

**We measure personality
to realise potential**



Facet5 Foundation An introduction

...are all unique. We may be similar to others in some ways but in others we are different. These similarities and differences in motivations, attitudes and behaviour make us who we are. The way we behave and interact with others depends on our own self-awareness and personal development.

Development or building effective teams, the Facet5 Foundation Report is the start point. Facet5 is founded on modern theory so the results are robust and reliable. The Facet5 Foundation Report identifies five major building blocks of each of which has a number of sub-factors. We each have a certain amount of each factor and it is this pattern of profile, inventory or scale. There is no right or wrong profile, it is not a test, which you can pass or fail, and is more

- ...ed by Facet5 are:
- Determination**
The inner drive to commit to own ideas
 - Contribution**
A drive to confront issues as they arise
 - Independence**
A tendency to go your own way
 - Vitality**
Obvious enthusiasm and energy
 - Sociability**
Interest in being with people
 - Adaptability**
Involving others in your thinking
 - Trustworthiness**
Putting other people's interests first
 - Openness**
Always trying to be understanding
 - Integrity**
Tendency to take people at face value
 - Reliability**
Being personally organised and planned
 - Responsibility**
Being willing to take personal responsibility
 - Stress Management**
A general sense of tension or stress
 - Optimism**
Being cautious and not over-optimistic

...m 1 to 10. The average score is 5.5 and 68% fall between 3.5 and 7.5. When we compare our score to the Norm that you were compared to is shown at the bottom of the report. This shows the main profile.

...age and is a quick summary of the main themes in your report. More important than the overall Facet5 factor profile. Factor Profile: this shows the main profile of the profile under 5 key headings.

2

Facet5 Foundation Your Profile

This profile shows your scores on the Facet factors. Each score ranges from 1 to 10, whether the score is high or low but how far it deviates from the mean score. 2 "extreme" scores. The scores are distributed "normally" and relate to a specific compare one person to another.



Facet5 is a multi-lingual, global measure of **personality**, powered by a passion for development.

“As psychologists we adhere strongly to scientific principles, but as practitioners we know that nothing works unless it is easy to understand and apply.

Our mission has been to turn reliable data into information that is presented in the most practical and usable way possible.”

Norman Buckley & Rebekah Williams,
Authors of Facet5



Facet5 is the result of over 30 years of development using robust psychometric methods to create a model of personality that supports people development in all its forms.

Launched as the first 'Big 5' measure in Europe, Facet5 is now used by individuals and organisations across the world.

We are proud to have partnered with advisors and organisations across the globe who have shown us what they really need.

Cultural relevance is one of Facet5's key distinguishing features. Regardless of where you live in the world, your upbringing, the languages you speak, Facet5 provides an accurate description of your natural preferences and personality traits.

Available in over

60

countries

4,500

accredited
practitioners

Available in

33

languages

At Facet5 we start with a core belief that human beings are at the heart of every great organisation.

If you want a high performing and inclusive culture, then it starts with each person understanding how their personality influences....

- personal beliefs, mindset and values
- motivations and attitudes
- natural approach, style and strengths
- how they work with others
- communication
- adaptability and resilience to change
- the list goes on.

Wherever we go, our personality goes!





We believe understanding your personality – **really, truly understanding it** - provides an individual with a clear sense of their identity. An essential foundation to thrive in a changing world.

Facet5 applies a common framework and language to support development at every stage of a person's journey within an organisation.

Data captured from one questionnaire can produce multiple reports to inform and guide specific questions, relevant insights and targeted development.

This allows for a consistent model and approach across organisations and ongoing self-awareness. Building a depth of understanding and more effective investment.





BIG 5 THEORY OF PERSONALITY

Recognised as the most reliable and valid way of measuring and describing personality.



A TRAIT BASED TOOL

Personality is measured along a continuum rather than a forced type.



