

Team

Personality at the
heart of team
potential



Realise team potential with **Facet5**

Our personality comes with us wherever we go. It influences how we approach the world, our work and relationships. These similarities and differences in our motivations, attitudes and behaviour make us who we are. The way we behave and interact with others depends on this make-up. Therefore, when we understand ourselves and others, we can truly realise our potential, work more effectively and build stronger relationships and boost performance.

We work in extraordinary times, yet the underlying elements of a successful, thriving team continue to remain the same. When present, they enable teams to; create stronger relationships, improve conversations, increase well-being and ultimately boost performance.

Our programmes, whether designed for you and/or delivered by us, pay deliberate attention to each of these elements. We work with teams to ensure each element is developed and strengthened.

The elements of a thriving team

- Self-awareness (and an understanding and appreciation of others' style and preferences).
- Room for individual growth and challenge.
- Personal boundaries and role clarity.
- Mutual trust.
- Shared values and future vision.
- Productive decision making and problem solving.
- Open communication and effective conversations.
- Honest and productive feedback that support individuals to reach agreements and resolve disputes proactively; and importantly.
- A shared focus on team and individual resilience.

The value of Facet5 in developing teams

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 way, enabling individuals to quickly understand and work effectively together.

Tailored development strategies: Facet5 provides personalised development strategies, highlighting how to leverage strengths and address potential overlaps. This tailored approach offers highly customised guidance, making each team development session more impactful and aligned with the team development journey.

Enhanced self and others awareness: By providing team members with clear insights into each other's behaviours and motivations, Facet5 fosters greater self-awareness and understanding, which are crucial for meaningful team development and professional growth.

Extended development impact: Facet5 further enriches the team development experience with individual access to myFacet5. This webapp extends the value of the coaching relationship beyond the traditional session boundaries, enabling continuous engagement and development.

With myFacet5, individuals can access their personal profiles, developmental resources, and tailored insights at any time, ensuring that the insights and growth achieved during development sessions are reinforced and expanded upon back in the office.

98%

of team members agree or strongly agree that team development created better understanding of themselves and others, leading to better relationships*

Extend your
**teams
potential**
with Facet5

*128 teams surveyed,
Leading Financial
Institution, Australia

Facet5 Team Development

Our team development offering allows you to select, combine and tailor our learning modules to your team's development journey. These can also be supplemented with our broader Capabilities modules to target specific development needs.

We work with you to define the best team development experience. As with all our programmes, the individual sits at the heart of what we do. We bring relevant, robust and trusted personality data to build self-awareness and understanding.

Our learning programs

Half day – Team Discovery

A highly interactive session that brings teams together to gain a deeper understanding of themselves and their colleagues within the context of their work. The session emphasises the importance of recognising and appreciating individual styles and strengths, illuminating how this awareness can foster stronger relationships and significantly enhance team performance. Serving as an essential foundational programme, it is geared towards enabling teams to collaborate more effectively by harnessing the power of their collective diversity and talents.

One day – Team Discovery and Connection

This engaging session builds on the Team Discovery session to include a second module dedicated to examining the team's ways of working. In this part, we delve into the team's distinct styles, investigating how these align with the team's core values and their specific work objectives. Additionally, we provide a customisable learning module, tailored to meet the unique needs of the team. This module can be selected from our range of available options or can be specifically designed to suit your team's requirements.

Two day – Team Discovery and Success

The two-day programme includes the Discovery module and builds on this with 3 elective modules or a tailored designed programme. The design and selection of modules is guided through a team diagnostic and interviews. The focus is on team performance, communication, trust and feedback.

In all of our programs we provide individuals with:

Individualised reports and personality data ensures an enduring legacy of self-awareness and practical skills to leverage in their work and relationships.

Access to their own data via myFacet5 along with a personalised TeamScape report, where needed. This extends the teams learning back at work, allowing them to practice and embed new skills and behaviours.

Importantly, we support both the leader and team beyond the session with easy-to-use tools and guides.

Our modules include:

Trust and accountability: Participants learn practical strategies to enhance trust and embrace accountability within their team, fostering a culture of collaboration and growth.

Team values and charter: Teams create a detailed team charter that encompasses their collective values, objectives, and principles for collaboration and a unified, purpose-driven team atmosphere.

Communication and effective conversations: Teams learn practical techniques aimed at improving interpersonal communication, collaboration, constructively resolving conflicts, and establishing a more harmonious and productive team atmosphere.

Productive conflict: Teams are introduced to productive conflict and its role in fostering creativity and innovation. Participants are equipped with techniques and an understanding of their own approach and how to flex their style.

Collaboration: Participants build strategies and communication skills essential for great collaboration. The focus is on enabling teams to harness the power of collaboration to drive success in their work.

DEI and Bias: We focus on the role of diversity and bias and its effects on team dynamics and decision-making. Participants acquire practical tools and strategies to cultivate a more inclusive and unbiased team environment.

Resilience and wellbeing: We provide strategies for handling challenges and achieving a healthy work-life balance. We enhance overall productivity and team satisfaction by empowering participants with the tools needed for personal and collective resilience.

Effective decision making: Attendees learn valuable problem-solving frameworks, equipping them with the skills to make well-informed decisions and tackle challenges. This approach is designed to boost overall team productivity and success.

Effective feedback: We empower teams to enhance their feedback capability. Participants learn effective feedback techniques and leverage their strengths to foster a supportive and growth-oriented team culture, leading to improved performance and collaboration.

Hybrid working: We equip teams with the necessary skills to maintain high productivity and clear communication. Emphasis is placed on building strong teamwork and collaboration, irrespective of physical location, ensuring seamless and effective remote working dynamics.

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

W: facet5global.com

T: +44 (0)1954 602 460

in [facet5](https://www.linkedin.com/company/facet5)

 [@facet5-tv](https://www.youtube.com/channel/UC...)

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