

Career

Personality at the heart
of career coaching and
planning



Empower careers with **Facet5**

When we understand our strengths, how we like to work, what we like to do and where we thrive, we bring conscious choice to our careers. By providing a language and description of our preferred ways of work we can start to build a career that works for us while affirming our personal value and contribution.

Career conversations in organisations help align individual aspirations with business goals, enhancing job satisfaction, and boosting retention. They empower employees to understand and navigate their career paths effectively, fostering a motivated, engaged workforce. This strategic approach not only drives personal growth but also enhances organisational performance.

Our personality plays a crucial role in career conversations by guiding the alignment of our individual traits with suitable career paths and roles. Understanding an employee's personality helps tailor development plans that resonate with their intrinsic motivations and strengths, ensuring they feel genuinely engaged and valued.

When we apply personality to career

Support individuals to pinpoint their natural talents and abilities, guiding them towards career opportunities that best align with their inherent strengths.

It provides insights into how an individual prefers to work, aiding in the selection of roles and environments that enhance job satisfaction and productivity.

It highlights specific role elements that motivate the individual, crucial for maintaining long-term engagement and enthusiasm in their career.

It helps with targeted job searches and career development for optimal growth and wellbeing.

Forms a solid foundation for creating an effective and meaningful career plan, ensuring choices are deeply aligned with personal personality traits.

Improves career conversations by providing a framework and meaningful information.

The Facet5 Career model

We believe when we understand who we are, what we like to do and how, we create a sense of self-efficacy which can often underpin the courage to do something different, something amazing. Our approach focuses on:

- Helping individuals understand their strengths, and ways of leveraging these across roles
- Defining how they prefer to work, and when they get the opportunity to do so, how work becomes more effortless and enjoyable. It allows them to find a language that helps explain, to others, their preferences and preferred ways of working. Creating clarity and building better relationships
- Clarifying what they are motivated by. In their jobs – past, present and future. While also understanding that this doesn't restrict them. But rather, gives them a way of understanding what is important, lastly
- The environment in which they thrive. Allowing them to grow and flourish. When we get a sense of connection with others and align with purpose of the organisation, we call this 'fit'. We all like to feel like we have our tribe.

The value of Facet5 in the career process

In-depth personality insights: Facet5 allows individuals to delve deeper into their core strengths and behavioural tendencies. We generate nuanced profiles that outline personality traits in a detailed and actionable manner, enabling coaches and leaders to quickly understand and work effectively with individuals on their career plan.

Tailored development strategies: Facet5 provides personalised development strategies, highlighting how to leverage strengths and address potential overplays. This tailored approach ensures that coaches and leaders can offer highly customised guidance, making each career conversation more impactful and aligned with the individuals career plan.



A career is not just a series of jobs and skills. It is that perfect storm of personality, capability and talents that aligns with our passions, purpose and values. And, importantly, it is a living process.

Enhanced self and others awareness: By providing individuals with clear insights into their own behaviours and motivations, Facet5 fosters greater self-awareness and self-understanding, which are crucial for meaningful personal development and professional growth.

Improved leader capability: By providing a framework and method, Leaders are better equipped to have career conversations. The tools and insights provided allow for richer, more meaningful conversations.

Career Program Modules

The key to a thriving, successful and flourishing career is having opportunities for mastery in a role that uses your strengths, preferences and drivers in an environment that intrinsically motivates. Our unique Career Coaching program focuses on building skills and knowledge. We also provide three ready made workshops that can be delivered by participants.

What do we mean by Career?

This module explores the definition of Career, why career planning and coaching are so important, and the impactful role of personality in the process. We explore the Facet5 Career Framework and its application.

Conversations skills

This module explores the what it is to have great conversations. It focuses on five critical skills of conversations that can be applied in every conversation, meeting, or coaching moment. What is it to be present in our conversations, managing our bias, asking great questions, speaking with courage and managing the flow and outcomes.

Coaching skills

This module builds skills and understanding of coaching approaches. It focuses on application and practice, creating a confidence and capability, supported with toolkits and guides. Participants work in cohorts to build skill and to understand how to leverage their own natural coaching capability.

Career conversations

This module focuses on bringing together the conversation and coaching skills and applying it to career conversations. Using simple but impactful frameworks and guides, it supports managers and leaders to navigate career conversations successfully.

Career Development Programs

Career Planning Workshop: Early Career

This workshop is ideal for Graduates or individuals looking to understand their career pathway. A one-day format that includes facilitator guides and participant materials. Individuals leave with the beginnings of a career plan

New Manager: Career Conversations

This one-day workshop teaches first line or new managers the value of career conversations and provides tools and techniques to have career conversations with their teams.

Leader: Career Conversations

This one-day workshop is for more experienced Leaders who want to mentor their managers and teams in effective Career conversations.

Why Facet5?

Why us?

For the last 35 years, Facet5 has taken reliable, trusted personality data and turned it into meaningful insights. We believe our trait-based model of personality provides profound insights that extend beyond surface behaviours to an understanding of our core, enduring personality traits.

This approach recognises that our personality traits help us build a portrait over time and across different contexts, making it possible to map a long-term development arc for individuals. By using a trait-based model, Facet5 enables coaches and clients to reliably predict behaviours and reactions in various professional and personal scenarios.

Facet5 uses natural everyday terms that are more familiar, and strengths based. This creates a common language for understanding and talking about behaviours – rather than using overly complicated academic or less balanced language.

The comparative nature of Facet5 allows individuals to understand their unique personality style in relation to others, fostering better interpersonal relationships and effective communication. This insight supports an appreciation of diversity, workplace dynamics and to better work with different personality types effectively.

In comparison ipsative-based tools, which categorise personalities into broad types (such as colours or simple letter combinations) oversimplify and generalise individual behaviours. Facet5 avoids the pitfalls of overgeneralisation by offering a nuanced view of each client's unique personality profile. It supports the development of tailored, specific, and actionable development strategies that respect and leverage each individual's unique strengths.

The learning continues

We offer a range of extension program that support practitioner capability and learning.

TeamScape Certification: Two-day virtual or in person program, focusing on the Facet5 TeamScape model and interpretation of team data. Practical facilitation skills supported with comprehensive materials and tools.

Key Qualities Certification: A self-paced online course that delves deeper into the concepts of a Strengths approach to development, the model and report detail.

Spotlight Certification: One-day virtual program that looks at personal development using the Spotlight model. The workshop focuses on the application of the data and integration of the myFacet5 webapp into learning sessions.

Career Coaching Certification: Three-day virtual or in person program that builds skills in delivering our career coaching programs. You receive training on the career motivator model, coaching and conversations as well as three unique career coaching workshops.

SuperSkills Certification: One-day virtual or in person workshop that builds skills in the delivery of a SuperSkills of Great Conversations workshop and techniques for coaching leaders and teams.

Audition Certification: One-day online certification that supports practitioners to apply the Audition model of selection. It focuses on the role definition, comparison and interviewing processes. Ideal for talent selection and recruitment teams.

Facet5's **personalised approach** ensures that development strategies are not only aligned with each person's inherent traits but also finely tuned to their personal and professional growth aspirations.



Hear more from our community – links to video ask question and answer format on the value of being accredited and what to expect.

Get in touch to get started

Getting started is easy. We like to say we are a team of down-to-earth people which makes working with us easy. Use these contact details to start a conversation and let's see what we can do

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