Practitioner Notes – The Debrief Process

- Confidentiality - Who will have access to this information
- Purpose – Why we are having this session and what would you like to achieve
- Agenda – How long we have and the process we will be going through
- Limits – The scope of this session including what we will and won’t discuss

Questions

- What would you like to achieve today?
- What is your role and how do you think this process will help you?
- Do you understand why we are going through this process
- Are there any particular areas of personal development you would like to focus on
The Debrief Process

1. Your expectations
2. About Facet5 and the model
3. Understanding the factors
4. Looking at your report in detail
5. Development planning
Practitioner Notes – About Facet5

- Based on the Big 5 theory of personality
- Facet5 is a personality profiling system that looks at the 5 fundamental building blocks of personality
- We each have a certain amount of each factor and it is this pattern of scores, which gives the picture of a person's personality
- This picture allows us to predict and describe a person's strengths, risks areas, work preferences, motivators and de-motivators
- So when we work with others we have a common language and a way of describing ourselves and how we like to come to work

Questions to ask:

- How did you find the questions within the questionnaire?
- Have you completed other personality questionnaires before?
- What did you find in those results that has stayed with you?
About Facet5

1. Personality Profiling System
2. 5 fundamental building blocks of personality
3. No Good or Bad, Right or Wrong
4. Preferences, strengths, risks, motivators and de-motivators
We call these factors:

- Will
- Energy
- Affection
- Control and
- Emotionality

We then break these factors down into 13 sub factors. This provides you with more detailed information on your personality.
### Facet5 Factors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Will</strong></td>
<td>The driving force behind the promotion and defence of your own ideas</td>
</tr>
<tr>
<td><strong>Energy</strong></td>
<td>The extent to which you need to interact with other people</td>
</tr>
<tr>
<td><strong>Affection</strong></td>
<td>The degree which you are ‘Self or ‘Others’ focused</td>
</tr>
<tr>
<td><strong>Control</strong></td>
<td>A measure of the amount of self-discipline and responsibility you have</td>
</tr>
<tr>
<td><strong>Emotionality</strong></td>
<td>A measure of the level of anxiety and apprehension you experience in your everyday life</td>
</tr>
</tbody>
</table>
We use a circular model to display the 5 factors.

We have 4 factors of Will, Energy, Affection and Control on the circle, and

The fifth factor – emotionality is separate to the main factors as it plays an important secondary role as an interpretive factor

It acts like a lens that we view the other factors through

We use a sten 10 scale, with 1 in the middle and 10 on the outside, with increments of 1 sten

There is no right or wrong or good or bad. The sten 10 scale is a way of representing data and a sten score of 1 is not better or worse than a sten score of 10
The Facet5 Model

![Facet5 Model Diagram]

- Will
- Energy
- Control
- Affection
- Emotionality
Practitioner Notes – The Bell Curve

✓ In order to understand how similar or different you are from the people around you we compare you to a Norm Group or Comparison group

✓ In this case your norm group is [refer to profile page 3]

✓ How do we do that?

✓ We take the answers to the 106 questions that you gave in the questionnaire

✓ We then standardise those to fit a scale of 1 to 10, we call this a sten 10 scale

✓ We can then use a bell curve, such as this, to understand you compare to others

✓ The mid point of Facet5 on each scale is 5.5. We say that if your score falls between 3.5 and 7.5 you are similar to 68% of the comparison group

✓ If you score above 7.5 or below 3.5 you are similar to 16% of the comparison group

✓ If you score above 9 or below 2 you are similar to only 4% of the group

✓ So the further away you are from the mid point the less usual your scores are, therefore they stand out more, they are more noticeable in yourself and more noticeable by other people

✓ The closer you are to the midpoint the more consistent you will be with others around you, generally speaking it’s ‘Who we Are’ as a group

✓ There are no good or bad / right or wrong in any score, as there are strengths and risks with a high score, so there is with a low score
The Bell Curve

STEN 1 2 3 4 5 6 7 8 9 10

LOW SCORE MIDRANGE SCORE HIGH SCORE

4% Below 2
16% Below 3.5
68% Between 3.5 and 7.5
16% Above 7.5
4% Above 9
Practitioner Notes – Will

Definition: The driving force of Will is the promotion and defence of the person's own ideas. The focus is inwards on personal beliefs and values and may extend to a search for 'basic truths'. Will is the domain associated with power and the link between a motive for power and corporate success is well documented.

