

Facet5

Questions for a Facet5 Debrief or Coaching Session

Practitioner Guide

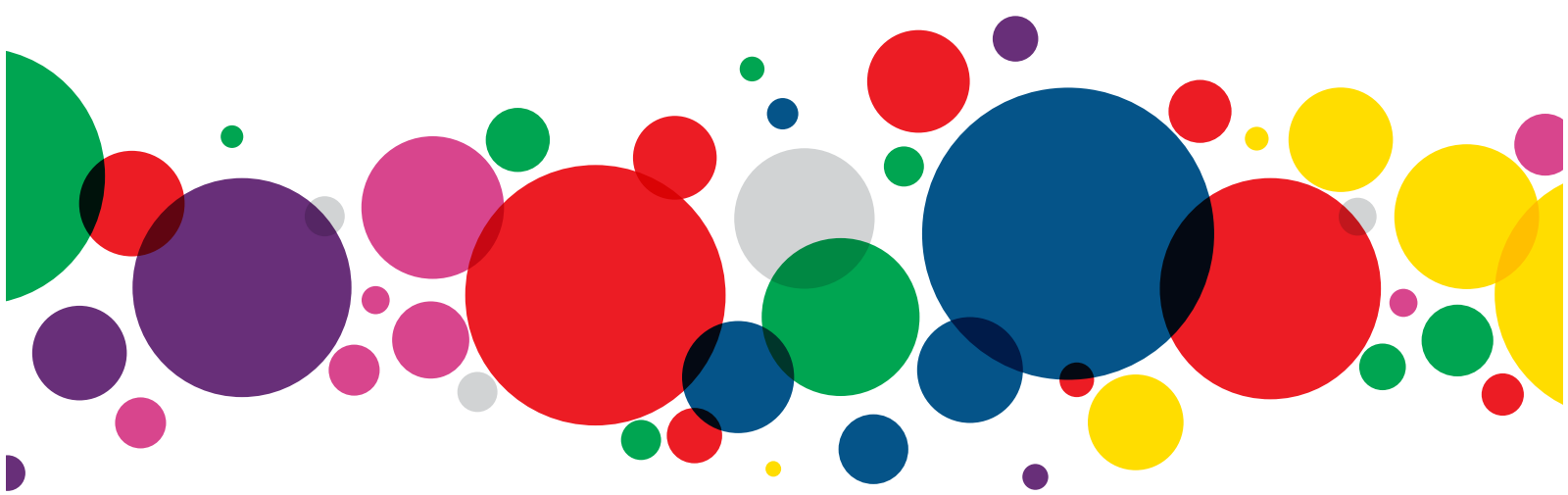


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Questions for Insights

Effective questioning is at the heart of coaching and a Facet5 debrief. Thoughtfully crafted questions can lead to deeper insights, self-discovery, and actionable solutions. Whether you're providing a debrief or engaging in a coaching conversation, using the right questions can facilitate meaningful discussions and support personal growth.

In this guide we provide over 300 questions to support the debrief and coaching process. The questions are listed by sub-factor and can act as a guide to explore both understanding and approach as well as possibilities.

What to consider when asking questions?

Start with open-ended questions.

Open-ended questions encourage expansive responses and promote self-reflection. These questions typically begin with words like "what," "how," "tell me about," and "describe." They prompt the individual to provide detailed answers rather than simple yes or no responses.

The questions provided are listed in four categories

- Exploring their approach
- Understanding their mindset
- Exploring outcomes
- Exploring possibilities - the 'What if?'

Focus on the individual

Ensure that the questions revolve around the coachee's experiences, thoughts, feelings, and aspirations. The goal is to empower them to explore their own insights and solutions. Select the questions that help them provide examples to their insights.

Be curious and non-judgemental

Approach questioning with genuine curiosity and a non-judgmental attitude. This creates a safe space for the individual to share openly and honestly. Try using "I'm curious...." as a starting point to your question. Remember tone and body language will play a key role here as well.

Follow their lead

Listen actively to the individuals responses and ask follow-up questions that build on their answers. This demonstrates your engagement and encourages them to go deeper.

It's OK to explore feeling and emotions

Explore the individuals feelings and emotions, as these can provide valuable insights into their experiences and motivations. Help them create a language that is empowering and that allows them to name and describe the emotions or feelings.

Spark creativity and exploration with 'What if' questions

Pose hypothetical or "what if" questions to stimulate creative thinking and encourage the individual to consider different perspectives. This can be helpful to understand beliefs that maybe blocking progress or understanding.

Challenge assumptions and limiting beliefs

Gently inquire about assumptions or beliefs that may be limiting the individuals perspective or actions. Encourage them to consider alternative viewpoints or to seek feedback.

Be patient and allow for silence

Sometimes, silence can encourage the coachee to think more deeply and provide a thoughtful response. Allow for moments of silence without rushing to fill the space.

Encourage accountability and action

Encourage them to identify specific actions they can take and the time frame for doing so. This fosters commitment and accountability.

Finally, the list of questions provided are a guide only. Use it to help build your own practice and knowledge. Create your own questions in a way that feels authentic and genuine for you. Be curious and genuine in your interest and the questions and responses will come freely.

 **Will**

Will measures the driving force behind the promotion and defence of our own ideas.

Low score

Strengths	Risks
Flexible	Unassertive
Adaptable	Submissive
Accommodating	Indecisive
Agreeable	Timid

People are flexible and willing to listen. They have few preconceptions, don't have strong views and can be talked out of things if strongly challenged. Some may see them as too easily convinced and dependent on others for support and direction.

Strengths: Good at seeing both sides. Doesn't jump to conclusions. Analyses very thoroughly before committing.

Risks: May seem to hesitate. Too easily convinced. Doesn't defend position. Over-analyses.

Development:

- Decide on an action and stick to it
- Persuade someone else to do it your way
- Make your own views clear to others

High score

Strengths	Risks
Determined	Domineering
Assertive	Stubborn
Decisive	Argumentative
Independent	Opinionated

Dominant, determined, committed, and independent. Strongly motivated with firmly held beliefs. Characteristics are resolve, single-mindedness and goal focus. Less favourable qualities are stubbornness and rigidity of view.

Strengths: Good at setting objectives and pushing ideas through. Keeps ultimate objectives in mind, goal oriented, strong willed.

Risks: Can be stubborn, opinionated, arrogant, argumentative. Believes own ideas to be right.

Development:

- Don't commit too early to an idea
- Try to listen and encourage others
- Avoid stating own case too strongly

Subfactor

Determination

- Flexible
- Firm minded
- Goal Focused

Confrontation

- Accommodating
- Assertive
- Forthright

Independence

- Democratic
- Cooperative
- Independent

It measures

Determination measures our inner drive to commit to our own ideas and set goals for ourself and others. It will help us understand how quickly we form our opinions and our willingness to consult others and make decisions.

