

Measure

About Facet5
and our measure
of personality



We measure personality to realise **potential**

Facet5 is based on a simple, yet trusted, model of personality. Because of this, we are the personality tool of choice for many organisations. Our robustness and credibility is what helps sets us apart and ensures not only are we valid and reliable but trusted.

A personality – truly understood – provides an individual with a sense of their identity and the know-how to thrive in a changing world.

Our personality comes with us wherever we go. It influences how we approach the world, our work and relationships. These similarities and differences in our motivations, attitudes and behaviour make us who we are. The way we behave and interact with others depends on this make-up. Therefore, when we understand ourselves and others, we are able to truly realise our potential, work more effectively and build stronger relationships and boost performance.

Facet5 supports this understanding through measuring how people differ in their behaviour, motivations, attitudes and preferred ways of working, increasing self-awareness and providing a real appreciation of just what they are capable of.

Facet5 is a trait-based model with scales that are normative and reported as Sten scores. Personality traits are measured along a continuum rather than a forced dichotomy between one type or another. This is a more precise and meaningful approach which allows people to understand their personality in relation to others.

Facet5 is based on the Big 5 Theory of personality. Empirical and data driven, the Big 5 theory of personality is recognised as the most reliable and valid way of measuring and describing personality.

We use natural, everyday terms that people are familiar with and that are strengths based. This creates a powerful common language for understanding and talking about behaviour.

Practitioners can select from over 44 sets of norms and can change these whenever required. Norms cover language, gender, industry sector and function which allows users to find the norms best suited to their needs.

The questionnaire consists of 106 questions arranged as semantic differential with a five point Likert scale and takes 15–20 minutes to complete and is the foundation of Facet5.

Available in 38 languages the report and questionnaire languages are independent so a questionnaire completed in German in Berlin can be reported in French in Paris.



Facet5 provides understanding across the entire Employee Lifecycle

Facet5 has a built-in impression management process using sophisticated response latency algorithms. This gives faith in the accuracy of the reported profile and gives information for targeted conversations about the respondent's mindset.

Facet5 is a self-service model. Results are available immediately upon completion. Clients can access their profiles globally 24/7.

There are over 26 different report outputs that can be generated from the one questionnaire, ensuring reduced survey overload for participants and increased utility of the data across the employee lifecycle.

Facet5 identifies the five major building blocks of personality – broken down into 13 sub-factors. It is this pattern of 'scores' we see across each of the factors which provides an overall picture of our personality.

Facet5 is the only model to apply Emotionality as an interpretive factor (a lens through which to view the other factors). Emotionality impacts how the other four factors 'show up' and creates a light bulb moment in people's self-awareness.

What we measure

● Will	Determination	Determination measures our inner drive to commit to our own ideas and set goals for ourself and others. It helps 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 them.
	Independence	Measures our willingness to act on our beliefs, independently of people around us. It helps us understand how much support and direction we need in order to commit to a course of action.
● Energy	Vitality	Measures our response to new ideas and how you prefer to demonstrate enthusiasm for these. It helps us understand how we consider ideas before committing ourself and others.
	Sociability	Measures our interest in being with other people. It helps us understand our preference for working with, and need for, other people to feel productive and included.
	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.
● Affection	Altruism	Measures how likely we are to put others peoples interests first. It helps us understand how we balance our needs vs those of others and what we expect in return for our efforts.
	Support	Measures our approach to providing support and being understanding. It helps us understand whom to, when and how we give support and what we expect in return.
	Trust	Measures our approach to taking people at face value. It helps us understand our approach to building and sustaining trust with others.
● Control	Discipline	Refers to our approach to being personally planned and organised. It helps us understand how we approach our work and evaluate ideas.
	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.
● Emotionality	Tension	Refers to our general level of stress or tension we experience on a daily basis. It helps us understand how we respond to events as they get closer and our sensitivity to changes around us.
	Apprehension	Measures our level of inner confidence and optimism. It helps us understand how we respond to the world around us and our approach to managing the demands of work.

Business benefits of partnering with Facet5

Partnering with Facet5 not only enhances your ability to provide deep, stable insights into personality traits but also equips you with the knowledge to make meaningful, and impactful decisions that benefit the organisation across the entire employee lifecycle.

Objectivity and credibility: Facet5 acts as an objective voice in the coaching and development process. It provides credible, data-driven insights that can enhance the conversation and support effective development investment decisions.

Comprehensive support material: Gain access to a suite of tools including detailed reports, actionable strategies, and tools that enhance the learning experience.

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

Data that informs: Gain a rich insight into an organisations culture and collective capability. Facet5 data analytics provides assessment and comparison intelligence against existing organisational metrics, competencies, values and strategic drivers.

Across the employee lifecycle: Create a common framework and language to aid decision making at every stage of a person's journey through an organisation. Data, captured once, can be interpreted in different ways to inform and guide specific questions and decisions. This consistency of approach promotes a depth of understanding and ensures effective use of your investment.

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

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