High Scores
People with high scores on Will are seen as dominant, determined, committed and independent. The key is a strong motivation based on firmly held beliefs. Characteristics are firmness, single-mindedness and goal direction. Less favourable qualities are stubbornness and rigidity of view.

Low Scores
People with lower scores are more flexible and willing to listen. They 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.

Midrange
Will speak out and can be stubborn when they feel strongly, or particularly knowledgeable, about something. They can flex to either side for short periods depending on the situation.
**Will**

- The driving force behind the promotion and defence of your own ideas

**Benefits of Low Score**
- Flexible
- Adaptable
- Accommodating
- Agreeable

**Benefits of High Score**
- Determined
- Assertive
- Decisive
- Independent

**Risks of Low Score**
- Unassertive
- Submissive
- Indecisive
- Timid

**Risks of High Score**
- Domineering
- Stubborn
- Argumentative
- Opinionated

Will speak out and can be stubborn when they feel strongly, or particularly knowledgeable, about something.
Practitioner Notes – Energy

Definition: It is the Extrovert/Introvert scale within Facet5. It captures a person's need to have other people around them. Vibrant, social and outgoing people who are comfortable with new people, places and experiences score high on the scale. More reserved, shy and private individuals, who enjoy their own company populate the low end of the scale

High Scores
As the name suggests, high scores are energetic, alert, active and enthusiastic. They are gregarious, competitive, fun loving and sociable. They are optimistic and excited about new ventures. Too much Energy can lead to over-commitment.

Low Scores
Low scores are quieter, more reserved and private. They keep to themselves, can seem shy and take some time to get to know but make very good long term friends. They don't like social events and can seem distant, cool and aloof to colleagues who want them to join in more.

Midrange Scores
Can be outgoing and sociable when the situation requires them to be but are equally happy with their own company and are comfortable when certain projects dictate working on their own.
Energy - The extent to which you need to interact with other people

Benefits of Low Score
- Quiet
- Confidential
- Reserved
- Undemonstrative

Risks of Low Score
- Aloof
- Indifferent
- Cool
- Unsociable

Benefits of High Score
- Energetic
- Enthusiastic
- Sociable
- Friendly

Risks of High Score
- Distractible
- Disruptive
- Interfering
- Exhibitionist

MIDRANGE
Can be outgoing, spontaneous and lively by choice or when required of them.
**Definition:** Affection measures the supportive, caring, trusting and nurturing side of people. It is akin to empathy and measures the degree to which a person is 'self' or 'others' focused.

**High Scores**
People who score strongly on this dimension are genuinely positive about other people. They are typically warm and supportive, responsive to others' needs, sympathetic and understanding. They are open-minded and receptive to new ideas. They tend to be selfless and are prepared to sacrifice their own interests for others. They are loyal and trusting, but may be taken advantage of by more cynical people.

**Low Scores**
People with low scores are more pragmatic and business-like. They are quick to seize opportunities and take advantage. They take decisions quickly and don’t get confused by alternatives. Some people will see them as cynical and unsympathetic.

