

Why Facet5?

Why us?

For the last 35 years, Facet5 has taken reliable, trusted personality data and turned it into meaningful insights. We believe our trait-based model of personality provides profound insights that extend beyond surface behaviours to an understanding of our core, enduring personality traits.

This approach recognises that our personality traits help us build a portrait over time and across different contexts, making it possible to map a long-term development arc for individuals. By using a trait-based model, Facet5 enables coaches and clients to reliably predict behaviours and reactions in various professional and personal scenarios.

Facet5 uses natural everyday terms that are more familiar, and strengths based. This creates a common language for understanding and talking about behaviours – rather than using overly complicated academic or less balanced language.

The comparative nature of Facet5 allows individuals to understand their unique personality style in relation to others, fostering better interpersonal relationships and effective communication. This insight supports an appreciation of diversity, workplace dynamics and to better work with different personality types effectively.

In comparison ipsative-based tools, which categorise personalities into broad types (such as colours or simple letter combinations) oversimplify and generalise individual behaviours. Facet5 avoids the pitfalls of overgeneralisation by offering a nuanced view of each client's unique personality profile. It supports the development of tailored, specific, and actionable development strategies that respect and leverage each individual's unique strengths.

The learning continues

We offer a range of extension programs that support practitioner capability and learning.

TeamScape Certification: Two-day virtual or in person program, focusing on the Facet5 TeamScape model and interpretation of team data. Practical facilitation skills supported with comprehensive materials and tools.

Key Qualities Certification: A self-paced online course that delves deeper into the concepts of a Strengths approach to development, the model and report detail.

Spotlight Certification: One-day virtual program that looks at personal development using the Spotlight model. The workshop focuses on the application of the data and integration of the myFacet5 webapp into learning sessions.

Career Coaching Certification: Three-day virtual or in person program that builds skills in delivering our career coaching programs. You receive training on the career motivator model, coaching and conversations as well as three unique career coaching workshops.

SuperSkills Certification: One-day virtual or in person workshop that builds skills in the delivery of a SuperSkills of Great Conversations workshop and techniques for coaching leaders and teams.

Audition Certification: One-day online certification that supports practitioners to apply the Audition model of selection. It focuses on the role definition, comparison and interviewing processes. Ideal for talent selection and recruitment teams.

Facet5's **personalised approach** ensures that development strategies are not only aligned with each person's inherent traits but also finely tuned to their personal and professional growth aspirations.



Learn

Join our global
community and realise
potential in others



Any questions?

If you would you like to know more about our Accreditations, scan the QR code to get in touch.

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Join our growing global community

As Practitioners, what we share is a belief that understanding your personality, really understanding it, provides people with a sense of their identity and ‘know-how’ to realise their potential and thrive in a changing world. Our Practitioners tell us that they feel honoured to be able to play a role in facilitating self-awareness in others and to be able to take it to the next level; to be the torchbearer, shining a light on an individual’s potential.

Our virtual and face to face accreditation programs deliver a rich and interactive learning experience. You can secure Facet5 Practitioner status from the comfort of your home or office.

About our accreditation

Delivered by a Facet5 trainer, the accreditation is structured around modules and delivered over a number of online sessions that have been designed to stimulate curiosity and maximise learning.

We’ll take you on a journey of all things ‘Facet5’, taking a deep-dive into the: origins of Facet5; theory of the Big 5 and trait-based personality reliability and validity of the model; norm groups; and response analysis inter-play between the factors (and sub-factors).

Plus, we’ll also explore how Facet5 can be applied within your work to support selection, integration, personal, team and leadership development.

Over the course of the program, expect to roll-up your sleeves and put the learning into action as you have a go at debriefing a Facet5 Profile yourself.

On completion of the accreditation

The interactive content and activities ensure you leave confident and capable to readily apply Facet5 to the opportunities and issues you have at work.

On successful completion of the accreditation, you will:

- Be an officially accredited Facet5 Practitioner.
- Be able to accurately interpret and articulate an individuals’ Facet5 Profile.
- Understand how Facet5 can be applied to boost potential.

- Have access to a global community of Practitioners to share best practice and extend the learning as well as access to the Facet5 Practitioner Knowledge Hub.
- Be given access to the administration system allowing you to set-up and send questionnaires, access profiles, create projects and manage respondent profiles.

Who is the accreditation for?

Facet5 can be used by anyone who supports people development and by those curious to understand how to get the best out of people. No specific prior knowledge or experience is required, although healthy curiosity will help.

Our current clients and Accredited Practitioners work across a varied range of industries and fields. These include in-house HR and L&D teams, organisational development recruitment and selection, coaching and development consultants as well as functional line managers.

What unites us is a passion for understanding and developing others. Facet5 provides this insight and understanding to help realise individual, team and leader potential – across the whole employee journey.

Those who have no Facet5 experience will be invited to complete the Facet5 questionnaire and receive a debrief, prior to joining the accreditation program.



What is included in an accreditation?

Our programs come with extensive range of learning materials and support.

- Online access to Knowledge Hub and learning pages
- Facet5 Factor guide
- Debrief preparation sheets
- Profile sheets
- Debrief desktop guide
- Workbook and learning guide
- Image card deck and facilitator guide
- Key Qualities card deck and facilitator guide
- Book of coaching questions
- Dedicated support team for the program and beyond
- Access to the Facet5 LinkedIn Practitioner Group
- Access to myFacet5 web app

