



Facet5

Coaching for a Strengths based Culture



Welcome



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Family: Advocate

Our time together - we will discuss

- What are strengths
- What is a strength-based culture?
- The role of personal strengths
- Business advantage
- Role of personality
- Conscious flexibility
- Myths of a Strengths based culture
- Strategies to implement
- Strategies for leaders



A question for you...

What are strengths?
and
What is a strengths-based culture?

Strengths what are they?

- Personality strengths are the inherent traits, behaviours, and patterns of thought that positively influence our actions and interactions.
- These strengths are rooted in stable aspects of our personality and provide a foundation for achieving our goals, building relationships, and overcoming challenges.
- Recognising and leveraging personality strengths can enhance personal and professional effectiveness.

They are a powerful way of realising our true potential

Culture of Strengths what does it emphasise?

- Fostering a more empowering approach
- Working from a base of natural talent and confidence
- Take more informed risks and explore new ideas,
- Increase innovation and creativity due to increased confidence.
- Making work more enjoyable and less draining.
- Increasing mental health and job satisfaction.
- Creating a more vibrant, & dynamic culture.
- Improving relationships through understanding.
- Creating a culture of appreciation and recognition.

Personal Strengths what value do they bring?

- Improved communication
- Enhance emotional literacy
- Improved conflict resolution
- Tailored support and development pathways
- Build trust and rapport
- Better social awareness and engagement
- Enhanced perspective taking
- Promotes inclusivity