**Midrange Scores**
Start from a position of trust with everyone that they meet, and like to give everyone a fair chance, but if that trust is broken then they will remove their affection and trust and support will need to be re-earned.
Affection - The degree which you are ‘Self or ‘Others’ focused

Benefits of Low Score
- Pragmatic
- Astute
- Businesslike
- Shrewd

Risks of Low Score
- Self Centred
- Cynical
- Hard-nosed
- Aggressive

Benefits of High Score
- Caring
- Helpful
- Kind
- Trusting

Risks of High Score
- Naive
- Innocent
- Soft
- Gullible

Gives people the benefit of the doubt – quietly weighs them up and gives support, and trust accordingly. If then found wanting ‘affection’ is removed.
Practitioner Notes – Control

✓ **Definition**: Control measures the amount of self-discipline and sense of responsibility a person has. Conscientiousness, reliance on process and a liking for structure and order are key features of High Control, whereas autonomy, creativity and longer term, 'big picture' thinking are attributes associated with Low Control.

✓ **High Scores**
The keynote here is self-control, constructive self-criticism and conservatism. Highly controlled people like order, structure, planning and prefer to think ahead. Duty and responsibility are cornerstones of Control and such people will become frustrated and disillusioned if others don’t share their views about right and wrong behaviour. They are conscientious, loyal and ethical and can be relied upon to apply themselves consistently to their duties.

✓ **Low Scores**
Low scores are 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 can seem to be casual, unplanned and even unreliable.

✓ **Midrange Scores**
Understand the need for process and procedure but are not constrained by rules and can be flexible and creative when required.
Control - A measure of the amount of self-discipline and responsibility you have

Benefits of Low Score
- Creative
- Uninhibited
- Free Thinking
- Radical

Benefits of High Score
- Planned
- Reliable
- Conscientious
- Responsible

Risks of Low Score
- Irresponsible
- Unreliable
- Unfocussed
- Unplanned

Risks of High Score
- Authoritarian
- Inhibited
- Intolerant
- Rigid

Will be conscientious, structured and disciplined about things that matter to them.
Practitioner Notes – Emotionality

✓ **Definition**: It measures the level of tension and apprehension that a person experiences in their everyday lives. Passion, vigilance, vibrancy and a sense of urgency describe those at the high end of the scale, whereas confidence, optimism, and a relaxed attitude describes those at the low end. Emotionality is also used as an interpretive factor as it has an overarching influence on the profile.

✓ **High Scores**
At higher levels the person is more vigilant and vibrant and will always want to be the best that they can. However, they worry more and can lack confidence in themselves. They can need more support and encouragement, but they can be exciting and charismatic. In general, the higher the Emotionality score is the less predictable and consistent the picture revealed by the other four factors.

✓ **Low Scores**
Unemotional people are more confident, consistent and predictable. They don’t get flustered or panicked, and take things as they come. Some people may see them as unexciting. At low levels of Emotionality, 'what you see is what you get'.

✓ **Midrange Scores**
Day to day people are usually pretty consistent when everything in their world is going well. Any anxiety and tension tends to be event specific and is short lived.
Emotionality

A measure of the level of anxiety and apprehension you experience in your everyday life

Benefits of Low Score
- Consistent
- Stable
- Confident
- Optimistic

Risks of Low Score
- Complacent
- Casual
- Unmoved
- Dull

Benefits of High Score
- Vigilant
- Vibrant
- Reactive
- Passionate

Risks of High Score
- Volatile
- Unpredictable
- Moody
- Pessimistic

Some events will trigger apprehension and anxiety, but this will be short lived and event specific.

MIDRANGE
Comfortable with who they are.
Sub-Factors: Will

✅ Determination
A sub-factor of Will it refers to the inner drive to commit to own ideas and goals

✅ Confrontation
A Sub factor of Will, concerning the drive to confront issues as they arise

✅ Independence
A Sub factor of Will, measuring a persons tendency to act independently
**Determination**

*A sub-factor of Will it refers to the inner drive to commit to own ideas and goals*

### Low Determination in the workplace

- Accepting and adaptable to others
- Tolerant of others view points, preferring to wait before committing
- Willing to bend and adapt to group decisions
- Do not enter into a discussion with strong preconceptions and wait for the evidence before deciding, as a result can be seen as indecisive

### High Determination in the workplace

- Strong views and opinions are formed quickly, and they will not sacrifice their principles
- Individually competitive and emphasise personal achievement and success
- Changing the way people think and act requires a strong sense of belief and conviction of their own point of view
- Like to say ‘I did it my way!’

