

Develop

Personality at the
heart of Soft Skill
Capability



Put personality at the heart of capability with **Facet5**

At the core of unlocking an individual's and an organisation's true potential lies a deep understanding of personality. Personality at the heart of capability is a transformative approach that integrates personality data into personal and organisational development.

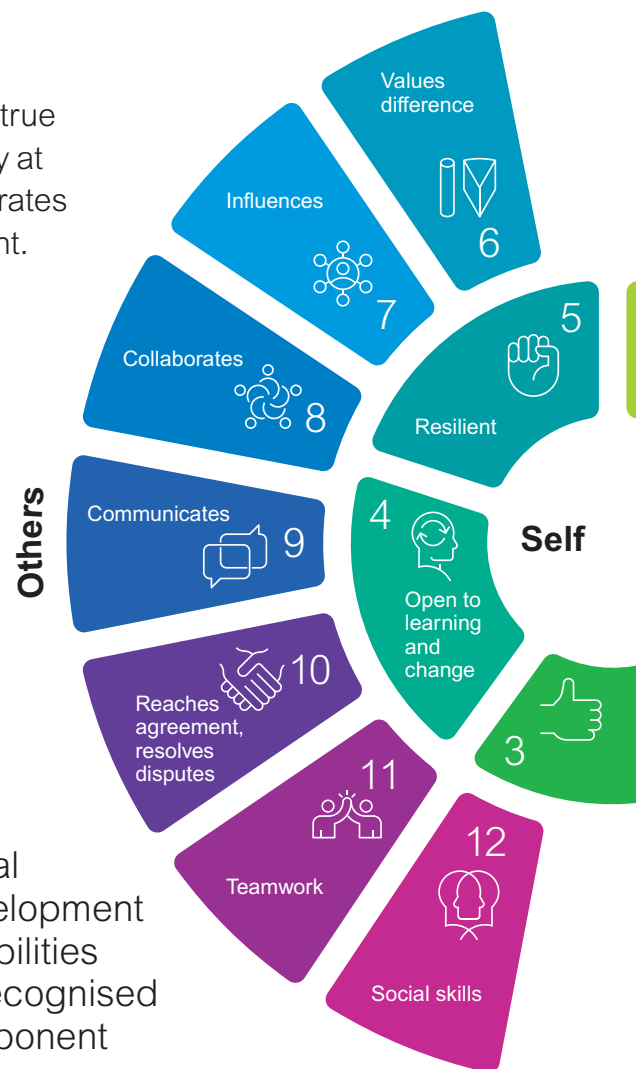
Applying insights gleaned from an individual's personality, we help them understand their unique approach to the essential capabilities that promote sustainable and enduring levels of personal growth. This tailored understanding not only enhances personal growth but also aligns with the broader objectives of the organisation.

Our focus is on leveraging the power of personality data to create a roadmap for development that is as unique as the individuals and organisations we serve, paving the way for them to realise their fullest potential.

Our Capability modules are meticulously crafted to offer tailored learning pathways that cater to both individuals and groups. These modules are versatile and can seamlessly integrate into existing learning programs or platforms, enhancing and complementing your current development strategies.

By doing so, we ensure that the learning experience is not only personalised but also deeply aligned with the unique personality profiles of participants. This integration enables a more holistic approach to personal and professional development.

Facet5 provides a unique value proposition. As a modern, trait-based measure of personality Facet5 helps organisations deliver tailored insights and strategies that enhance self-awareness, drive development and optimise performance.



For organisational leaders, the development of soft skill capabilities is increasingly recognised as a pivotal component of sustained success.

Our approach delivers:

Deep understanding of personality:

Our approach advocates that the essence of unlocking potential in both individuals and organisations is a thorough comprehension of personality traits and profiles.

Individualised approach: The application of personality data is personalised, designed to enlighten individuals about their distinct ways of building essential capabilities, thus fostering long-term personal growth.

Alignment with organisational goals:

Personal growth facilitated by this method does not occur in isolation but is in concert with an organisation's broader objectives, ensuring a direct connection between individual development and organisational success.

Build
**essential
soft skill
capability**
with Facet5



Business benefits of Integrating Facet5 into your capability strategy

Incorporating Facet5 into your capability strategy not only enhances your ability to provide deep, stable insights into personality traits but also equips you with the tools to create meaningful, lasting changes to the essential capabilities needed for organisations to thrive. This sophisticated understanding elevates your development sessions, making them more impactful, rewarding and productive.

Objectivity and credibility: We provide robust and credible, data-driven insights that can enhance the development process and personal insights. We act as an essential objective voice in the decision and investment process.

Comprehensive support material: We provide access to a suite of tools including detailed reports, actionable strategies, and tools that enhance the learning experience and provide valuable actionable takeaways and skills for individuals.

Continuous learning and development: We offer a way staying at the forefront of development practices with ongoing updates and support from the Facet5 community, including training in new tools and methodologies that evolve from the Facet5 framework.

Integrating into your strategies

Individual coaching and development: Integrate into coaching and development programmes that support individuals to understand their approach and how to leverage for success.

Team development: Create team development strategies that align to the work of the team. Help them create an appreciation of the diverse styles and how and when to leverage.

Leadership development and coaching: Incorporate into leadership development programmes and coaching to support a more agile, adaptable leadership community.

Talent selection: Integrate into the talent selection and onboarding process. Defining desired capabilities allows for a clear and open selection process.

Strategic planning: Defining the capabilities of the future allows organisations to influence their talent decisions along with the investment in development of capabilities of teams and

Set your
**business
apart** with
Facet5

Roadmap for development: Leveraging personality data creates a development path tailored to the uniqueness of each individual or organization, suggesting a bespoke rather than one-size-fits-all solution to development.

Integration: The learning pathways offered are easily incorporated into existing learning programmes and competency models. This flexibility points to the approach's adaptability and its ability to enhance and enrich current development strategies.

Personalised learning experience: The integration of personality profiles into learning experiences guarantees that each individual's development is as unique as their personality, promoting a more comprehensive approach to development.

Join our growing **global** community

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-level behaviours to an understanding of our core, enduring personality traits.

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

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 enable different personality types to work together 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 over-generalisation by offering a nuanced view of an individual's unique personality profile. It supports the development of tailored, specific, and actionable development strategies that respect and leverage an individual's unique strengths.

How does it all work?

By becoming a member our Facet5 community you are joining a diverse and amazing group of people, just like you. We all have a passion for helping others realise their potential.

Step 1: Become a Facet5 Accredited Practitioner

Our programs focus on building confidence and capability to apply your new knowledge and insights from day one. They are run virtually or in person and provide detailed knowledge of the Facet5 model of personality, along with; the methods and tools to interpret Facet5 Personality profiles and to debrief another person's profile in a coaching conversation.

Step 2: Join a Business Academy Program

When you are ready, we will set up your own business account and enrol you in one of our Business Academy programs. So, you are not only gaining a professional accreditation but also continuous business support. These sessions cover a wide range of topics that support you in building not only your knowledge, but how to create business value using Facet5.

Step 3: Join our learning community

As a member of the Facet5 community, you will have access to an extensive suite of materials that will aid in the application and understanding of the Facet5 framework. Most exciting of all, is that you will be part of a global community, offering opportunities to connect, share and learn from diverse experiences and practices. Our masterclass programs and learning events are crafted to keep you at the forefront of best practice, ensuring you remain updated with the latest tools, techniques and research in the field of personality and development coaching.

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

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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