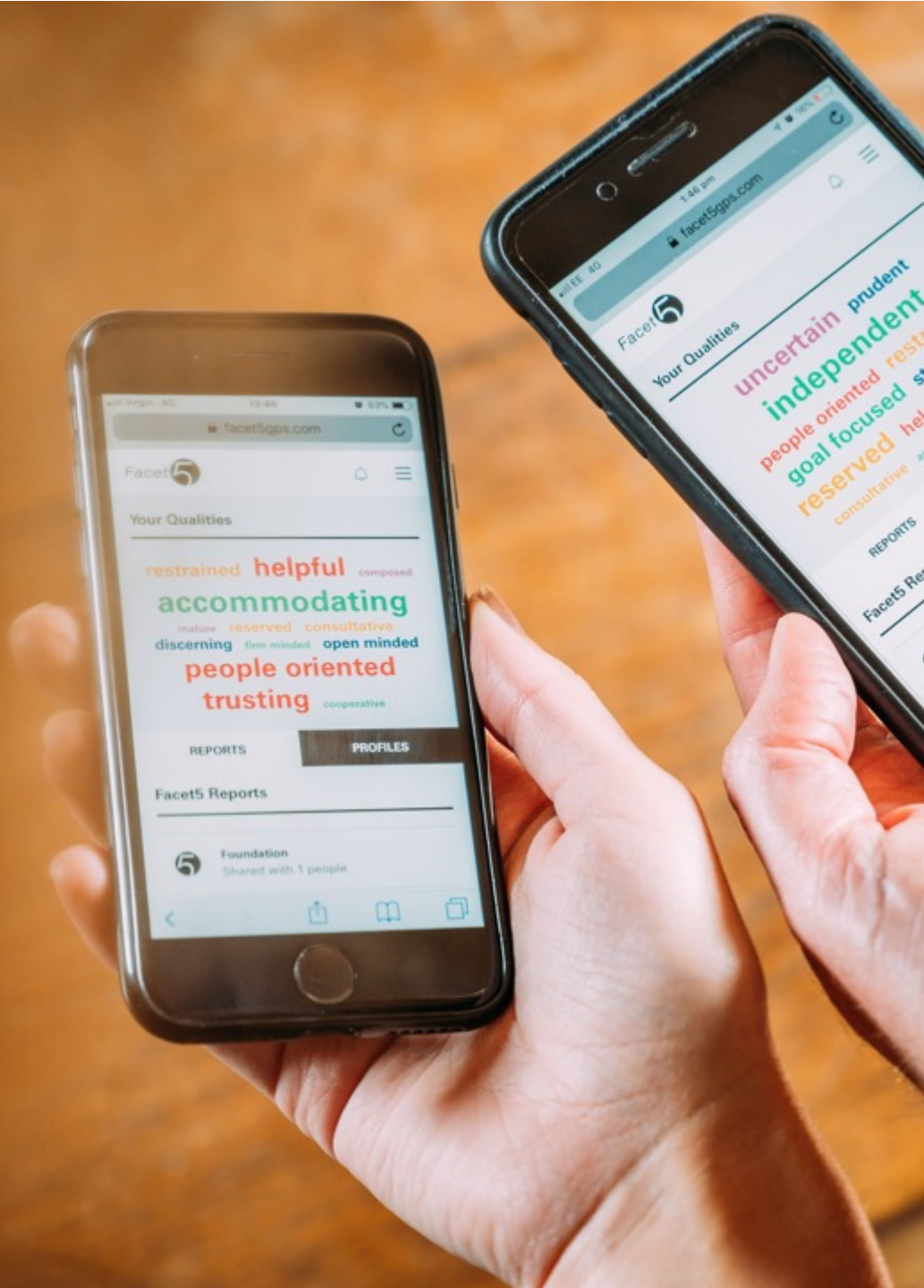
EMOTIONALITY AS A LENS

The only model to apply Emotionality as an interpretive factor - a lens through which to view the other factors.



NATURAL LANGUAGE

Natural everyday language for understanding and talking about behaviours.
Not just strength-based but growth-based.



Data into Insight
Insight into Action
Action into Impact

A core
framework to
realise
**individual,
team and
leader
potential**

Facet5 **Profile**

Harness the power of personality
to realise individual potential

Facet5 **SpotLight**

Actionable insight, tactile
development.

Facet5 **Audition**

Identifying 'best fit' for
recruitment

Facet5 **TeamScape**

Understand team dynamics to
unlock collective potential

Facet5 **SuperSkills** of great conversations

The art of conversation,
the science of personality.

Facet5 **ToRQ**

Personality driven
cognitive assessment