### You may hear them say

- It’s important for the manager to fit in with what the team wants
- I like to see how things pan out before taking on responsibilities
- I am quite easy to convince

- It takes a good argument to make me change my mind
- I have often been the first to take responsibility for things
- It is important for a manager to set very clear goals for others
Confrontation

A Sub factor of Will, concerning the drive to confront issues as they arise

Low Confrontation in the workplace

• Listen to others, allowing them time to make their point and will then try to accommodate if possible
• Democratic and accepting, looking for consensus and will avoid open argument
• Will pick their battles as necessary
• Does not mean they cannot confront issues – it is about time and place

High Confrontation in the workplace

• May become defensive and argue their case strongly if challenged
• Excellent ability to develop, propose and defend a point of view
• Dig their heels in and may hold to a view too long
• Natural tendency to challenge, defend and argue their position

You may hear them say

• The thought of confronting someone makes me feel uncomfortable
• If I have to correct someone I choose the right time and place
• I am best when arguing a case in a moderate and calm manner

You may hear them say

• If a problem arises with someone at work I act fast and hard
• I can be rather too stubborn and argumentative
• I am particularly good at arguing a case aggressively
Independence

A Sub factor of Will, measuring a persons tendency to act independently

Low Independence in the workplace

• Individuals are more team oriented and will take direction from others
• Like the support of the group and to discuss their ideas and modify their approach as required
• Look for agreement and as a result are less likely to take a radical, independent viewpoint
• May seem too reliant on others when making a decision

You may hear them say

• When I have a problem I seek the advice of others
• I always try to be flexible
• It is always better to give support and be understanding

High Independence in the workplace

• Sort out problems by themselves rather than consult others
• Take time to formulate their own views and are independent minded
• Happy to explain their wishes and to persuade but in the end are quite prepared to go it alone
• Capable of maintaining focus without other peoples input

You may hear them say

• I would rather risk hurting someone than evade the truth
• I will not sacrifice my principles
• If I have a problem I want to sort it out by myself.
Sub-Factors: Energy

✓ Vitality
A Sub factor of Energy, it refers to an individual's levels of obvious enthusiasm and energy

✓ Sociability
A Sub factor of Energy, which refers to an interest in being with people

✓ Adaptability
A Sub factor of Energy, relating to how you involve others in your thinking
## Vitality

A Sub factor of Energy, it refers to an individual's levels of obvious enthusiasm and energy

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<tr>
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<th>High Vitality in the workplace</th>
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<tbody>
<tr>
<td>• Quieter unhurried, and consider their actions more carefully</td>
<td>• Display physical energy, alertness, attentiveness, speed and enthusiasm</td>
</tr>
<tr>
<td>• May be seen as indicating a lack of motivation or enthusiasm</td>
<td>• Essence is about the ‘excitement about doing things’</td>
</tr>
<tr>
<td>• Can be seen as holding tasks back by failing to show enthusiasm</td>
<td>• Seek out variety in their work and like change</td>
</tr>
<tr>
<td>• Like time to consider their response</td>
<td>• Event driven – responding to what is happening around them, and can move from one activity to another quickly – with what grabs their attention</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You may hear them say</th>
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<tr>
<td>• I don’t get carried away with new fads</td>
<td>• I enjoy being the center of attention, and tend to over commit my time</td>
</tr>
<tr>
<td>• I don’t get over-enthusiastic</td>
<td>• I find it hard to hold my enthusiasm in check</td>
</tr>
<tr>
<td>• I feel self conscious when I am the center of attention</td>
<td>• I tend to have most of the latest gadgets</td>
</tr>
</tbody>
</table>
Sociability

A Sub factor of Energy, which refers to an interest in being with people

Low Sociability in the workplace

• Less demonstrative, more private and reserved
• May be seen as aloof or indifferent, making them hard to draw out and get to know
• They like to be left alone and to choose their company
• Slower to get involved in new teams or groups