Confrontation measures our drive to confront issues as they arise. It helps us understand how quickly we react to issues and our preferred approach to resolving and willingness to hold our ground on issues important to us.

Independence measures our willingness to act on our beliefs, independently of people around us. It can help us understand how much support and direction we need in order to commit to a course of action.

Will: Determination

Determination measures our inner drive to commit to our own ideas and set goals for ourself and others. It will help us understand how quickly we form our opinions and our willingness to consult others and make decisions.

KEY QUALITIES

FLEXIBLE

FIRM MINDED

GOAL FOCUSED

Exploring Approach

1. Can you describe a recent situation where you had to make a quick decision?
2. How do you typically approach decision-making when faced with complex situations?
3. Walk me through the steps you took to arrive at that decision. What options did you consider? How long does this take?
4. What role did your intuition play in making that decision? How did you balance intuition with rational analysis?
5. How do you manage the determination to achieve an outcome with the need to consider input from others? Can you share an experience where you successfully balance these two factors?
6. How do you strike a balance between making decisions confidently based on your own opinions and seeking input from others to make informed choices?

Understanding Mindset

1. What values guide your approach to making decisions and setting goals?
2. How do you maintain confidence and assertiveness even when faced with challenges or resistance to your ideas?
3. What strategies do you use to stay focused in your actions, especially during fast-paced situations?
4. How do you handle uncertainty and manage potential risks while remaining committed to your decisions?
5. How does your willingness to consult others influence the process of setting effective and achievable goals?
6. How do you strike a balance between making decisions confidently based on your own opinions and seeking input from others to make informed choices?

Exploring Outcomes

1. Can you share an example of a decision you made that had a positive impact on a project?
2. How do you measure the success of your decisions? What criteria do you use to evaluate outcomes?
3. Have there been instances where your commitment to a decision led to unexpected opportunities?
4. Can you recall a time when a quick decision didn't yield the expected outcome? What did you learn from that experience?
5. Could you think of a time when you encountered challenges while pursuing a goal? How did your determination help you overcome those obstacles?
6. Can you think of an experience where your willingness to consult others resulted in a more innovative solution or a better outcome than if you had decided alone?

Exploring Possibilities: "What If?"

1. When faced with a goal that initially seems unreachable, how could you channel your inner drive and determination to achieve that goal? How might you approach this?
2. What if you set even more ambitious goals for yourself? How could your determination shape your actions and outcomes?
3. What if you combined your determination and consultative skills to approach achieving your goals? How could this lead to greater success?
4. What if you intentionally sought out diverse perspectives before making a decision? How might this enrich your understanding and choices?
5. What if you paused to reflect on the underlying assumptions behind your opinions? How could this deeper insight impact your decision-making?
6. What if you approached decision-making with a mindset of experimentation and learning? How could this shift in perspective affect your willingness to take risks?
7. What if you decided to work independently on a project that traditionally involves collaboration? How might your determination and skills shine in this solo endeavor?
8. What if you experimented with both independent and collaborative approaches to decision-making? How might this versatility enhance your overall effectiveness?

Will: Confrontation

Confrontation measures our drive to confront issues as they arise. It helps us understand how quickly we react to issues and our preferred approach to resolving and willingness to hold our ground on issues important to us.

KEY QUALITIES

ACCOMMODATING

ASSERTIVE

FORTRIGHT

Exploring Approach

1. Can you describe a recent situation where you had to confront an issue head-on?
2. How do you typically identify and prioritise issues that require your attention?
3. Could you provide an example of a time when your quick reaction to an issue helped prevent it from escalating into a bigger problem?
4. What strategies do you use to remain calm and composed when facing confrontational situations?
5. In what ways do you incorporate the perspectives and concerns of others when resolving conflicts?
6. How do you strike a balance between persevering with your own opinions and willingness to accommodate others views?

Understanding Mindset

1. What principles guide your approach to confrontation and issue resolution?
2. How do you balance your assertiveness when confronting issues with the need to maintain open communication and collaboration with others?
3. Can you describe a situation where you successfully used a collaborative approach to resolve a confrontational issue?
4. In what ways does your principled nature contribute to confronting issues and standing your ground?
5. Are there certain issues that you are more likely to hold your ground on? Why are these issues significant to you?
6. How do you think confronting issues contributes to personal growth and development?

Exploring Outcomes

1. Share an example of a confrontation you successfully resolved that led to a positive outcome for all parties involved.
2. How do you measure the success of your confrontation and issue resolution efforts?
3. Have there been instances where your determination to hold your ground had unintended consequences?
4. Can you think of a time when your willingness to confront an issue directly, positively influenced team dynamics or organisational culture?
5. What lessons have you learned from confrontations that were challenging to resolve? How have these lessons influenced your approach to future conflicts?

Exploring Possibilities: “What If?”

1. What if you approached every issue as an opportunity to learn and grow?
2. What if you could step back and observe your reactions to issues without getting emotionally entangled? How could this impact your ability to confront them effectively?
3. What if you embraced a facilitative role during conflicts, guiding the conversation towards a collaborative solution?
4. What if you saw confrontation as a means of building deeper connections and understanding with others?
5. What if you reframed confrontation as a constructive dialogue rather than a conflict?
6. How might you transform your approach to holding your ground to focus on assertive communication and what would be the benefits to the outcome?
7. How could you increase your willingness to express your views?
8. What if you considered each confrontation as an opportunity to enhance your problem-solving skills?
9. What if you set the intention to approach confrontations openly and with curiosity?

Will: Independence

Independence measures our willingness to act on our beliefs, independently of people around us. It can help us understand how much support and direction we need in order to commit to a course of action.

KEY QUALITIES

DEMOCRATIC

COOPERATIVE

INDEPENDENT

Exploring Approach

1. How do you typically make decisions and take actions that align with your beliefs? Do you tend to rely on your own judgment or seek input from others?
2. Can you recall a recent situation where you acted independently on a belief or course of action? What motivated you to take that step?
3. How do you determine when to seek advice or guidance from others versus when to rely on your own judgment?
4. What types of situations or decisions do you find most challenging to approach independently? How could you build your confidence in those areas?
5. In what ways do you prioritize your own intuition and judgment when navigating unfamiliar or challenging circumstances?
6. Can you identify any recurring patterns in your approach to decision-making? How do these patterns impact your ability to act independently?

Understanding Mindset

1. How does self-trust play a role in your willingness to act independently? What steps can you take to strengthen your self-trust and belief in your decisions?
2. What are some core beliefs or values that you hold dear? How do these beliefs influence your willingness to take independent action?
3. How does your mindset about independence affect your confidence in making decisions?
4. What if you fully embraced your ability to act independently on your beliefs? How might this impact your commitment to your goals and aspirations?
5. How do you determine when to seek advice or guidance from others versus when to rely on your own judgment?