**What other advantages
would you add?**

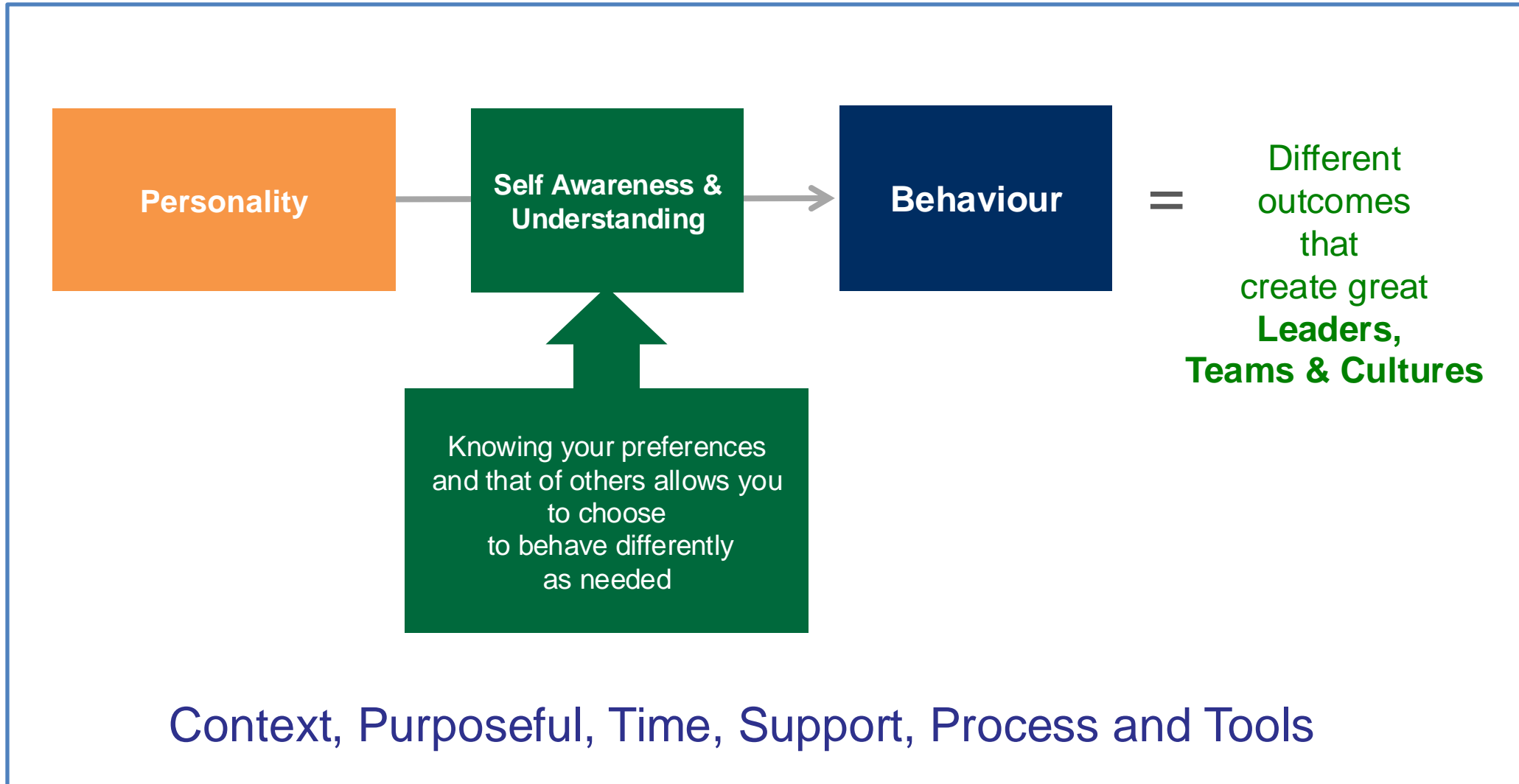
Culture of Strengths Business advantage



- Enhanced performance
- Enhance employee engagement and discretionary effort
- Improved employee retention
- Pathway to higher profitability
- Better team dynamics and collaboration
- Improved customer outcomes

**What other advantages
would you add?**

Personality and Strengths



Conscious Flexibility the power of strengths

Conscious flexibility is the ability to:

- 1. Understand our Strengths:** Knowing our preferred tendencies and how they impact our behaviour and performance.
- 2. Adapt to Context:** Recognise when a situation requires us to flex beyond our preferred style.
- 3. Stretch Responsibly:** Apply our strengths in new or unexpected ways without overextending or compromising them.

Avoids Overplays

Allows recognition of over-reliance on strengths

Builds Versatility

Enables individuals to adapt effectively across various scenarios, roles, and challenges.

Enhances Collaboration

Fosters stronger team dynamics by encouraging individuals to align their approach with the needs of others.

Helps navigate complexity

Builds an ability to flex beyond strengths ensures resilience and innovation.

Cultivating Conscious Flexibility

Reflect

- Identify preferred approach to tasks and role elements
- List natural motivators and energisers
- Recognise tasks and moments that stretch or demotivate

Context

- Review elements of your role and relationship that require you to flex
- Create a conscious understanding of what and how much

Practice

- Practice intentional flexing
- Use creative ways to leverage your strengths
- Leverage complimentary skills of team members

Develop

- Hone your skills through development
- Recognise where complementary skills create an opportunity for your strengths to shine

Feedback

- Seek feedback on your approach vs the need
- Seek coaching or mentoring advice for new skills and how to achieve authentically

Strategies for a Strengths-based Approach

- 1 Start with Leadership
- 2 Measure personality to uncover strengths
- 3 Align strengths with roles
- 4 Integrate strengths into organisational practices
- 5 Create a language and peer recognition
- 6 Promote continuous learning and development
- 7 Celebrate successes

What next for a strength-based culture



Facet5
Key Quality

Key Qualities Profile
Sample Profile

Date 30/08/2022

Company Facet5 Global

Project

people-oriented creative trusting **outgoing**
goal-focused perceptive **enthusiastic** open-minded
composed Critical **collaborative** independent **forthright**

Facet5

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Your Qualities

confident trusting accommodating
people oriented enthusiastic creative
outgoing democratic non-judgemental
goal focused helpful perceptive
collaborative