High Sociability in the workplace

• Need to be involved in what's happening around them and to be recognised by the group
• They are inclusive and great for newly formed teams as they reach out and make contact quickly
• Competitive in a team sense, needing others around them to keep the spirit of competition going
• Can be bored quickly if others don’t join in

You may hear them say

• I like to keep my work and private lives separate
• I’m careful about making new friends
• I do not enjoy company social events

You may hear them say

• I make new friends easily
• People who work together should get to know each other socially
• I enjoy meeting colleagues at company social events
Adaptability

A Sub factor of Energy, relating to how you involve others in your thinking

Low Adaptability in the workplace

• Faced with a problem they work on it alone and present their findings after careful consideration
• They often are experts and like to be allowed to use their expertise
• Not particularly interested in public recognition for their efforts
• May be reluctant to share their thinking with others, preferring to keep their thoughts private

You may hear them say

• I like to work alone in order to concentrate
• If I make a plan I stick to it through thick and thin
• If I have a problem I like to be able to think it through myself

High Adaptability in the workplace

• Absorb information from their environment, being curious and exploratory
• Look to the outside world for regular feedback
• Given a problem will seek input from others, bouncing off ideas, seeking their support
• They form ideas from discussion with others and absorbing information from outside

You may hear them say

• I find I get inspiration from having people around me
• I like to have someone I can bounce ideas off
• I prefer to adapt my ideas to changing circumstances
Sub-Factors: Affection

- **Altruism**
  A Sub factor of Affection, and is a measure of how likely you are to put other people's interests first

- **Support**
  A Sub factor of Affection, that relates to the tendency to be helpful

- **Trust**
  A Sub factor of Affection, is the tendency to take people at face value
# Altruism

A *Sub factor of Affection, and is a measure of how likely you are to put other people's interests first*

## Low Altruism in the workplace

- People get what they deserve – you get back what you put in
- They believe most people are looking out for themselves
- They need a return for their efforts and see the world in a concrete way
- ‘Dog-eat-dog’ world and won’t be taken advantage of

## High Altruism in the workplace

- Believe there is good in everyone, and everyone deserves a second chance
- They don’t like to judge people
- Believe in the fundamental human goodness of people and you should give to others and it doesn’t need to be repaid
- Like to feel they are adding value to society and the work they do has some meaning

## You may hear them say

**Low Altruism**

- You can’t blame a person for taking advantage of a situation
- When it comes down to it I’ll look after myself first
- I believe in looking after number one

**High Altruism**

- I like to do things which benefit other people
- I put other peoples needs ahead of my own
- I don’t like people who take advantage of a situation
## Support

*A Sub factor of Affection, that relates to the tendency to be helpful*

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<thead>
<tr>
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<th>High Support in the workplace</th>
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<tbody>
<tr>
<td>• Able to make a distinction between the needs of people from the needs of the organisation</td>
<td>• Warm, supportive and responsive to other people's needs</td>
</tr>
<tr>
<td>• Expect people to deliver and can be critical if they do not</td>
<td>• Can be taken advantage of</td>
</tr>
<tr>
<td>• Do not accept excuses</td>
<td>• They encourage and nurture the contribution of other and an environment in which ideas can flourish</td>
</tr>
<tr>
<td>• Natural skepticism and can take advantage of others</td>
<td>• Will often make allowances for others mistakes</td>
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### You may hear them say

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<tr>
<td>• Many unemployed are unemployable</td>
<td>• Everybody has the right to a decent job</td>
</tr>
<tr>
<td>• To be frank some people are beyond help</td>
<td>• All most people need is a little help and understanding</td>
</tr>
<tr>
<td>• Some people don’t have any redeeming features</td>
<td>• Everyone has their good points</td>
</tr>
</tbody>
</table>
Trust

