



johnston
penno



Purpose

Assessment of individual differences in personality

Outcome

An understanding of individuals' natural attributes and styles, together with improved levels of self-awareness, is fundamental to effectiveness with others and the resulting impact on an organisation

Aimed at

- Any individual

Facet5 is designed to enable an organisation to measure the five major aspects of personality.

Then using those measurements in a coherent and systematic way to support existing human resource management processes. Facet5 offers a single, well-researched model – and common language – for understanding the most critical decisions that have to be taken about people in organisations.

Facet5 provides an understanding of how people differ in their motivation, attitudes, aspirations and the behavioural differences that might result. The model is based on recent personality and management development theory and is simple and practical to use.

Facet5 is a tool that:

- Combines modern design, construction, appearance, flexibility of use and integration with human resource management systems
- Can be used at all levels, and in applications ranging from individual assessment to team development
- Can be extended to understand values of organisational culture at team or corporate level





The 'Big 5' factors are now considered to be the fundamental building blocks that can provide a complete description of a person's personality. These are:

- *Will* - determination, confrontation, independence
- *Energy* - vitality, sociability, adaptability
- *Affection* - altruism, support, trust
- *Control* - discipline, responsibility
- *Emotionality* - interacting with others, stability, confidence and emotional state

These factors are broken down into 13 sub-factors (facets) that explore the subtleties of personality



Facet5 Base System

Facet5 base system is a normative personality assessment instrument that measures five key dimensions and 13 facets or sub-factors of personality. The instrument is referenced to managers and professionals across a wide range of industries. The outputs of the assessment are a graphical profile and a narrative report, both of which can be fed back to the employee by a trained Facet5 user. This base system can be used with one or more of the following application modules to support a variety of human resource processes:

Searchlight Module – generates guidelines on selection interview questions about an applicant for a role, using a Facet5 profile and data

Teamscape Module – generates graphical and narrative reports from the basic Facet5 data about how the individuals in a team solve problems differently. It also explains how discord can build up in a team and provides an agenda for resolving it

Leading Edge Module – generates a narrative report from the basic Facet5 data that suggests a management development agenda for individual employees in managerial roles at any level in the organisation

Work Preferences – generates a graphical narrative report from the basic Facet5 data to pinpoint motivating and de-motivating aspects of the individual's current and future roles

Available with:

- On-line scoring
- Software package
- Paper-based questionnaires
- Scoring bureau service
- Self development guides