from one workgroup to the next.

Add-On Option: One-on-one coaching \$125/hr

## The Five Behaviors® for Virtual Teams Program

***Dive deeper into the foundational behaviors of Trust and Conflict.***

---

Format: Two-Part Learning Journey (3 Hours)

Delivery: Virtual or Classroom

Virtual Cost: \$400.00 per person | Classroom Cost: Price Upon Request

***Pre-requisite: The Five Behaviors® Personal Development***

Learning Materials Provided: A handout.

Bring to class: A color copy of your twenty-three-page Personal Development profile.

Outcomes:

- An action plan for becoming a more effective team member
- Improved teamwork, cohesion, workplace satisfaction, results and relationships.

### Course Description

***Virtual Teams Everywhere are being Challenged. Now there's a solution.***

The Five Behaviors for Virtual Teams extends The Five Behaviors Personal Development solution. In this personalized learning experience, participants focus on the two foundational principles of effective teamwork in the virtual workplace: Trust and Conflict.

**Using the framework of The Five Behaviors, participants learn:**

- Foundational behaviors of Trust and Conflict
- About their Trust tendencies
- To master the Conflict behavior

### Learning Journey

1. Classroom or Virtual Instructor-Led Training
2. One-on-one follow up coaching is included

---

Authorized Partner



# The Five Behaviors® Team Development Program

***Build a Cohesive Team That Drives Results!***

---

Format: 3 Days (24 Hours)

Delivery: Virtual or Classroom

Virtual Cost: \$2,345.00 per person | Classroom Cost: Price Upon Request

## ***Pre-requisite: Everything DiSC® Fundamentals***

Learning Materials Provided: A pre-work online team assessment and a Five Behaviors learning binder that includes a personalized Five Behaviors Team Development profile, handouts, and takeaway cards.

Outcomes: A common language to discuss teamwork, faster decisions, improved innovation, healthy conflict ground rules, an action plan for becoming a more cohesive team, and competitive advantage.

## Course Description

***The single most untapped competitive advantage is teamwork.***

The Five Behaviors for Team Development is a personalized team learning experience that helps intact\* teams understand how they score on the critical components of The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results and encourages discussion on how to improve each behaviors score.

## **Using the framework of the Five Behaviors, participants learn:**

- The Five Behaviors model
- How the team is currently performing (based on the assessment)
- How DiSC influences each team member's approach to the behaviors
- The definitions of the Five Behaviors
- Which dysfunctions are holding the team back
- The skills needed to master the Five Behaviors
- The connections between the Five Behaviors
- Where the team needs to focus its energy
- How to bring together everyone's personalities and preferences

*\* An intact team is a relatively small number of people (from three to twelve) who meet regularly and are collectively responsible for results. The team members share common goals and the rewards and responsibilities for achieving them. Not every group is a team. For example, a group that appears to be a team might be a collection of people who report to the same manager but have relatively little interdependence and mutual accountability. If a group does not meet the criteria of a true team, this process is unlikely to produce the results they expect.*

## The Five Behaviors® Team Development Progress Session

***Identify areas of progress or decline and develop new action plans to stay focused.***

---

Format: 2 Days (16 Hours)

Delivery: Virtual or Classroom

Virtual Cost: \$1,550.00 per person | Classroom Cost: Price Upon Request

### ***Pre-requisite: The Five Behaviors® Team Development***

Learning Materials Provided: A pre-work online team assessment, a digital copy of your personalized team progress report, and handouts.

Bring to class: Your Five Behaviors learning binder, a color copy of your nineteen-page Team Development Progress Report.

Outcomes: Improved self and team awareness of the Five Behaviors model. New action plans for continuous improvement.

### Course Description

***The pursuit of team excellence is a commitment to continuous learning and improvement.***

The Five Behaviors Progress Session is a personalized team learning experience that helps teams identify areas of improvement or decline since they took the assessment.

### **Using the framework of the Five Behaviors, participants learn:**

- The team scores for each of the Five Behaviors compared to the last time the team took the assessment
- What percentile the team is in compared to the norm
- Further skills development of the Five Behaviors
- What will improve the team scores

Note: We recommend measuring the team's performance every twelve months and throwing a "Green Party" to celebrate the team's significant accomplishment.

Tip! Depending on the team results, you may want to schedule a skill-building session focused on a single behavior.

### Add-on Options

- One-on-one leader coaching
- One-on-one team member coaching
- A session focused on a single behavior