A Sub factor of Affection, is the tendency to take people at face value

Low Trust in the workplace

• A more questioning attitude, tending towards self-advantage
• Hard-headed and pragmatic in business matters, and don’t allow soft issues to influence their judgment
• Seen as down to earth and realistic but can be uncaring and unsympathetic
• Shrewd and astute they prefer to deal with practicalities and utility

High Trust in the workplace

• Take people at face value, giving people the benefit of the doubt and make allowances
• They believe what they are told and don’t expect people to lie
• Can be disappointed when someone has let them down
• They naturally trust most people that they meet and think they are good and have no reason to believe otherwise

You may hear them say

• In business most people are motivated by personal gain
• It takes a while to gain my trust and you have to work to do this
• Most people will take advantage of a situation

You may hear them say

• In business most people are prepared to help others
• Social welfare programmes are a sign of a civilised society
• Most people can be trusted
Sub-Factors: Control

✓ Discipline
   A Sub factor of Control, refers to being personally planned and organised

✓ Responsibility
   A Sub factor of Control, it refers to being able to take personal responsibility
## Discipline

*A Sub factor of Control, refers to being personally planned and organised*

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<tr>
<td>• Are more instinctive and individualistic and prefer to do what ever comes naturally</td>
<td>• Self control and constructively self critical</td>
</tr>
<tr>
<td>• They feel free from normal rules and strictures, allowing their individuality to shine through</td>
<td>• Conservative approach and prefer maintaining the status quo</td>
</tr>
<tr>
<td>• Can be seen as irresponsible and short term in their thinking</td>
<td>• Like things well ordered and planned and prefer to think ahead</td>
</tr>
<tr>
<td>• Free thinking and less rule-bound</td>
<td>• Don’t like to be rushed and are measured and steady in their work</td>
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### You may hear them say

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<tr>
<td>• I am impatient to get started on a new task</td>
<td>• I can’t leave a task until it is finished</td>
</tr>
<tr>
<td>• Once the initial interest wears off I get bored</td>
<td>• I enjoy following a task to its end</td>
</tr>
<tr>
<td>• I have great difficulty settling into routine work</td>
<td>• I don’t mind routine work if it has a purpose</td>
</tr>
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</table>
Responsibility

A Sub factor of Control, it refers to being able to take personal responsibility

Low Responsibility in the workplace

• Want things to happen more naturally without restriction or inhibition
• In extreme cases they can be rebellious and purposefully disruptive
• Constantly searching for easier ways of doing things and always looking for a challenge
• Can be seen as mavericks, having trouble fitting into large corporate regimes

High Responsibility in the workplace

• Take things seriously and have a mature attitude to work
• Duty and responsibility are cornerstones of how they work
• They become frustrated and disillusioned by people who don’t share their views about the ‘rights and wrongs’
• Find it hard to deal with erratic or unpredictable behaviour

You may hear them say

• Different situations require different approaches - 'a new problem requires a new solution'
• There is no such thing as the right thing
• Rules must be interpreted to suit the situation

You may hear them say

• I insist on high standards at all times and I am frustrated by people who don't deliver to this
• Under pressure I still think I would do the right thing
• There are certain codes of conduct which are absolute
Sub-Factors: Emotionality

✓ Tension
A Sub factor of Emotionality, refers to a general level of stress or tension

✓ Apprehension
A Sub factor of Emotionality, it relates to being cautious and not overly optimistic
**Tension**

A *Sub factor of Emotionality, refers to a general level of stress or tension*

### Low Tension in the workplace
- Very little appears to phase a person with low tension
- They are calm and collected and take most things in their stride
- They are extremely laid back and see little reason to change themselves
- Some may feel that they are too confident with little that can phase them

### High Tension in the workplace
- Can be seen as exciting as they tend to display a nervous energy and passion
- Have a natural predisposition to feel tense or anxious especially as important events get closer
- They have a general sense of unease and worry more
- They are more likely to lose sleep over issues and to feel stress or pressure

### You may hear them say
- There is no point in worrying as it is out of our control
- I tend to prepare for things just before they are about to happen
- I feel pretty calm about things in general – it takes a lot to phase me

