

Lead

Personality at the
heart of leadership
potential



Enhancing leadership effectiveness with **Facet5**

We take leaders on a journey of self-discovery. The role of the Leader is changing. Leadership is no longer about the charismatic, heroic, individual with all the answers. It is much more about the ability of the individual to realise the potential in others; inspiring engaging and aligning people to create opportunities and solve problems collectively.

Great leaders create an environment where individuals, teams and communities thrive. We believe self-aware leaders are much more successful in creating this environment. That is exactly why our leadership development solutions focus on building and developing self-awareness – first and foremost, regardless of where a leader may be in their career.

By placing personality at the heart of leadership we offer leaders the opportunity to:

- Investigate and understand how their personality impacts on their leadership style.
- Understand their personal preferences. Their strengths, potential risks when overplayed and how to flex to the requirements of their role, team, organisation and external challenges
- Understand what their leadership aspiration and legacy is and how to achieve that.
- How to inspire others, by motivating and leading through their authentic self and a deep appreciation of another's personality and preferences.
- Build trust and psychological safety that enable greater contribution, belonging and collaboration.
- Create an environment for, and how to have, great conversations that build relationships and increase performance.
- Adopt a 'leader as coach' mindset, that comes from a humble and empathetic basis.

Grow your
**leadership
potential**
with Facet5

The value of personality in leadership development

Enhanced leadership effectiveness: Leaders who understand their personality traits, strengths and preferred leadership style are more able to adapt and flex to the needs of their team and role. This agility in leaders allow for greater talent mobility and positive response to the changing demands of leadership.

Improved team cohesion and collaboration: Leaders with strong self-awareness and emotional intelligence, developed through understanding their personality, are better at fostering a team environment that values collaboration and mutual respect. This improved team dynamic can lead to faster problem-solving and innovation, driving competitive advantage and growth.

Cultivation of future leaders: By focusing on personality development, organisations can identify and nurture potential leaders who can sustain and grow the company's vision and culture. Investing in future leaders ensures a pipeline of capable individuals ready to take on critical roles.

Increased employee engagement and productivity: Leaders who understand their personality traits and how these traits influence their interactions can create more positive and productive working environments. This understanding helps them engage employees in a manner that resonates, reducing stress and increasing job satisfaction, which can lead to higher levels of commitment and output. A Gallup study found that organisations with high employee engagement report 21 percent higher profitability.

Facet5 bring over 35 years of leadership development experience. Our rich, reliable, predictive trait-based personality data allows us to bring meaningful insights and to enrichen the learning experience.

Facet5 Leading Effectively Development Series (LEDs)

Our Leading Effectively Development Series (LEDs) is designed to help leaders build greater awareness of who they are as a leader and develop the skills to create consistently high performance within themselves, their team and organisation.

The LEDS focuses on skills such as personal learning, influencing others, setting clear expectations, holding others accountable, leading change, and managing conflict. Most important, LEDS will inspire leaders to consider their leadership legacy and help the engage their teams to achieve the highest levels of performance and satisfaction.

By focusing on personality at the heart of leadership capability we ensure leaders can flex their approach to the changing needs of the organisation and teams with ease.

Business benefits of partnering with Facet5 into your leadership development

Objectivity and credibility: Facet5 acts as a third objective voice in the development process, providing credible, data-driven insights that can enhance the learning process and support the personal insights shared during sessions.

Integrated development: Our learning modules and data can be integrated into existing programmes. Individualised reports and group data can inform the design, delivery and outcomes of program.

Comprehensive support material: Gain access to a suite of tools including detailed reports, actionable strategies, and learning materials that enhance the development experience and provide valuable takeaways for participants.

Continuous learning and development: Stay at the forefront of great practice with ongoing updates and support from the Facet5 community, including training in new tools and methodologies that evolve from the Facet5 framework.

Grow your
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practice**
with Facet5

LED modules

Leading Self

What is Leadership?

This module explores the definition of leadership, delves into the meaning and responsibilities of being a leader, discusses the motivations for leading and the legacy it creates, and examines the role of personality in effective leadership.

Leadership and Self Awareness

This module explores the individual's unique leadership approach, harnessing the power of your personality, leveraging feedback and affirmation for growth, and exploring the qualities we desire in effective leaders.

Critical Thinking and Decision Making

This module explores the power of challenging assumptions and thinking critically, understanding the decision-making process, and the important role of personality in team decision making.

Leading Others

Trust and Influence

This module examines defining trust, strategies for instilling trust, the distinctions between persuasion and influence, and the relationship between trust and loyalty.

Talent Conversations

This module covers leading as a coach, differentiating between coaching and mentoring, focusing on performance coaching, and implementing coaching practices.

Building Effective Teams

This module explores understanding how effective teams operate, leading across boundaries, and dealing effectively with conflict and disagreement.

Leading Organisation

Leading Change

This module focuses on leading and managing change, understanding the neuroscience of change, navigating through transitions, and building change fitness and a positive mindset.

The Art of Communication

This module examines the anatomy of a conversation, explores the art of storytelling, and discusses the role of great conversations in creating trust and connection to drive performance.

Elective modules

Additional learning modules can be integrated, either from the organisation or from our capability modules. Elective modules can be applied to any stream of the program.

Join our growing **global** community

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-level behaviours to an understanding of our core, enduring personality traits.

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

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 enable different personality types to work together 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 over-generalisation by offering a nuanced view of an individual's unique personality profile. It supports the development of tailored, specific, and actionable development strategies that respect and leverage an individual's unique strengths.

How does it all work?

By becoming a member our Facet5 community you are joining a diverse and amazing group of people, just like you. We all have a passion for helping others realise their potential.

Step 1: Become a Facet5 Accredited Practitioner

Our programs focus on building confidence and capability to apply your new knowledge and insights from day one. They are run virtually or in person and provide detailed knowledge of the Facet5 model of personality, along with; the methods and tools to interpret Facet5 Personality profiles and to debrief another person's profile in a coaching conversation.

Step 2: Join a Business Academy Program

When you are ready, we will set up your own business account and enrol you in one of our Business Academy programs. So, you are not only gaining a professional accreditation but also continuous business support. These sessions cover a wide range of topics that support you in building not only your knowledge, but how to create business value using Facet5.

Step 3: Join our learning community

As a member of the Facet5 community, you will have access to an extensive suite of materials that will aid in the application and understanding of the Facet5 framework. Most exciting of all, is that you will be part of a global community, offering opportunities to connect, share, and learn from diverse experiences and practices. Our masterclass programs and learning events are crafted to keep you at the forefront of best practice, ensuring you remain updated with the latest tools, techniques and research in the field of personality and development coaching.

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.



**Hear more from
our community**

Get in touch to get started

Getting started is easy. We like to say we are a team of down-to-earth people which makes working with us easy. Use these contact details to start a conversation and let's see what we can do

Contact Details

E: Hello@facet5global.com

W: facet5global.com

T: +44 (0)1954 602 460

in [facet5](#)

 [@facet5-tv](#)

f [facet5global](#)

 [facet5_realisepotential](#)