

Facet5: an overview for TU/e

www.facet5global.com

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Agenda for today

- Understanding your ideas and needs for the use of Facet5
- Overview of Facet5 and available reports/solutions
- My Facet5 app
- Working together with Facet5 NL

Facet5 'We measure personality to realise potential'

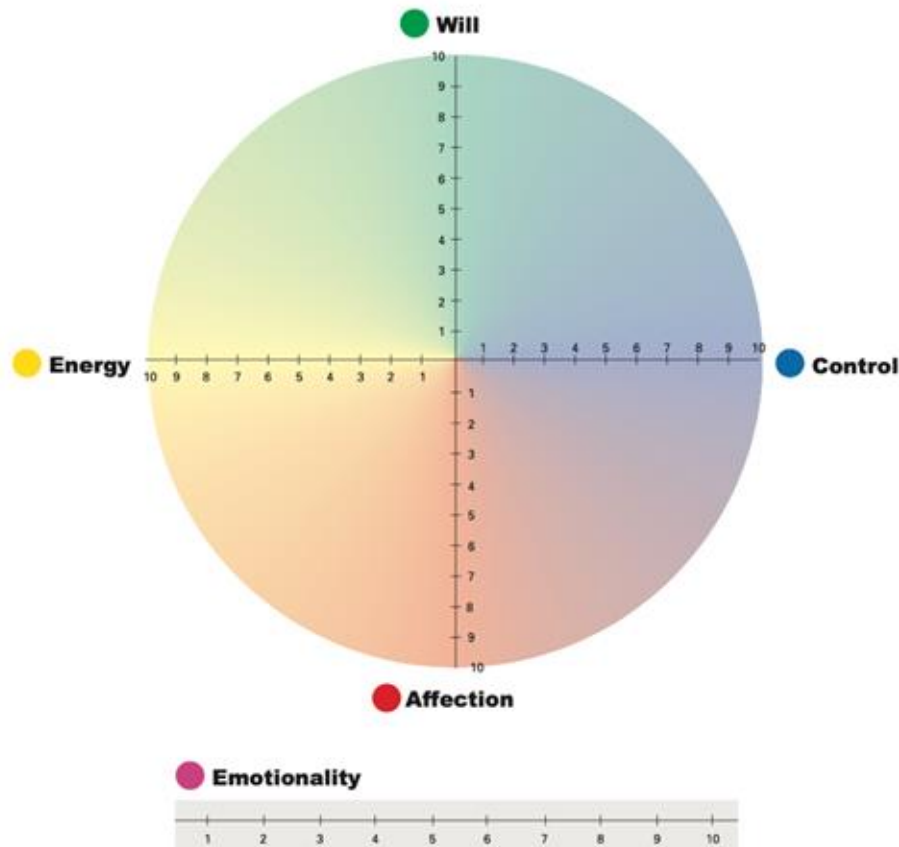
- Facet5 is a tool for measuring personality, driven by a passion for development.
- Facet5 brings together robust psychological science, decades of international research and practical tools
- Used globally by HR, L&D, Recruitment, Training & Consultancy firms, Trainers and (team)coaches, Leaders and Team members
- Facet5 provides a model and language to explain how people are similar and differ in behavior, motivation, attitudes and preferred style of work – and more importantly: what they can achieve.

www.facet5global.com

Facet5 Key features

- Measures behavioral preferences, drivers and motivators
- Based on the widely accepted Big 5 model of personality
- Trait-based, normative instrument: designed for making meaningful comparisons between individuals
- Applications across the employee lifecycle
- Rooted in science and extensively reviewed by the BPS

The **Facet5** Circle



- Facet5 is based on the Big 5 theory of personality and measures five major aspects of a person's personality.
- We all have these traits to a lesser or greater degree
- Four Factors sit around the circle: Will, Energy, Affection, Control
- Emotionality sits underneath, as a factor as well as playing a secondary role as an interpretive factor – think of it as a lens through which we view the profile.

Facet5 Facts

We have been working with organizations around the world for over 30 years

42

42 Norm Groups to make meaningful comparisons

38

Available in **38 languages**

20+

More than 20 report forms
Covering the entire spectrum of individual, team and organizational development

4000

A global network of **over 4000 active users**

42

National Character Research for **42 countries**

30

Based on now **30 years of development**

30

40

A growing network of **30 partners** who support Facet5 application in more than **40 countries**

The Employee Life Cycle

'What is typical for our current culture and how can we implement and monitor change?'