Exploring Outcomes

1. Think about a time when you acted independently on a belief. What was the outcome, and how did it impact your sense of fulfillment or achievement?
2. Can you identify any instances where seeking too much support or direction from others hindered your ability to commit to a course of action? What did you learn from those experiences?
3. How might your ability to act independently positively influence your role in group settings or team environments? What benefits could it bring to the collective?
4. Can you think of instances where your strong independence led to unintended consequences? What insights can you draw from these experiences to refine your approach?
5. Considering a recent decision where you chose to act independently, what impact did your choice have on those around you? How might involving others have influenced the outcome?

Exploring Possibilities: “What If?”

1. What if you fully embraced your ability to act independently on your beliefs? How might this impact your commitment to your goals and aspirations?
2. What if you took a step back and evaluated the balance between seeking guidance and trusting your instincts? How could this awareness improve your decision-making process?
3. What if you viewed independence as a complement to collaboration rather than an opposing force? How could this perspective enhance your interactions with others?
4. What if you identified situations where you tend to lean on others for support and consciously chose to act independently? How could this shift impact your growth and development?
5. What if you could expand your comfort zone by actively seeking opportunities to act independently, even in areas where you may have hesitated before?
6. What if you considered that allowing others to contribute could lead to a sense of camaraderie and shared achievement? How might this positively impact your relationships?
7. What if you practiced sharing your goals or challenges with someone you trust and letting them contribute their insights? How could this shared perspective enrich your plans?
8. What if you considered that involving others in your endeavors could lead to innovative ideas and solutions that you might not have thought of on your own?
9. What if you allowed yourself to seek support or input from others without perceiving it as a sign of weakness? How might this broaden your perspectives and enhance your decision-making?

Energy

Energy measures the extent to which you need to interact with other people.

Low score

Strengths	Risks
Quiet	Aloof
Confidential	Indifferent
Reserved	Cool
Undemonstrative	Unsociable

Quiet, more reserved and private, can seem shy and take time to get to know but make very good long term friends. They don't enjoy social events and can be seen as distant, cool and aloof by colleagues who want them to join in more.

Strengths: Thinks things through. Doesn't talk unless it's important. Can work independently. Doesn't need social support.

Risks: May appear disinterested. Not a good mixer. Keeps to self. Doesn't communicate freely.

Development:

- Talk to people more
- Tell others what you are thinking
- Be more open and involved

High score

Strengths	Risks
Energetic	Distractible
Enthusiastic	Disruptive
Sociable	Interfering
Friendly	Exhibitionist

Energetic, alert, active and enthusiastic. They are gregarious, competitive, fun-loving and sociable. They are excited about new ventures and new ideas. They are early adopters and will introduce and support change and innovation. They enjoy company and contribute well to teams.

Strengths: Good at getting started. Strong sense of involvement. Participates in everything. Lively and enthusiastic.

Risks: Can get too involved. Is easily bored. Overly talkative. May interfere with others.

Development:

- Think before acting
- Spend more time working alone
- Concentrate on routine activities

Subfactor

Vitality

- Considered
- Interested
- Enthusiastic

Sociability

- Reserved
- Sociable
- Outgoing

Adaptability

- Independent thinking
- Consultative
- Collaborative

It measures

Vitality measures our response to new ideas and how we prefer to demonstrate enthusiasm for these. It will help us understand how we consider ideas before committing ourself and others.

Sociability measures our interest in being with other people. It will help us understand our preference for working with and need for other people to feel productive..

Adaptability measures our approach involving other people in our thinking. It helps us understand how we seek out information and ideas and our preference for problem solving.

Energy: Vitality

Vitality measures our response to new ideas and how we prefer to demonstrate enthusiasm for these. It will help us understand how we consider ideas before committing ourselves and others.

KEY QUALITIES

CONSIDERED

INTERESTED

ENTHUSIASTIC

Exploring Approach

1. How do you typically react when presented with new ideas or concepts? Do you feel a sense of excitement, scepticism, or curiosity?
2. Can you describe a recent situation where you encountered a new idea? How did you approach it, and what steps did you take to understand it better?
3. How do you involve others in your process of exploring and embracing new ideas? Do you prefer to collaborate or work independently in this context?
4. How do you balance your enthusiasm for new ideas with the need to commit time and resources to existing projects or priorities?
5. In what ways do you prioritize your own intuition and judgment when navigating unfamiliar or challenging circumstances?

Understanding Mindset

1. What are some factors that influence your level of enthusiasm when encountering new ideas?
2. Does your mindset about embracing new ideas impact your willingness to take risks and step out of your comfort zone?
3. What internal dialogues or thought patterns emerge when you encounter a new idea? Are there any recurring beliefs that influence your initial response?
4. How does your level of self-confidence influence your willingness to engage with and express enthusiasm for new ideas? Are there ways you can boost your confidence in this context?
5. How do your past experiences with new ideas, whether positive or negative, shape your current attitude toward embracing them? How could you learn from these experiences?

Exploring Outcomes

1. Reflecting on instances where you embraced new ideas, what were some positive outcomes you experienced as a result of your openness and enthusiasm?
2. Can you recall a time when you hesitated to embrace a new idea and missed out on potential benefits?
3. Can you think of a scenario where your excessive enthusiasm for a new idea might have overshadowed the need for careful planning or thorough analysis? How could you mitigate this in the future?
4. How do you determine when your enthusiasm for a new idea is beneficial and when it might be causing you to overlook important considerations? What indicators help you gauge this balance?
5. Reflecting on times when your vitality positively influenced outcomes, how can you replicate those successes while being mindful of potential drawbacks?

Exploring Possibilities: “What If?”

1. What if you viewed the exploration of new ideas as a valuable skill in itself, regardless of the eventual outcome? How might this perspective encourage continuous learning and adaptability?
2. What if you considered the impact of your enthusiasm for new ideas on the people around you? How might your reactions influence their perceptions and willingness to engage?
3. What if you treated each new idea as a chance to expand your knowledge and contribute to your personal and professional growth?
4. What if you experimented with sharing your enthusiasm for new ideas with others, even if you're uncertain about their reception? How might this encourage a culture of openness and creativity?
5. What if you actively sought out opportunities to engage with diverse perspectives and ideas?
6. What if you approached every new idea with a mindset of curiosity and possibility? How might this shift in perspective influence your interactions?
7. What if you approached new ideas with a mindset of experimentation, allowing yourself to test and learn from various concepts without immediate commitment?
8. What if you evaluated your level of enthusiasm to new ideas? How might taking a broader perspective influence your approach and the outcomes?

Energy: Sociability

Sociability measures our interest in being with other people. It will help us understand our preference for working with and need for other people to feel productive.