### You may hear them say
- As an important event gets closer I tend to worry more about it
- I can sometimes feel restless and ill at ease without being able to put my finger on what it is
- There are a lot of things I would like to change about myself
Apprehension

A Sub factor of Emotionality, it relates to being cautious and not overly optimistic

Low Apprehension in the workplace

- People who score low have a confident way of going about things, are self-assured and relaxed
- They are optimists and believe that things will usually work out for the best
- They take things day by day and don’t worry too much about the future
- In extreme cases they can seem blasé and overconfident, blind to risk and casual in their approach

High Apprehension in the workplace

- People who score highly will check and re check that something is correct before signing it off
- They are more vigilant and do not assume that things will just work out
- They can be less satisfied with their life and see things as rather uncertain
- If given their life over again they can think of a lot of things they would like to do differently.

You may hear them say

- Once I’ve mastered a situation I like to move on to something new
- I am not really a nostalgic person – I like to look to the future
- I generally have a clear idea of what I want

You may hear them say

- I like to stick to what I know I’m good at
- I often get quite nostalgic about the past
- I find my views of what I want can change from day to day
The family portrait page provides an overall summary of a person profile. We call this your reference family.

There are 17 Facet5 reference family’s and we assign family's by closeness of fit based on the four factors excluding emotionality using a distance equation.

You can use your Family Portrait as a summary of the information that we have just discussed and to describe yourself in easy to understand terms.

The grey shape on your family portrait page is the template for your family. The red shape is your profile.

The closer the fit (i.e. the less gaps there are between the red and the grey template) the more of the statements on the family portrait page you are likely to identify with.

Using the Family Portrait page:

- Share this with your colleagues and team to learn more about each other
- Ask people you work with how much they recognise of you in this profile
- Share with your Manager
Facet5 Family Portrait

1. 17 Facet5 Family Portraits
2. Provides a word picture of your profile
3. A short cut language when working with others
4. Share with your manager and colleagues
Welcome to the Facet5 Desktop Debrief Guide

At Facet5 we believe the debrief provides a cornerstone for self awareness and personal development. As a practitioner you have the opportunity to play a unique role in this process. The debrief is also a great way to develop your skills as a practitioner and extend your expertise into the fascinating domain of personality.

The Desktop Debrief Guide has been designed to provide two functions to support the debrief process. It has been developed to take you through the flow of a debrief, supporting with key points and information along each step with Practitioner notes and to act as a guide or visual aide for the respondent.

Preparing for a debrief:
On the reverse side of each page are key notes that you can use to build your knowledge in each step of the process. They represent the key talking points that are aligned to the page used with the respondent. These pages are designed for preparation and not to be read through in the debrief.

Delivering a debrief:
Each page provides the respondent with the key points that are important to understand in the debrief process. They can be used as a learning tool or as a visual aide. By working your way through each page you will be able to successfully complete an estimation and review of a profile.

Navigating the Desktop Guide:
Once downloaded as a PDF onto your device the pages can be navigated manually using the touch screen capability of your tablet or by using the buttons located at the top of each page.

- Moves you to the previous page, or tap the left hand edge of the screen
- Takes you to the start of the guide
- Moves you to the next page, or tap the right hand edge of the screen
- Flips you between the Practitioner notes and Respondent view
- Brings you to this information page
- Takes you to the sub-factor detail for the factor you are discussing
- A letter such as this will take you to the corresponding factor overview

For further information on the debrief process goto the Facet5 Support & Learning Centre available from the workbench homepage. For other languages contact your Facet5 Partner.
Debrief Introduction
- The Debrief Process
- About Facet5

The Facet5 Model
- The Facet5 Factors
- The Facet5 Model
- The Bell Curve

Facet5 Families
- Family Overview
- Facet5 Families

Will
Determination
Confrontation
Independence

Energy
Vitality
Sociability
Adaptability

Control
Discipline
Responsibility

Affection
Altruism
Support
Trust

Emotionality
Tension
Apprehension