

# 5 Dynamics



## Powerful tools for building process capability, enhancing team performance and developing individual strengths-based contribution

**Applying people's energies to goals is a critical determinant of *external* success and *internal* satisfaction.** Enterprise leaders, managers, and coaches are looking for ways to rapidly understand and easily apply people's energies to address important challenges. They want a quick and accurate way to measure and apply people's strengths in the right contexts. This enables individuals, managing or coaching pairs, or teams to maximize their performance while minimizing stress and adverse organizational outcomes.

**5 Dynamics** is an innovative suite of tools that enables users to *measure* how people prefer to work, learn, and collaborate; *specify* what any working pair, team, or process requires for success; and *align* individuals' and teams' energies to a process for optimal results. 5 Dynamics demystifies process improvement. People's attention is shifted away from personality differences and onto common goals and process—*who* can contribute *what* to get the job done.

5 Dynamics incorporates many tools that help managers, coaches, and employees address issues broadly known as "fit," as well as improve individual and team performance and organizational outcomes. Individual users can map their job or team assignments to their actual preferences and use their 5 Dynamics information to create individual development plans. Intensive users learn to recognize the preferences of other people and to enlist their support at appropriate phases of a process.

## How 5 Dynamics Can Be Used in Organizations



### Individual Development

5 Dynamics provides a clear and usable roadmap for strengths-based individual development. The expected outcomes include better alignment with job assignments, team roles and career opportunities.



### Leadership Development

5 Dynamics' tools and applications programs provide an ideal foundation for leader development programs. Great leaders understand their own strengths and they have the ability to appreciate and fully leverage others' strengths in a variety of organizational contexts.



### Coaching

5 Dynamics provides robust coaching reports that help managers and coaches understand how they can best support others' development. These reports also show managers and coaches how their own energies compare to those of the individuals they are managing or coaching.



### Team Development

5 Dynamics Teaming Tools reveal the ways in which team members naturally focus their energies and efforts as they work together. Because 5 Dynamics focuses on process rather than on individuals' personalities, it is easy for team members to recognize individual strengths and align the team's energies for enhanced performance.



### Process Improvement

5 Dynamics builds process awareness. It helps people design and evaluate business processes from the perspective of the 5th Dynamic, which takes into account each phase of the core process.