KEY QUALITIES

RESERVED

SOCIABLE

OUTGOING

Exploring Approach

1. How do you typically feel when you're around other people? Do you find social interactions energizing, draining, or a mix of both?
2. Can you describe a recent situation where you engaged in a group activity or collaborative project? How did you approach working with others, and what was your role within the group?
3. What strategies or techniques do you use to establish connections with new people and build rapport in social settings and at work?
4. How do you balance your enthusiasm for new ideas with the need to commit time and resources to existing projects or priorities?
5. Can you recall a time when you successfully adjusted your level of sociability to match the needs of a particular situation? How did this adaptability influence the outcome?
6. What strategies could you employ to ensure that your sociability enhances your productivity, rather than detracts from it?

Understanding Mindset

1. What are some beliefs or attitudes you hold about the importance of social interactions in your personal and professional life? How do these beliefs influence your approach to meeting and work with others?
2. How does your mindset about working with others impact your willingness to collaborate, seek input, or delegate tasks?
3. How do you monitor your own energy levels and social needs? What signals do you pay attention to when determining when it's a good time to engage socially and when you need solitude?
4. How does your level of self-confidence influence your willingness to engage with others both socially and at work?
5. How does your mindset about social interactions influence your ability to adapt and connect with a diverse range of individuals, both personally and professionally?

Exploring Outcomes

1. Can you recall a time when your willingness to work with others significantly contributed to a successful outcome? How did the collaborative process add value to the end result?
2. Reflecting on instances where you engaged in social activities or worked with others, what were some positive outcomes you experienced as a result of this?
3. Can you think of situations where your preference for working alone or with minimal interaction led to missed opportunities for connection or growth? How might you approach these situations differently in the future?
4. How do you determine when your enthusiasm for a new idea is beneficial and when it might be causing you to overlook important considerations? What indicators help you gauge this balance?
5. Reflecting on instances when you engaged in social interactions or collaborative efforts, what were some outcomes that surprised you or had a significant impact on your personal growth or professional development?

Exploring Possibilities: “What If?”

1. What if you actively sought out opportunities to engage with individuals from different backgrounds or areas of expertise? How might this broaden your perspectives and contribute to more creative problem-solving?
2. What if you considered the potential benefits of networking and relationship-building in both personal and professional contexts? How might these connections support your overall goals?
3. What if you stepped outside your comfort zone and volunteered to lead a group activity or initiate a collaborative project? How could this stretch your sociability and leadership skills?
4. What if you embraced the idea that every interaction, whether casual or structured, could lead to meaningful connections or insights? How might this mindset shift enhance your sociability?
5. What if you viewed sociability as a tool to enhance your productivity, whether through brainstorming sessions, feedback exchange, or joint problem-solving efforts?
6. What if you intentionally practiced active listening and curiosity during social interactions? How might this improve your ability to connect with others on a deeper level?
7. What if you intentionally practiced flexing your sociability based on the context, whether it's a brainstorming session, a team meeting, or a one-on-one conversation?
8. What if you approached every social interaction as an opportunity to learn something new, whether it's about another person's perspective, a different field of expertise, or a unique way of thinking?

Energy: Adaptability

Adaptability measures our approach involving other people in our thinking. It helps us understand how we seek out information and ideas and our preference for problem solving.

KEY QUALITIES

INDEPENDENT THINKING

CONSULTATIVE

COLLABORATIVE

Exploring Approach

1. How do you typically approach involving others in your decision-making or problem-solving process? Do you seek out diverse viewpoints, or do you tend to rely more on your own insights?
2. Can you describe a recent situation where you collaborated with others to solve a problem? How did you approach gathering information and considering different perspectives?
3. How do you manage the balance between incorporating others' input and ideas and maintaining a clear sense of direction in your ideas?
4. In what ways do you adjust your approach to involving others depending on the scale and urgency of the problem at hand?
5. How do you decide on who's perspectives is sort to inform and expand your thinking? How often does their contribution become included in your own thinking?
6. In what ways do you adjust your approach to involving others depending on the scale and urgency of the problem at hand? How does this impact the final outcome?
7. How do you balance your preference for involving others with the need for independent thinking?

Understanding Mindset

1. What are some underlying beliefs or assumptions that influence your preference for involving others in your thinking?
2. How do you think your mindset impacts your ability to pivot or adjust your approach when faced with unexpected challenges or opportunities?
3. How do your personal beliefs about collaboration and adaptability influence your attitude toward involving others in your thinking? Are there any beliefs you would like to challenge or expand?
4. How might your mindset about adaptability evolve if you viewed it not only as a problem-solving approach but also as a way to enhance your interpersonal skills and relationships?

Exploring Outcomes

1. Reflecting on times when you actively engaged others in your problem-solving process, what were some positive outcomes that emerged from this collaborative approach?
2. Can you recall a situation where your resistance to seeking input from others led to an outcome that could have been improved with additional perspectives?
3. Can you recall a situation where your over engagement with others led to an outcome that could have been improved with more independent thinking?
4. Can you recall an instance where your willingness to adapt based on others' insights led to a particularly innovative solution?
5. Reflecting on situations where you embraced a collaborative approach to problem-solving, what were some specific outcomes that you believe wouldn't have been possible without involving others?

Exploring Possibilities: "What If?"

1. What if you intentionally sought out individuals with different backgrounds or expertise when faced with a complex problem? How might their insights contribute to more innovative solutions?
2. What if you considered involving others even when you feel confident in your own approach? How could this willingness to adapt, enhance your problem-solving outcomes?
3. What if you viewed adaptability as a skill to be honed, not just in response to challenges but as a proactive approach to continuous improvement? How might this change your actions?
4. What if you actively sought feedback and ideas from colleagues before finalizing your decisions? How could this practice contribute to better-informed choices?
5. How might you view change and uncertainty as a positive and an opportunity for accelerating your own learning and growth?
6. What if you consistently sought out perspectives that challenge your initial assumptions before making important decisions? How might this practice impact your problem-solving outcomes?
7. What if you cultivated a habit of reflecting on the value gained and the process you used, from involving others in your thinking? How might this reflection improve your approach to engaging others?
8. What if you viewed each problem-solving situation as an opportunity to experiment with different levels of involvement and adapt your approach accordingly? How might this dynamic mindset enhance your outcomes?

Affection

Affection measures the degree which we are self or others focused.

Low score

Strengths	Risks
Pragmatic	Self Centred
Astute	Cynical
Businesslike	Hard-nosed
Shrewd	Aggressive

More pragmatic and business-like. They focus on the task and measurable results. They are quick to seize opportunities and take advantage. They like to keep things simple, make decisions quickly and avoid getting confused by alternatives. Some will see them as impatient, cynical and unsympathetic.

Strengths: Pragmatic and business like. Decisive and down-to-earth. Not easily taken advantage of.

Risks: May seem hard and unsympathetic. Unwilling to put self out for others. Looks after number one.

