

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 

