

Facet **5**

# Strengths

Unlocking  
an individual's  
key qualities



[facet5global.com](https://facet5global.com)

# Realise individual brilliance with **Facet5**

The Facet5 Key Qualities strengths profile is a powerful tool designed to measure an individual's unique strengths based on their personality. By gaining insight into their inherent abilities and preferences, individuals are better equipped to make informed decisions about their personal and professional paths.

The self-awareness offered by Facet5, fosters a deeper understanding of how to leverage one's strengths in various scenarios, paving the way for enhanced performance, job satisfaction, and wellbeing. Ultimately, it serves as a roadmap for individuals to navigate their journey of growth, helping them to unlock their full potential and thrive in their endeavours.

## **Why take a strengths-based approach?**

Focusing on strengths rather than just managing development gaps fosters a more empowering approach to personal and professional growth.

When we utilise our strengths, we are working from a base of natural talent and confidence, enhancing our existing capabilities.

By taking a strengths-based approach we are more likely to take informed risks and explore new ideas, driving innovation and creativity due to increased confidence.

When we align tasks and responsibilities with individual strengths, we can make work more enjoyable and less draining, leading to a more fulfilling career.

Shifting focus from fixing weaknesses to enhancing strengths contributes to better mental health and greater job satisfaction.

When we all adopt a strengths-based approach it helps build a vibrant, dynamic culture.

When we understand and utilise the strengths of team member's it can lead to better understanding that creates better relationships and inclusivity.

It promotes a culture of appreciation and recognition, where employees feel valued for what they naturally bring to the table.

This positive environment not only boosts morale but also attracts top talent who are seeking workplaces that invest in their growth and value their unique contributions.

Ultimately, understanding and harnessing strengths, both individually and collectively, cultivates a more engaged, productive, and innovative workforce.

## **The impact of strengths**

**Enhanced performance and productivity:** Gallup's research indicates that workgroups that received strength-based interventions showed performance increases of 10% to 19%. Employees who focus on using their strengths are more likely to be energised and effective in their roles.

**Increased employee engagement:** Research completed by Gallup found organisations that focus on strengths can see employee engagement rates nearly double from the typical 30% to over 60%. High engagement is closely linked to higher productivity, better retention rates, and improved profitability.

**Improved employee retention:** According to a Corporate Leadership Council study, emphasising employee strengths in performance conversations can reduce turnover by up to 14.9%. Employees feel more valued and effective when their strengths are recognised and utilised, leading to increased job satisfaction and loyalty.

**Higher profitability:** A report by Gallup found that companies that implemented strength-based management practices boasted up to a 29% increase in profit. This boost can be attributed to higher productivity, better customer engagement, and reduced costs associated with turnover and absenteeism.

**Better team dynamics and collaboration:** Strength-based tools help identify and optimise the diverse strengths within teams, leading to more effective collaboration and innovation. This can result in more successful project outcomes and the achievement of team objectives more efficiently.

**Improved customer outcomes:** When teams and individuals operate from a strengths perspective, they are more proactive, creative, and responsive to customer needs. This can lead to higher customer satisfaction and loyalty, which are key drivers of long-term business success.

Organisations that focus on strengths can see employee engagement rates double from the typical 30% to over

**60%\***

## Applications of Facet5 Strengths at work

**Individual coaching and personal development:** Utilise the broad range of personality-based profiles to help clients identify and harness their strengths, set realistic and impactful goals, and develop strategies to manage stress and enhance well-being. Individuals who use Facet5 report improved work-life balance, reduced stress levels, higher self-confidence, and better goal-setting and achieving capabilities.

**Team coaching and development:** Apply a strengths approach to team workshops, enhancing understanding among team members, improving communication, and driving team performance through optimised collaboration. According to research published by the Institute of Coaching, over 70% of individuals who receive team coaching benefited from improved work performance, relationships, and more effective communication skills. Additionally, 86% of companies reported that they recouped their investment and more.

**Leadership development:** Guide leaders in understanding their innate strengths and how that supports a more authentic leadership style. Create a practical understanding of how they can effectively motivate others, and how to adapt their approach to different team dynamics and organisational cultures. According to a study by the Centre for Creative Leadership, organisations that offered strengths based coaching to their executives reported improvements in communication, interpersonal, and management skills among those coached, leading to better leadership effectiveness.

**Career coaching:** Coaching accelerates career advancement. Organisations that integrate coaching into their talent development strategies often see faster leadership development and succession planning. Our unique career coaching profile supports meaningful career planning.

## Business benefits of integrating Facet5 into your development process

Incorporating Facet5 into your development practice 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 in individuals' lives. This sophisticated understanding elevates your development sessions, making them more impactful, rewarding and productive.

**Objectivity and credibility:** Facet5 acts as an objective voice in the development process, providing credible, data-driven insights that can enhance the learning process and support the personal insights shared during sessions.

**Integrated development:** Our learning modules and data can be integrated into existing programmes. Individualised reports and group data can inform the design, delivery and outcomes of programmes.

**Comprehensive support material:** Gain access to a suite of tools including detailed reports, actionable strategies, and learning materials that enhance the development experience and provide valuable takeaways for participants.

**Continuous learning and development:** Stay at the forefront of great practice with ongoing updates and support from the Facet5 community, including training in new tools and methodologies that evolve from the Facet5 framework.

Increase **workgroup performance** with a strengths approach

# 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

## Contact Details

E: [Hello@facet5global.com](mailto:Hello@facet5global.com)  
W: [facet5global.com](http://facet5global.com)  
T: +44 (0)1954 602 460

**in** [facet5](#)  
 [@facet5-tv](#)  
**f** [facet5global](#)  
 [facet5\\_realisepotential](#)