Development:

- Take time out for others
- Be more accepting of complexity and unusual ideas
- Don't show distrust of others

High score

Strengths	Risks
Caring	Naive
Helpful	Innocent
Kind	Soft
Trusting	Gullible

Genuinely positive about others, warm, supportive, sympathetic and understanding. They are open-minded and receptive to new ideas. They are selfless and will sacrifice their own interests for others. They are loyal and trusting, but may be taken advantage of by more cynical people.

Strengths: Open and helpful. Very good at involving others and getting people on-side. Understanding and sympathetic. Good with new ideas and concepts.

Risks: Can be too soft. May let people get away with things. Can be seen as naive and idealistic.

Development:

- Make a recommendation and push it through
- Try to direct and delegate more
- Focus on decisions rather than alternatives

Subfactor	It measures
<p>Altruism</p> <p>Task Oriented</p> <p>Pragmatic</p> <p>People Oriented</p>	<p>Altruism measures how likely we are to put others peoples interest first. It will help us understand how we balance our needs vs. those of others and what we expect in return for our efforts</p>
<p>Support</p> <p>Critical</p> <p>Realistic</p> <p>Helpful</p>	<p>Support measures our approach to providing support and being understanding. It can help us understand whom to, when and how we give support and what we expect in return.</p>
<p>Trust</p> <p>Questioning</p> <p>Astute</p> <p>Trusting</p>	<p>Trust measures your approach to taking people at face value. It helps you understand your approach to building, sustaining and potentially loosing trust with others.</p>

Affection: Altruism

Altruism measures how likely we are to put others people's interest first. It will help us understand how we balance our needs vs. those of others and what we expect in return for our efforts.

KEY QUALITIES

TASK ORIENTED

PRAGMATIC

PEOPLE ORIENTED

Exploring Approach

1. How do you typically prioritise the needs and interests of others in your decisions? Do you find yourself naturally leaning towards putting others first, or do you tend to focus more on your own needs?
2. Can you describe a recent situation where you consciously made a decision that prioritised someone else's interest over your own? What motivated you to take that approach? What was the benefit to you?
3. What strategies or techniques do you use to ensure a balance between addressing your own needs and considering the needs of others?
4. How do you manage your own well-being while still being attentive to the needs of others? What strategies do you use to avoid burnout and maintain a healthy balance?
5. How do you navigate situations where prioritising others' interests might conflict with your well-being? How do you find a balance between your altruistic tendencies and your personal boundaries?
6. What strategies do you employ to effectively communicate your intentions to others and manage their expectations of your involvement?

Understanding Mindset

1. What are some underlying beliefs or values that influence your approach to how much you consider others in your work? How do these beliefs impact expectations you hold for others?
2. How does your belief in people affect your ability to set boundaries and communicate your own needs to those around you?
3. How might your perspective on altruism change if you considered that placing value on your own well-being could enhance your ability to contribute positively to others?
4. How does your personal experience influence your mindset about altruism? Are there any experiences that have shaped your current beliefs and attitudes?

Exploring Outcomes

1. Reflecting on instances when you placed others' interests first, what were some positive outcomes you experienced as a result of your altruistic actions? How did these experiences shape your sense of fulfillment?
2. Can you recall a situation where your want to prioritise someone else's needs led to challenges or conflicts? How did you navigate this situation?
3. Can you recall an instance where your altruistic actions led to an unexpected ripple effect, benefiting others beyond your initial intent?
4. Looking back on instances where you prioritised others' interests / or not, how have these experiences contributed to connection and trust within your relationships?
5. Can you recall a time when your altruistic actions had a transformative impact on someone's life or well-being?

Exploring Possibilities: "What If?"

1. What if you approached each day with the intention of performing one small act of kindness, without expecting anything in return? How might this simple practice shape your interactions?
2. What if you experimented with adapting your altruistic efforts to different contexts, allowing you to contribute to the unique needs of those you're helping?
3. What if you viewed each altruistic action as a learning opportunity, regardless of the outcome?
4. What if you measured the success of your altruistic efforts not solely by the immediate outcomes but by the lasting positive influence they leave on people and relationships?
5. What if you openly discussed your point of view with the people close to you and invited them to share their expectations? How might this communication enhance mutual understanding?
6. What if you viewed your altruistic efforts as a way to inspire others?
7. What if you saw self-care as an essential component of effective altruism, recognising that you can better support others when you're in a position of strength?
8. What if you explored the idea that true altruism involves both benefiting others and finding personal fulfillment in the process?

Affection: Support

Support measures our approach to providing support and being understanding. It can help us understand whom to, when and how we give support and what we expect in return.

KEY QUALITIES

CRITICAL

REALISTIC

HELPFUL

Exploring Approach

1. How would you describe your current approach to providing support and understanding others?
2. What values or beliefs do you think influence your approach to offering support?
3. Can you think of a specific situation where you felt your approach to support was successful? What do you think made it successful?
4. Conversely, can you recall a time when your approach to support didn't get the desired results? What could you have done differently?
5. How do you adapt your approach to support and being understanding based on the unique needs and preferences of the person you're trying to assist? Can you provide an example of a time when you successfully tailored your approach to an individual's specific situation?
6. When faced with a challenging situation where you're unsure how to provide support effectively, what strategies or resources do you rely on to inform your approach? How do you ensure you're making the best possible decisions in these circumstances? Do you think bias plays a part in your decision?

Understanding Mindset

1. What beliefs or values do you hold regarding the importance of providing support and understanding to others? How do these beliefs influence your actions and decisions in this regard?
2. How do you view the concept of empathy and its role in providing support? Do you believe that this influences the type and amount of support you are prepared to give?
3. How do you perceive the balance between self-care and supporting others? Is it possible to provide meaningful support without neglecting your own well-being? How can you maintain this balance effectively?
4. In regards to the outcomes that come from the support you provide others, do you see mistakes as opportunities to learn and how does that reflection impact your relationships?

Exploring Outcomes

1. What outcomes or results do you typically expect when you provide support and understanding to someone?
2. How do you measure the success of your support efforts? Are there specific indicators or metrics you use?
3. Have you ever encountered situations where the outcomes of your support efforts differed from your expectations? What did you learn from those experiences?
4. Can you describe a specific situation where you've seen the long-term effects of your support efforts? How did your support contribute to the positive outcomes in that scenario, and what lessons did you learn from it?
5. In your ideal scenario, what would a successful outcome of your support and/or understanding look like? Can you break down the key elements or indicators that would signify success in your eyes?

Exploring Possibilities: "What If?"