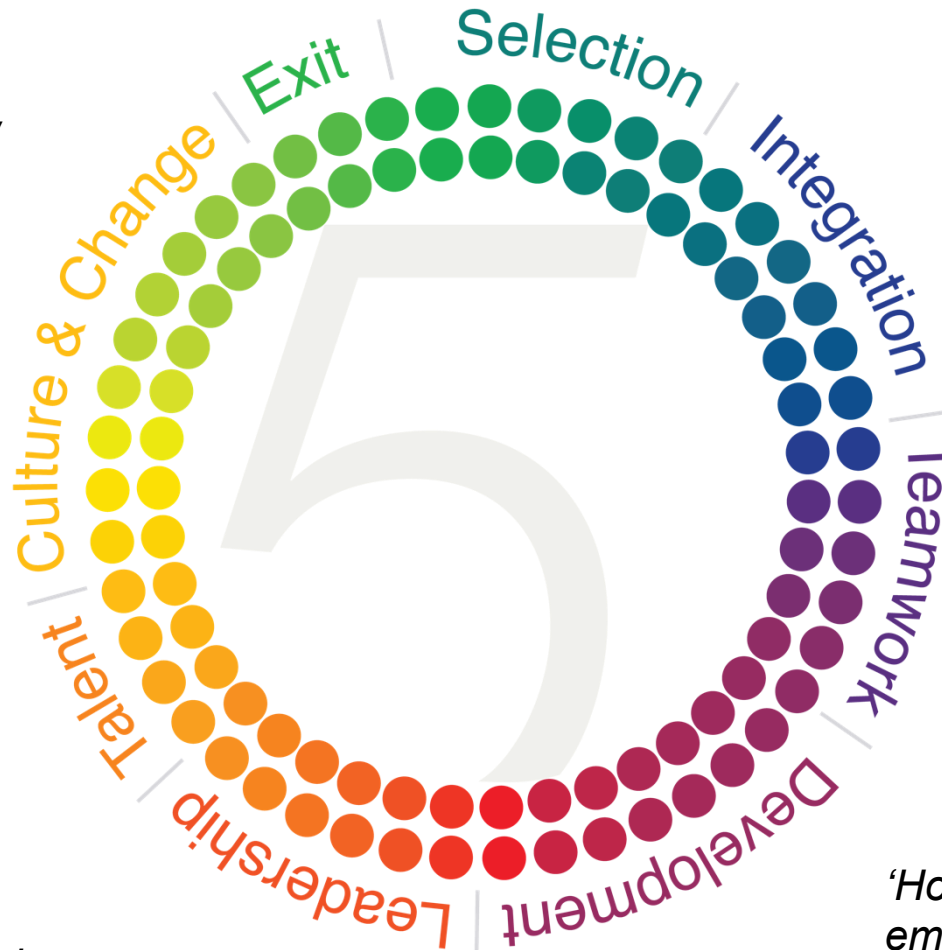
'How can we identify and develop our talents?'

'How do we develop our leaders?'

'How do we select the best people for...?'

'How do we bring the new team up to speed?'

'How can we help our employees with continuous development?'



Facet5 product portfolio

Facet5
Profile

Personality profile

Facet5
TeamScape

Team development
profile

Facet5
SpotLight

Personal
development suite

Facet5
SuperSkills
of great conversations

Conversation skills
profile

Facet5
**Career
Motivators**

Career
Coaching

Facet5
Audition

Selection &
comparison profile

Facet5
ToRQ

Cognitive
assessment

Facet5
SLR

360 leadership
profile

Facet5
KeyQuality

Key Qualities
Strength Profile

my
Facet **5**

WebApp

Facet5 product portfolio (1)

Personal profile (selection & development)

- Foundation profile with the five main building blocks of a person's personality and 15 subfactors
- Family portrait which provides a quick reference and additional insight

TeamScape (team integration & team development)

- Insight into differences and similarities in how a team works together
- Culture of the team, what the mutual relationships will be like, how the team achieves performance and deals with conflicts

SpotLight (individual development)

- Direct translation to behavioral domains and qualities, pitfalls and development challenges.
- Provides input for a personal development plan
- Via the myFacet5 webapp a real 'coach in your pocket'



Facet5 product portfolio (2)

SuperSkills for Great Conversations (conversational skills development)

- What are your natural strengths and development areas when it comes to having good, effective conversations?
- Used in leadership training, coaching and team workshops

Career Motivators (career conversations)

- Clarifies what drives career choices
- Supports more deliberate decisions about professional direction

Key Qualities (individual development)

- Strengths-based perspective on development
- How to apply your key qualities effectively and offering practical coaching guidance



Facet5 product portfolio (3)

Audition (selection & role-fit)

- Matching to a pre-created 'ideal' profile based upon a certain role
- Provides interview questions to assess 'learned' capabilities

Strategic Leadership Review (360-feedback - development)

- Combines Facet5's personality profile with a 360-feedback questionnaire
- Assessment and prediction of leadership behaviors and development

Tailored Reasoning Questionnaire (cognitive test)

