

# Select

Personality at the  
heart of talent selection  
and integration



# Enhance talent selection and integration with **Facet5**

Today's talent process is not just about faceless assessment and selection, it is a two-way conversation that allows the individual and organisation to understand how they will work together and form a relationship that delivers on both their needs. We believe the role of personality in this process is to inform both the organisation and the individual as to the right decisions for them thrive.

Facet5 is a reliable and trusted source of valid personality data that can contribute to a holistic talent assessment, selection and development process. We measure those characteristics of an individual that are enduring over time and situation, allowing for meaningful comparison and conversation against the requirements of the role, team and organisation.

Our approach to talent assessment, selection, and development is both comprehensive and nuanced. By measuring enduring personal characteristics, we facilitate a deep alignment between an individual's capabilities and the specific needs of their role, team, and organisation.

This alignment is critical for identifying not just areas where an individual naturally excels, but also those aspects where growth and support are needed. The process fosters a shared understanding among all stakeholders of what success looks like in a given context, and it highlights the pathways for development and support.

This holistic view ensures that talent management is not only about fitting individuals into roles but also about evolving roles to benefit from the unique strengths each individual brings, thereby creating a dynamic, supportive, and forward-thinking organisational culture.

In essence, Facet5 is not just a tool but a partner for businesses who are committed to bringing the best out of their people. It equips them to navigate the complexities of human behaviour more effectively and to foster transformations that are both profound and lasting. By choosing Facet5, businesses can elevate their practice to new heights, ensuring they deliver exceptional value and impact.

Start **employee engagement** early with Facet5

## **Business benefits of integrating Facet5 into your processes**

Incorporating Facet5 into your talent practice not only enhances your ability to provide deep, stable insights into personality traits but also equips you with the tools to create meaningful decisions that support business and personal development.

**Objectivity and credibility:** Facet5 acts as a third objective voice in the talent process, providing credible, data-driven insights that can enhance decisions along the selection and development pathways

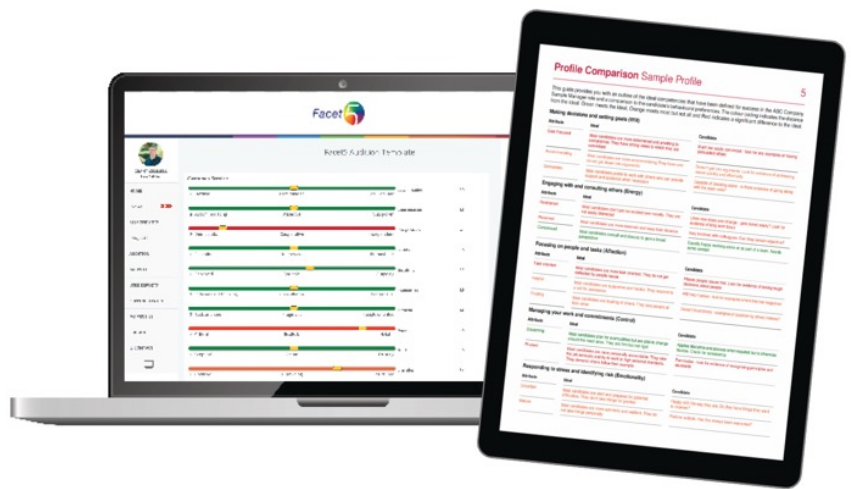
**In-depth personality insights:** Facet5 allows individuals to delve deeper into their core strengths and behavioural tendencies. This scientifically validated tool generates nuanced profiles that outline personality traits in a detailed and actionable manner, enabling businesses to identify and compare.

**Tailored development strategies:** Each client's Facet5 profile includes personalised development strategies, highlighting how to leverage strengths and address potential overplays. This tailored approach ensures that individuals can receive highly customised guidance, making onboarding and development strategies more impactful and aligned with the client's personal growth goals and the needs of the role.

**Enhanced self-awareness:** By providing individuals with clear insights into their own behaviours and motivations, Facet5 fosters greater self-awareness and self-understanding, which are crucial for meaningful personal development and professional growth.

**Comprehensive support material:** Gain access to a suite of tools including detailed reports, actionable strategies, and tools that support both understanding and application.

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



## How Facet5 supports your talent practice

### Talent

We support the talent process by:

- Identifying emerging talent, allowing for focused development planning in current and for future roles.
- Defining and identifying the required organisational capabilities for now and the future.
- Integrating easily into assessment and development centres to provide evidence-based personality data.

### Selection

We support the selection process by:

- Ensuring the right fit for the team and organisation – by matching the individual to the required organisational values and culture.
- Supporting fit-to-role by defining behavioural success elements before selection.
- Providing consistency of process to recruitment and selection with tailored interview guides.

### Integration

We support integration by:

- Describing the motivators, drivers and work preferences of the individual – allowing for early successful integration in the role and team.
- Helping to establish a strong manager – employee relationship.
- Providing development planning opportunities and focus.

Facet5 supports organisations to make informed and effective decisions where any comparison of profiles, to an ideal, is required. This can include;

- Recruitment and selection
- Talent identification and management
- Succession planning
- Leadership competency comparison and development
- Graduate assessment and development

## We bring our experience in:

### Cognitive assessment

We measure an individual's practical work-based problem solving skills. Our Tailored Occupational Reasoning Questionnaire (ToRQ) combines cutting edge testing processes with the power of personality to produce the next generation of cognitive assessment. It is the combination of capability and character that provides the most accurate measure of an individual's potential.

### Recruitment and selection services

Facet5 can support your recruitment and selection process, or integrate into an organisation's existing processes. Our online assessment tools enable informed and effective recruitment, talent management and succession planning decisions.

### Assessment and development centres

Facet5 and our Assessment and Development partners can deliver a wide range of interactive and evidence-based programs. Our multi-lingual team are experienced in a wide range of industries and levels. Each centre is designed to meet the needs of the organisation. Facet5 can also integrate into existing assessment and development processes.

### Program and system integration

We integrate into existing talent and assessment programs and systems, providing both data to inform the design and experience in delivery. We offer both internal capability build Programs to allow organisations to apply and interpret the suite of Facet5 tools as well as expert delivery from our global network.

### Onboarding and integration

We support effective onboarding and integration that includes employee to leader, employee to team and employee to role. Personalised development strategies align closely with business objectives and personal growth goals. This approach ensures that both new hires and current employees receive valuable guidance that fosters meaningful contribution and builds better relationships early in the onboarding process.



# 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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