1. What if you could offer support without any expectations in return? How would that change your approach?
2. What if you encountered a situation where your support was not well-received or even rejected? How would you navigate such a scenario?
3. What if you approached support with the mindset that every interaction is an opportunity to learn and grow, not just for the person you're assisting but for yourself as well?
4. What if you could communicate your expectations more clearly and assertively when offering support? How might this influence the outcomes and mutual understanding in your relationships?
5. What if you embraced the idea that support doesn't always have to be a one-way street? How might collaborative support, where both parties contribute and learn, enhance the overall experience and outcomes for everyone involved?
6. What if you viewed your altruistic efforts as a way to inspire others? How might this change your approach?
7. What if you were to approach support and understanding differently? How might that impact your relationships and outcomes?

Affection: Trust

Trust measures your approach to taking people at face value. It helps you understand your approach to building, sustaining and potentially losing trust with others.

KEY QUALITIES

QUESTIONING

ASTUTE

TRUSTING

Exploring Approach

1. How do you typically approach building trust with others? Are there specific actions or behaviors you consciously engage in to establish trust?
2. Can you recall a situation where you successfully built trust with someone? What specific steps did you take, and what was the outcome of that trust-building effort? What behaviours does that person exhibit?
3. In contrast, have you encountered situations where you struggled to build trust? What challenges did you face, and how did you attempt to address them?
4. How do you handle situations where trust has been breached? What steps do you take to rebuild trust in those circumstances?
5. How do you navigate situations where prioritising others' interests might conflict with your own values or well-being? How do you find a balance between your altruistic tendencies and your personal boundaries?
6. What strategies do you employ to effectively communicate your intentions to others and manage their expectations of your involvement?

Understanding Mindset

1. What are some underlying beliefs or values that influence your approach to how much you consider others in your work? How do these beliefs impact your perspective on selflessness and the expectations you hold for others?
2. How does your belief in people affect your ability to set boundaries and communicate your own needs to those around you?
3. How might your perspective on altruism change if you considered that placing value on your own well-being could enhance your ability to contribute positively to others?
4. How does your personal experience influence your mindset about altruism? Are there any experiences that have shaped your current beliefs and attitudes?

Exploring Outcomes

1. Reflecting on instances when you placed others' interests first, what were some positive outcomes you experienced as a result of your altruistic actions? How did these experiences shape your sense of fulfillment?
2. Can you recall a situation where your willingness to prioritise someone else's needs led to challenges or conflicts? How did you navigate those situations, and what did you learn from them?
3. Can you recall an instance where your altruistic actions led to an unexpected ripple effect, benefiting others beyond your initial intent? How did this experience shape your view of the impact of your actions?
4. Looking back on instances where you prioritised others' interests / or not, how have these experiences contributed to the overall sense of connection and trust within your relationships?
5. Can you recall a time when your altruistic actions had a transformative impact on someone's life or well-being? How was this person connected to you? How did this outcome influence your sense of purpose?

Exploring Possibilities: "What If?"

1. What if you approached each day with the intention of performing one small act of kindness, without expecting anything in return? How might this simple practice shape your interactions and outlook on life?
2. What if you experimented with adapting your altruistic efforts to different contexts, allowing you to contribute in ways that align with the unique needs of those you're helping?
3. What if you viewed each altruistic action as a learning opportunity, regardless of the outcome? How could this perspective lead to a deeper sense of purpose and connection?
4. What if you measured the success of your altruistic efforts not solely by the immediate outcomes but by the lasting positive influence they leave on people and relationships?
5. What if you openly discussed your point of view with the people close to you and invited them to share their expectations? How might this communication enhance mutual understanding?
6. What if you viewed your altruistic efforts as a way to inspire others? How might this change your approach?
7. What if you saw self-care as an essential component of effective altruism, recognising that you can better support others when you're in a position of strength?
8. What if you explored the idea that true altruism involves both benefiting others and finding personal fulfillment in the process? How might this perspective broaden your sense of purpose?

Control

Control is a measure of the amount of self-discipline and responsibility you have.

Low score

Strengths	Risks
Creative	Irresponsible
Uninhibited	Unreliable
Free Thinking	Unfocussed
Radical	Unplanned

More easy going and laid back. They tend to live for the moment and take things as they come. They are uncritical and liberal in their views. They may seem casual, unplanned and unreliable. They will resist controls or imposed structure.

Strengths: Free thinking, creative. Casual and non-judgmental. Takes people as they come.

Risks: Disorganised, unstructured, dislikes routine, doesn't follow through. Too easy going. Undemanding standards.

Development:

- Plan ahead
- Set expectations and instruct others
- Be prepared to take personal responsibility

High score

Strengths	Risks
Planned	Authoritarian
Reliable	Inhibited
Conscientious	Intolerant
Responsible	Rigid

Self-controlled, constructively self-critical and conservative. Orderly, structured, methodical, dutiful and responsible with definite views about correct behaviour. Conscientious, steady and ethical, they apply themselves consistently to their work and expect others to do the same.

Strengths: Organised, careful and thorough, Responsible, hardworking and can be relied upon to deliver agreed results.

Risks: Can be overly-cautious, authoritarian, inhibited and unforgiving.

Development:

- Try to be less formal
- Don't get too involved
- Don't judge too quickly

Subfactor	It measures
<p>Discipline</p> <p>Creative</p> <p>Discerning</p> <p>Disciplined</p>	<p>Discipline refers to your approach to being personally planned and organised. It will help you understand how you approach your work and evaluate ideas.</p>
<p>Responsibility</p> <p>Non-judgemental</p> <p>Open minded</p> <p>Responsible</p>	<p>Responsibility refers to how we take personal responsibility. It helps us understand our approach to rules and standards and how we apply those to ourselves and others.</p>

Control: Discipline

Discipline refers to your approach to being personally planned and organised. It will help you understand how you approach your work and evaluate ideas.

KEY QUALITIES

CREATIVE

DISCERNING

DISCIPLINED

Exploring Approach

1. How do you adapt your approach based on the demands of a particular project or task?
2. How do you handle situations where your natural approach to discipline may not be the most effective or appropriate?
3. What steps or adjustments do you take when you notice that your approach to discipline may need to adapt?
4. How do you strike a balance between adhering to processes and being open to new, or different methods?
5. Can you describe a recent situation where your approach to discipline positively impacted the outcome?
6. What are some strategies or practices you use to maintain your preferred level of discipline in your work?

Understanding Mindset

1. Are there any personal beliefs or principles that influence your mindset when it comes to your approach to discipline?
2. How do you maintain motivation and focus, especially during tasks that require a differing level of discipline than you prefer?
3. Can you think of a time when you had to adjust your mindset or perspective on discipline to overcome a challenge?
4. How do you handle self-criticism or doubt related to your discipline levels, and what strategies do you use to stay motivated and confident?
5. Have there been moments in your professional journey where you had to challenge or adjust your mindset regarding discipline? What prompted those changes?