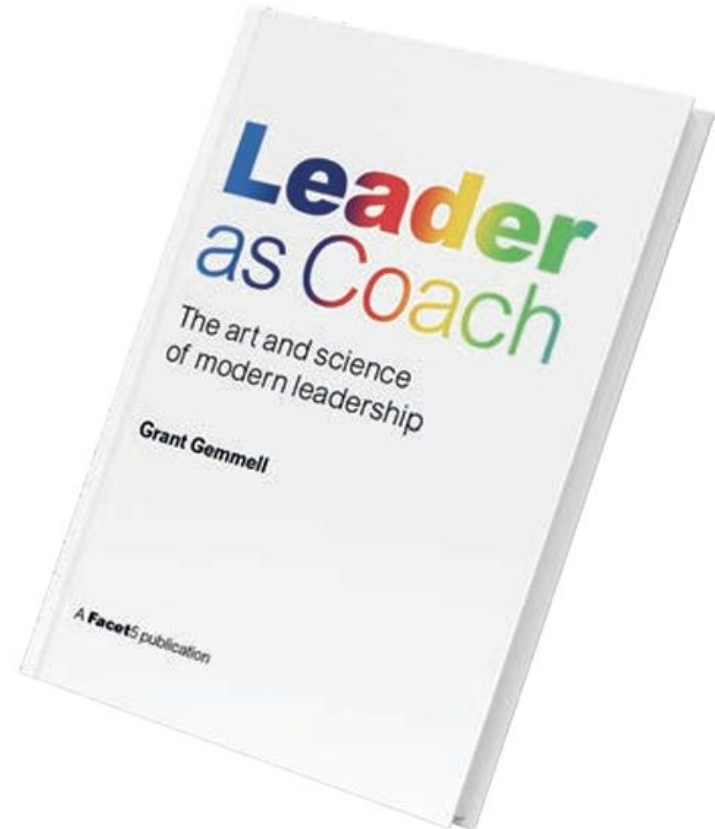
- Measures general intelligence ("g")
- Research consistently shows that general intelligence is the most important predictor of job performance
- ToRQ grades "g" by looking at practical, work-based problem-solving skills



Facet5 Leader as Coach

<https://www.facet5global.com/leaderascoach/>

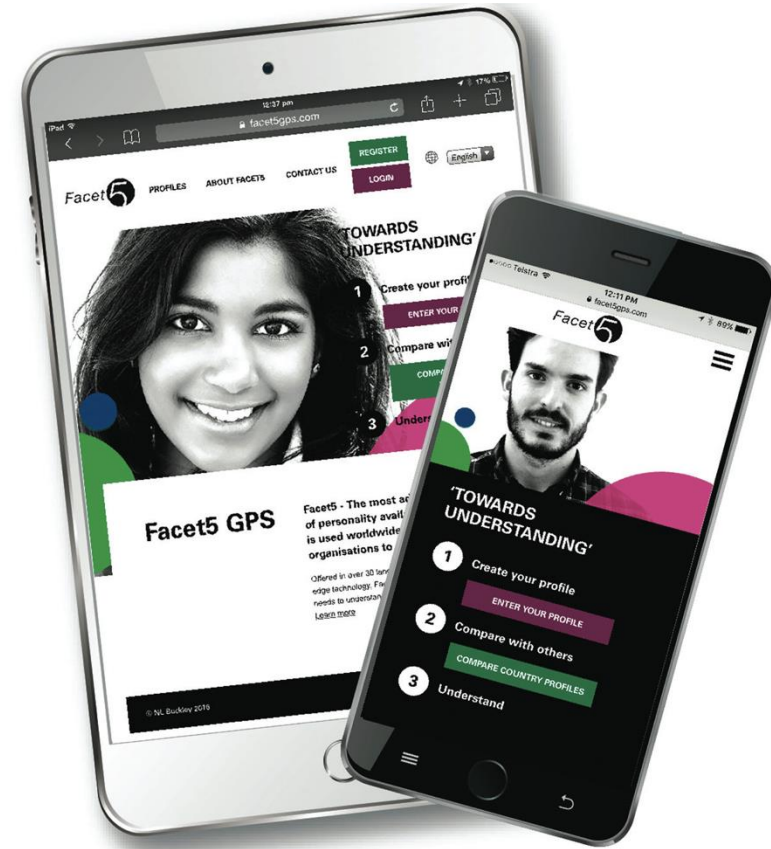
- Leading with a coaching mindset
- A fully personalized Leader as Coach book, created from an individual's Facet5 profile and used throughout leadership programs or coaching as an individualized leadership development resource
- Deep practical self-awareness of how personality shapes leadership behavior, decision-making, and impact.



MyFacet5 WebApp

The Self Awareness App

- View your Facet5 Profile online
- 1 place for all your Facet5 reports, always accessible
- Share your reports and explore how others see you and identify your challenges in working with others
- Perfect for building effective relationships and understanding how we work together
- View your individual development tips (at the SpotLight report)
- It is a free application



Typical cooperation with **Facet5**

First point of contact is Humancollective/Facet5 Netherlands – part of the global Facet5 network:

- Facet5 accreditation (2-day in-company training)
- Setting up a Facet5 account for TU/E, to generate questionnaires and reports (TU/E to define users)
- Help and support by Humancollective/Facet5 Netherlands (backed by Facet5 Global)