REPORTS PROFILE

Facet5 Reports

- Personal Profile
Shared with 11 people
- Family Portrait
Shared with 11 people
- Spotlight
Shared with 11 people
- Key Qualities - find out more
Explore your key qualities in the Facet5 model.
- Career Motivators
Report Download

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Myths of a Strengths Approach

- 1 Myth 1: Focusing on Strengths Means Ignoring Weaknesses
- 2 Myth 2: Strengths automatically take care of themselves
- 3 Myth 3: Strengths-based cultures avoid difficult feedback
- 4 Myth 4: Focusing on Strengths means avoiding risks
- 5 Myth 5: Strengths-based cultures guarantee universal success

Strategies for Leaders

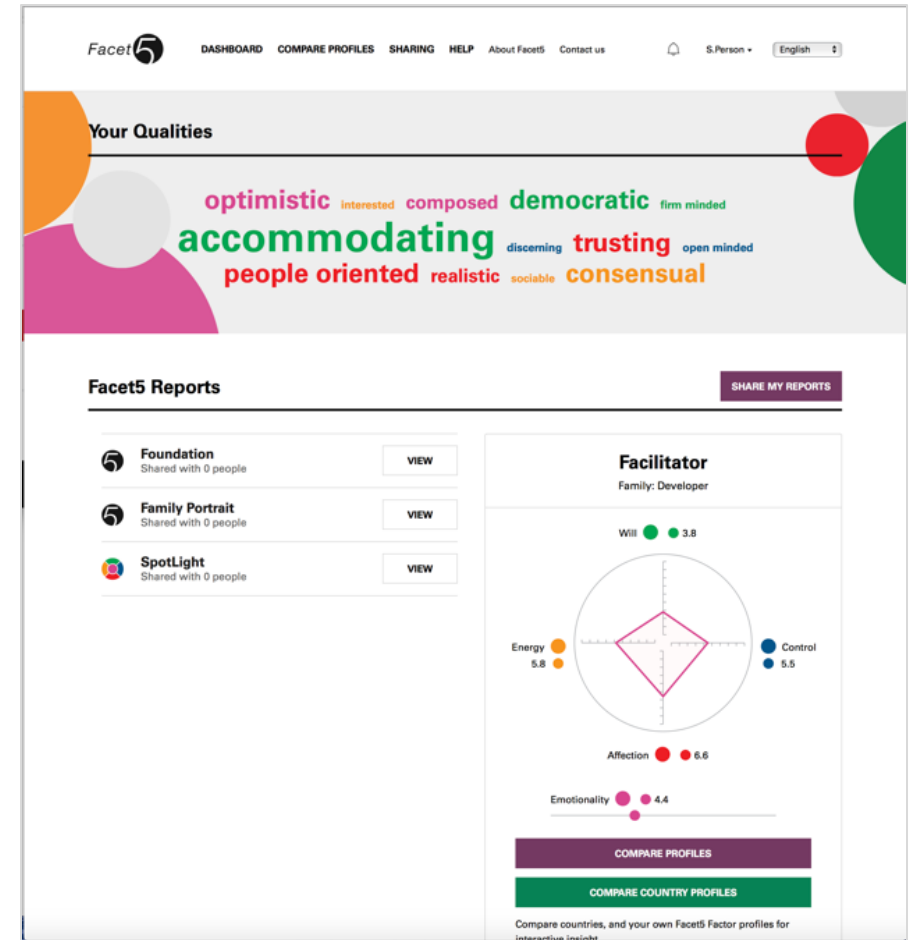
- 1 Model strengths application
- 2 Encourage strengths-based feedback
- 3 Challenge comfort zones
- 4 Celebrate strengths in action
- 5 Create conversations
- 6 Create opportunities
- 7 Lead with flexibility

Strategies for leaders

What advice would you provide to leaders to build a strength-based culture?

