

Facet5 Super-Skills is a report focused on the 5 Super-Skills of Great Conversations™. It shows how an individual is likely to show-up in conversation based on their personality. The report generates awareness of an individual's natural Super-Skills profile, and how they can leverage, manage and develop these skills to have more productive conversations.

## Embedding Super-Skills into your organization

Conversational skills are increasingly a core organizational competence, and the need for authentic, open dialogue within organizations has never been greater. Most line managers spend a lot of time having conversations, so improving the quality of these conversations is essential for improved organizational effectiveness.

The 5 Super Skills of Great Conversations™ are the core skills that underpin all conversations we have. This means that equipping managers with the Super-Skills drives improvements in numerous conversations – including performance management, collaboration, career development and handling difficult conversations.

## The Facet5 Super-Skills Report

How effective we are in conversations depends in part on our skills. But how we are likely to 'show up' in conversation against the 5 Super-Skills can also be predicted by our personality. The Super-Skills report maps an individual's Facet5 results onto the 5 Super-Skills of Great Conversations, providing a unique insight into an individual's strengths, what they might need to manage, and where they can focus to drive improvements.

## The 5 Super-Skills of Great Conversations™

**Presence** Maintaining undivided attention, really 'being there' for the other person – by remaining focused on the conversation and able to ignore distractions.

**Hyper awareness** Self-awareness of your biases, beliefs and emotional triggers, meaning you know what is going on for you during a conversation and how to control your emotions.

**De-coding** Drawing out what the other person is really saying by getting to the meaning behind the words so that the other person really feels understood by you.

**Voicing** Expressing your views with courage and conviction in a way that is constructive and helpful for the conversation – even when you have to give tough message.

**Flow control** Managing conversations – the beginning, middle and end – so that it flows well and results in clear outcomes that everyone agrees with.

## Key features and benefits

- Provides insight into how an individual is likely to 'show up' in a conversation based on their personality, and offers focused and actionable recommendations for developing their conversational competence.
- Based on Facet5, a leading personality measure which accurately describes expected behaviors.
- Facet5 Questionnaire available in over 32 languages.
- Web based for data collection all over the world.
- Results available in real time, for download and use, quickly and effectively
- Online resources and facilitator materials build capability quickly and ensure powerful results.

## Super-Skills enables organizations

To help you to improve the quality of conversations an individual has in and out of work. This is the start of an on-going journey to building better relationships. Organizational performance is improved one conversation at a time. Improved engagement, employee wellbeing, collaboration and performance are all outcomes of effective conversation skill development.

## Getting started

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The Right Conversation   
Empowering Organisational Performance, One Conversation at a Time

Facet5 