Exploring Outcomes

1. What have been some of the most notable outcomes or achievements you've experienced as a result of your approach to discipline?
2. Can you recall a situation where your approach to discipline led to unexpected or particularly satisfying results?
3. What challenges or setbacks have you faced in achieving your desired outcomes, how has your Discipline helped or hindered and how did you address them?
4. Can you share a situation where your approach to discipline helped you overcome a major obstacle or setback? What did you learn from that experience?
5. How do you communicate your approach to discipline to others, especially when working on team projects or collaborations?

Exploring Possibilities: "What If?"

1. What if you could leverage your natural approach to discipline even further? How might you explore new avenues for growth and innovation in your work?
2. What if you were to combine elements of differing approaches to discipline to create a unique and adaptive approach? What would that look like, and what possibilities might it open up?
3. What if you were given the opportunity to mentor or collaborate with someone with a different approach to discipline? How might this interaction lead to creative solutions and unexpected insights?
4. What if you measured the success of your altruistic efforts not solely by the immediate outcomes but by the lasting positive influence they leave on people and relationships?
5. What if you had the freedom to experiment with your work processes and routines without fear of failure? How might this experimentation lead to breakthroughs or unexpected discoveries?
6. What if you approached discipline with a mindset of continuous improvement and adaptation? How might this mindset foster resilience and agility in the face of change or challenges?
7. What if you were to explore how discipline intersects with your other strengths and talents? What might the combination be and how might it achieve new levels of excellence in your work?
8. What if you actively sought out opportunities to learn from others who have a different approach to discipline? How might their insights and experiences inspire your growth?

Control: Responsibility

Responsibility refers to how we take personal responsibility. It helps us understand our approach to rules and standards and how we apply those to ourselves and others.

KEY QUALITIES

NON-JUDGEMENTAL

OPEN MINDED

RESPONSIBLE

Exploring Approach

1. How would you describe your approach to rules and standards, and how does it shape your decision-making?
2. Can you provide examples of situations where your approach to Responsibility has positively influenced your actions or choices?
3. What strategies or methods do you employ to balance the established norms and exploring alternatives?
4. How do you handle situations where you need to balance the need for innovation and flexibility with the responsibility to adhere to rules and standards?
5. Do you communicate to others your approach to responsibility and your work and how does it affect your professional relationships?

Understanding Mindset

1. What values do you think guide your sense of responsibility, and how do they impact your behavior?
2. How do you view the concept of personal responsibility and the maintenance of high ethical standards?
3. Do you prefer to challenge conventions and push boundaries when needed?
4. Tell me about your views on responsibility and personal integrity and the role they play in how you make decisions?
5. Has your approach to personal responsibility changed over time? And what prompted those changes?
6. How do you negotiate the tension between your responsibility to follow established norms and your want to explore new possibilities?

Exploring Outcomes

1. What have been some of the most notable achievements you've experienced as a result of your approach to self-responsibility in your work?
2. Can you recall a situation where your approach to Responsibility led to unexpected or particularly satisfying results?
3. What challenges have you faced in achieving your goals and how has your sense of self-responsibility helped or hindered?
4. Can you share a situation where your approach to Responsibility helped you overcome a major obstacle?
5. How do you communicate your approach to Responsibility to others when working on team projects?

Exploring Possibilities: "What If?"

1. If you were to adjust your approach to Responsibility, what potential changes would you make in your work or personal life?
2. How might altering your mindset regarding personal responsibility open up new opportunities?
3. If you were to adopt a different approach to the Responsibility for a day or a month, how do you think it would affect your decision-making and interactions with others?
4. What if you measured the success of your altruistic efforts not solely by the immediate outcomes but by the lasting positive influence they leave on people?
5. What if you had the freedom to challenge the status quo or how things are done without fear of failure?
6. What if you approached Responsibility with a mindset of challenge and curiosity? How might this mindset foster different outcomes that positively affect your work?
7. How does your Responsibility intersect with your other strengths and talents? How does this create excellence in your work?
8. What if you actively sought out opportunities to learn from others who have a different approach to Responsibility? How might their insights and experiences inspire your growth?

Emotionality

Emotionality is a measure of the level of anxiety and apprehension you experience in your everyday life.

Low score

Strengths	Risks
Consistent	Complacent
Stable	Casual
Confident	Unmoved
Optimistic	Dull

People with low Emotionality are calm, stable and predictable. They don't get flustered or panicked and take things as they come. They are confident, optimistic and have a positive outlook. They are resilient and manage difficulties and setbacks well. They are not easily distracted and don't worry unnecessarily. They can lack dynamism and may be seen as unexciting. They may fail to see threats and be careless about dangers.

Strengths: Confident and self-assured. Not flustered by sudden changes or setbacks. A positive outlook.

Risks: Can seem unconcerned, indifferent or even careless. Unaware of others' worries. Fail to see risks or dangers.

Development:

- Take time to listen to others' concerns.
- Work through the risks of a decision. Do a threat analysis
- Don't make assumptions

High score

Strengths	Risks
Vigilant	Volatile
Vibrant	Unpredictable
Reactive	Moody
Passionate	Pessimistic

People with high Emotionality feel things more intensely and can sense impending dangers. They are vigilant and add sharp focus to preparation with attention to detail. They double check. They are less self-assured and therefore more modest. They may show passion as their emotional intensity comes to the fore. They are aware of weaknesses and seek to improve performance.

Strengths: Vigilant and cautious. Evaluate Risks carefully. Are accurate in their work..

Risks: Under value themselves. Overestimate problems. Tend to procrastinate. Worry unnecessarily.

Development:

- When in doubt, sense check with others. Are your thoughts realistic. Are your fears proportionate?
- Take time out, particularly when feeling overwhelmed. Are your concerns in proportion? Put some distance between yourself and the problem
- Use Mindfulness techniques to support a balanced mindset. Remember and celebrate the successes

Subfactor	It measures
<p>Tension</p> <p>Confident</p> <p>Composed</p> <p>Vigilant</p>	<p>Tension refers to the general level of stress or tension we experience on a day to day basis. It will help you understand how you respond to events as they get closer and your sensitivity to changes around you.</p>
<p>Apprehension</p> <p>Optimistic</p> <p>Mature</p> <p>Perceptive</p>	<p>Apprehension measures our level of inner confidence and optimism. It will help you understand how you respond the world around you and your approach to managing the demands of work.</p>

Emotionality: Tension

Tension refers to the general level of stress or tension we experience on a day to day basis. It will help you understand how you respond to events as they get closer and your sensitivity to changes around you.

KEY QUALITIES

CONFIDENT

COMPOSED

VIGILANT

Exploring Approach

1. Can you describe a recent situation where your response to tension played a significant role in your actions or decisions?
2. How would you describe your natural inclination when facing stressful situations? Do you lean more towards calmness, or vigilance, or somewhere in between? What type of situation does this occur in?
3. What strategies or coping mechanisms have you developed over time to manage tension?
4. How would your close colleagues or friends describe your response to stressful situations?
5. Do you feel your response to tension has evolved over the years, especially in different phases of your life or career?
6. Do you prepare or anticipate your approach to situations that you may find stressful? How does that help you cope and manage the situation?

