Quick Guide: Facet5 Snapshot Interpretation

This Snapshot shows how individuals within the team compare to each other in personal style. The closer the points are to each other the more alike the individuals will be in approach. The further the point is from the centre of the Snapshot the more likely the behaviours described below will be present in both the individual and team.

May be perceived as

Key Focus / Contribution

May be perceived as

- Decisive and action oriented
- Goal focused, competitive
- Charismatic
- Poor on detail, Inconsistent & impulsive

- Working quickly and decisively
- Business focused and commercial
- Change ready and eager
- Non consultative, Ignoring the views of others

- Driven with a strong focus
- Decisive
- Goal oriented
- Inflexible & opinionated, unable to see the complexities of a situation

- Imaginative and innovative
- Enthusiastic and inclusive
- Team oriented
- Idealistic, with overly complex ideas

- Inclusive and engaging
- Consensual and non judgmental
- Creative
- Unplanned and too laidback

- People and team focused
- Idea generators
- Focus on the doing
- Impulsive, distracting and distractible

- Action oriented
- Decisive
- Responsive
- Results before process
- Maverick in approach

- Traditional
- Process over content
- Delivery focused
- Stability and order
- Planned and organised

- Generated Ideas (Affection)

- Decision Making (Will)

- Implementation (Energy)

- Evaluation (Control)

- Creative and innovative
- Enjoy working with others
- Thinks in broad concepts
- Tolerant and understanding
- Flexible in approach

- People and team focused
- Loyal and values based
- Consistent and fair
- Ethical
- Cautious in approach

- Team oriented
- Consultative
- Values driven
- Reserved and indecisive

- Nurturing and supportive of poeople
- Equitable
- Steady and consistent
- Idealistic and easily led

- People development focused
- Coach and mentor
- Values driven
- Reserved, self righteous and overly principled

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1. Using this guide to interpretation

This quick guide to interpretation aims to provide you with sets of behaviours that can be used to help describe and predict the contribution of individuals and team members and how they may be perceived by others within the team or organisation.

The Facet5 Snapshot simply shows how individuals within the team compare to each other in personal style. The Snapshot is easy to interpret:

- The behaviours described in each quadrant bring together a combination of four factors (excluding Emotionality). They summarise the primary focus or approach of those individuals to the work of the team.
- The corresponding three tabs attached to each quadrant outline how team members within this quadrant ‘May be perceived’ by others within the team and organisation that are positioned in the other quadrants.
- Use the icons to help readily identify the corresponding descriptors in the ‘May be perceived as’ tabs.
- The closer the points are to each other the more alike the individuals will be in approach and style.
- The further the points are away from each other the greater the difference in approach and style.
- The further the point is from the centre of the Snapshot, towards any one quadrant, the more likely the behaviours described will be present in both the individual and team.
- Where a Snapshot falls in between two quadrants the individual will draw from a combination of both quadrants. These snapshots tend to have a similar score on both factors - for example a score of 6 on Energy and 6 on Control would place the snapshot in the middle of the horizontal axis. Similarly a score of 8 on Will and 8 on Affection will place the snapshot in the centre of the vertical axis.

2. How is the Snapshot generated?

The Snapshot is mapped as a series of points that represent the centroid or centre of a persons profile. These centroids are calculated by simply subtracting Affection from Will (to give the vertical position) and Energy from Control (to give the horizontal position). The resulting square will be mapped onto the Work Cycle model and will represent an overall preference of the individual.

The Snapshot is automatically calculated for each person who has completed a Facet5 Personality Questionnaire and has been added to a Facet5 Multiple Project. You can find the Snapshot as part of the TeamScape offering. If you are unsure about the use of Teamscape or your current account permissions please contact your Facet5 Partner to discuss. The Snapshot image can be downloaded using the TeamScape image chart pack functionality.

3. Limitations of the Snapshot

The Snapshot is a simple representation of a persons profile. It does not include Emotionality and it does not take into account the subtleties of the sub factors. It is meant as a discussion tool and to help individuals and teams visualize their Facet5 information in a simple and easy way.

Due to the way the Snapshot is calculated you will find Family groups such as the Generalist, Chameleon and Specialist will map towards the centre of the model. Each of these have similar scores in opposing factors. It is important to refer to the the persons individual profile for detailed analysis.

4. Further information

You can find further information on the Snapshot and TeamScape in the TeamScape Knowledge Hub on the Facet5 Learning and Support Centre.

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