

Facet5 Profile



Facet5 is a personality questionnaire specifically designed by Psychologists for use by management in organisations. It produces a comprehensive multi part report on how an individual behaves at work: actual behaviour, how to best manage, what the work strengths are likely to be, and where individual work preferences might lie.

Facet5 model of behaviour

Facet5 personality profile is based on research done at Edinburgh University in the 1980s, using a Big5 model of personality, generally considered by psychologists to be the best way of understanding behaviour. The Facet5 model uses the following five behavioural dimensions:

- **Will:** the degree to which an individual is determined, assertive and independent
- **Energy:** the degree to which an individual is enthusiastic, sociable and involved
- **Affection:** the degree to which an individual is open, sincere, warm and generous
- **Control:** the degree to which an individual is structured, orderly and self-disciplined
- **Emotionality:** interacts with the other Facet5 factors and affects stress tolerance, confidence and emotional state

Facet5 process

Facet5 personality profile is delivered from an online questionnaire. Available in over 30 different languages, with a range of corresponding norm groups, the results can be downloaded immediately upon completion.

The questionnaire consists of 106 questions and takes approximately 15–20 minutes to complete. The process is entirely web-based for data collection and analysis all over the world.

Accreditation

Facet5 requires individuals who wish to debrief or interpret Facet5 data to complete a two day accreditation programme. With a focus on practical application in the work place it is an interactive face to face learning programme. Extensive support and online learning materials mean new practitioners can apply their learning quickly back on the job. For further information on accreditation contact your local partner.

Profile report and components

The Facet5 questionnaire forms the foundation of the Facet5 range of products, providing individual data that is combined and contrasted by other Facet5 products. Reports use helpful, work-related, easy-to-read language, and produce the following components:

- **An individual profile and report:** describes individual behaviour and preferences
- **The Family Portrait:** compares the individual profile to one of 17 reference families
- **SearchLight Review of Competence:** individual strengths and areas for development against six competencies: leadership, interpersonal, communication, analysis and decision making, initiative and effort, planning and organising
- **LeadingEdge Guide to Leading:** how to engage and manage someone to maximise engagement and job satisfaction
- **WorkPreferences:** individual intrinsic motivators.

Profile key features

- Available in over 30 languages
- Clear graphical presentation make understanding accessible
- Questionnaire takes approximately 15–20 minutes allowing for quick turnaround times
- Reports use management style language with no jargon
- Easy-to-read style and layout make interpretation accessible
- Information can be applied by the organisation or individual across the entire employee life-cycle

Getting started

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