Understanding Mindset

1. How do you think your level of tension and stress response is influenced by your daily mindset? Or is it vice versa?
2. In what ways do you think your perception of stress or tension is shaped by past experiences or beliefs?
3. How do you view challenges or stressful situations – as threats, opportunities, or something else?
4. Are there any mental models or philosophies that you subscribe to, which influence your perception of tension?
5. How do you prioritise self-care or relaxation, especially in relation to managing tension for yourself or others?
6. Do you think there's a connection between your creativity or problem-solving abilities and your approach to tension?

Exploring Outcomes

1. What impact on your outcomes have you noticed as a result of your response to stress or tension, either personally or professionally?
2. Do you believe your approach to tension affects your relationships with colleagues or other relationships?
3. Can you recall a time when your reaction to tension had a particularly positive or negative outcome?
4. In what ways do you believe your approach to tension contributes to your overall success or challenges in specific areas of your life?
5. Can you share an instance when your level of tension led to an unexpected result?
6. Can you describe a situation in which you are proud of the way that you dealt with stress and what was the outcome?

Exploring Possibilities: “What If?”

1. Imagine a scenario where you could respond with complete calmness to any challenge. What might be different in that situation?
2. What if you heightened your sensitivity to changes and challenges for a short period? How might that impact your decisions or actions?
3. What if you had the opportunity to mentor someone on managing tension? What insights or advice would you share based on your own experiences?
4. If you were to imagine an ideal balance for managing tension, what would that look like for you?
5. What if you were exposed to new strategies or tools specifically designed to alter your relationship with tension? Would you be open to trying them?
6. What if you could design a training session about managing tension for others? What core principles or techniques would you focus on?
7. Imagine a world where everyone responded to tension in the exact same way you do. What would that world look like? Would it be harmonious, chaotic, or somewhere in between?
8. What if you could access a range of styles relating to Tension, what style would you most like access?

Emotionality: Apprehension

Apprehension measures our level of inner confidence and optimism. It will help you understand how you respond the world round you and your approach to managing the demands of work.

KEY QUALITIES

OPTIMISTIC

MATURE

PERCEPTIVE

Exploring Approach

1. Can you describe what your natural tendency towards worry and apprehension is and what that looks like in a work context?
2. How do you decide on the best approach when faced with an unfamiliar situation? In what situations do you feel your approach is most effective?
3. How do you feel your approach to Apprehension and worry has evolved over time, especially in challenging circumstances?
4. What elements influence your approach the most? Is it past experiences, knowledge, gut feeling, or something else?
5. Can you recall a situation where your approach was different from others, yet it led to success?
6. Are there any situations you can think of where you felt you had to adjust your approach significantly? What was the outcome? How did that feel for you?

Understanding Mindset

1. In what ways does your Apprehension and tendency to worry empower you or hold you back?
2. How do you nurture a growth mindset in areas you feel apprehensive about?
3. How do you handle feedback or criticism?
4. Are there individuals or experiences that have been particularly influential in shaping your understanding of your Apprehension?
5. How do you think your Apprehension influences your approach to risk and uncertainty?
6. How do you maintain balance between confidence and humility?

Exploring Outcomes

1. Do you feel that your apprehension levels assists your ability to produce positive outcomes? Can you describe a workplace example of when this was the case?
2. Have there been times when the outcome was unexpected, despite your approach? What did you learn?
3. In which situations have you felt that having contingencies in place was beneficial for the outcome?
4. Are there instances where you felt you took on more than you could handle due to misplaced confidence?
5. How do you handle situations that arise from venturing into unfamiliar territories?
6. How do you determine when to rely on mastered skills versus pursuing new challenges?

Exploring Possibilities: “What If?”

1. What if you were given a task where potential risks were unknown. How might your natural Apprehension support a successful outcome?
2. What if you were provided with a chance to work on something entirely outside of your comfort zone; would you take it?
3. What if you were asked to train a team on the importance of understanding and managing apprehension; how would you do it?
4. What if a project didn't have any constraints; how would your approach differ?
5. What if you were exposed to new strategies or tools specifically designed to alter your relationship with Apprehension? Would you be open to trying them?
6. How would you describe the strengths to your approach to apprehension to help someone understand the benefits?
7. Imagine a world where everyone responded to Apprehension in the exact same way you do. What would that world look like? Would it be harmonious, chaotic, or somewhere in between?
8. What if you could access a range of styles relating to Apprehension, what style would you most like to access?

Mastering the Art of Conversations

I think you would agree, conversations lay at the heart of how we communicate, engage, build relationships and lead. If you would like to build your skills and those of others then SuperSkills of Great Conversations can help. SuperSkills combines the art of conversations with the science of personality to provide a unique solution to help individuals have great conversations.

About SuperSkills

SuperSkills establishes a baseline measure of someone's natural conversation skills and habits. It provides clarity around where an individual's conversational strengths and challenges lay so that they are able to move forward with the confidence to enhance the quality of relationships they have at work and at home.

The 5 SuperSkills of Great Conversations™ are the core skills that underpin all conversations we have. This means that equipping individuals with the 5 SuperSkills drives improvements in numerous conversations – including performance management, collaboration, career development and handling difficult conversations.

How effective we are in conversations of course depends in part on our skills. But how we are likely to 'show up' in conversation against the 5 SuperSkills can also be predicted by our personality. The SuperSkills report maps an individual's Facet5 results onto the 5 SuperSkills of Great Conversations, providing a unique insight into an individual's strengths, what they might need to manage, and where they can focus to drive improvements.

The 5 SuperSkills of Great Conversations™ . . .

- **Presence:** Maintaining undivided attention, really 'being there'
- **Hyperawareness:** Acute self-awareness of your biases, beliefs and emotional triggers
- **De-coding:** Drawing out what the other person is really saying
- **Voicing:** Speaking out with courage and conviction
- **Flow control:** Managing conversations – the beginning, middle and end

Conversations have the power to inspire, engage, build trust, encourage collaboration and increase wellbeing. Our SuperSkills based solutions are designed to improve conversational capability across all levels, from individual, team, leaders and whole organisations. SuperSkills can be easily integrated into an existing development or onboarding programme, as well as within one to one coaching.



What's the Impact?

When working with our clients they tell us they are experiencing:

- Increased team effectiveness and collaboration
- Improved coaching conversations
- Increased engagement from individuals who feel heard and valued
- An increase in conversations about wellbeing and resilience
- Greater capability and willingness to have difficult conversations
- Individuals reporting that this has a 'whole-life' application as the conversations with family and friends has improved

Would you like to know more?

If you would like to know more about how you can start using SuperSkills, email us at:

Email: Support@facet5global.com

or scan the QR code below:



<https://qrco.de/SuperSkills>