

Leading with Purpose: One-Page Workshop Handout

The Five Pillars of a Cohesive Team

Based on the work of Patrick Lencioni, Brené Brown, and behavioral science tools.

1. Trust

Foundation of all team success. Vulnerability-based trust enables open dialogue and stronger collaboration.

Ways to Build Trust: - Shared experiences over time - Follow-through and credibility - Genuine connection - Vulnerability & transparency - Creating a judgment-free zone

Reflection Prompt: What's frustrating you at work right now?

2. Healthy Conflict

Healthy conflict is not fighting—it's productive disagreement that surfaces the best ideas.

Teams that engage in healthy conflict: - Have engaging, meaningful discussions - Solve problems quickly - Minimize politics - Bring diverse perspectives forward

Tools: Mining for conflict, Real-time permission, Thomas-Kilmann Conflict Model

3. Commitment

Commitment does not require consensus—only clarity and buy-in.

Commitment Comes From: - Clear decisions - Honest debate - Eliminating ambiguity

Reflection Prompt: Think of a recent decision your team delayed. What caused the hesitation?

4. Accountability

Accountability is peer-to-peer—not top-down.

When accountability works: - Expectations are clear - Feedback is specific and timely - Wins are celebrated

Leader Actions: Model feedback, set the tone, recognize positive behaviors.

5. Focus on Results

Results are the ultimate measure of team performance.

Teams that focus on collective results: - Prioritize group success over individual goals - Track clear metrics
- Stay aligned and avoid distractions

Tools: Scoreboards, visible goals, alignment conversations

Key Idea: Cohesive Teams Do This Consistently

- Trust one another
 - Engage in unfiltered conflict
 - Commit to decisions
 - Hold each other accountable
 - Focus on collective results
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Inspiring Thought

"We need braver leaders and more courageous cultures." – Brené Brown