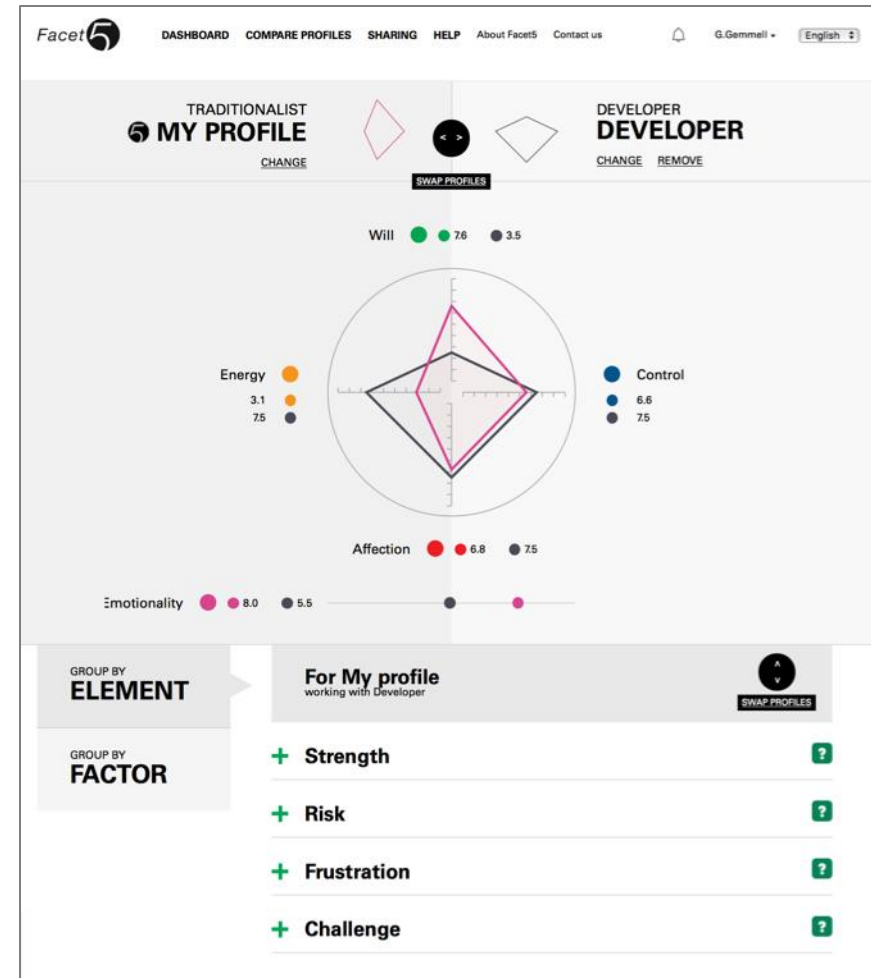
Personal Development at your fingertips that helps individuals understand how to focus their development while also building strong working relationships

- **Facet5 Profile** –details individual personality strengths, risks, motivators and de-motivators
- **Facet5 Family Profile** – provides a compact interpretation of the Facet5 profile: a shorthand for people to see where they are similar to and different from others
- **Spotlight** - a comprehensive personal development model that assists people on where to focus their development efforts
- **Country comparisons** - compare and contrast over 40 countries based on global National Character research



Building relationships is easier with the Facet5 GPS. The app allows individuals to understand:

- **What are their personality strengths** and how do they support their relationships with others
- **Potential risks of their style** that may work against them
- **Frustrations they experience** that may arise when working with people different to them
- **Development challenges** that assist individuals - in the moment - to understand themselves and their approach to growing better relationships



What next?

- You will receive a pdf copy of your V2 Profile
- You will receive your report on the Facet5 GPS WebApp
- You will receive the Personal Development Toolkit and Virtual Debrief tools
- We will send a summary of our conversation today for your information
- We will gather the questions from the Chat and answer those for you