



From Facet5 debrief to Group Coaching

KEY TAKEAWAYS



The background of the entire image is a grid of approximately 25 small, square portraits of diverse individuals of various ages, ethnicities, and genders, all smiling or looking positively. The portraits are semi-transparent and overlaid on a solid blue background.

Shared awareness drives change.

Teams thrive when individuals understand each other,
not just themselves.



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Self-awareness is valuable, but shared awareness transforms team performance.

Understanding yourself is a good start, but when teams understand each other, communication, collaboration, and trust all improve.

Tip:

After debriefs, invite each team member to share one insight about themselves in a team meeting. This starts the shift from personal learning to team growth.



Group coaching connects individual insight to team impact.

Moving from one-to-one debriefs to group sessions helps teams use personality knowledge to work better together.

Example:

One team discovered that while everyone understood their own risk areas, they hadn't realised those risks were shared — group coaching helped them respond collectively.



The background of the entire image is a grid of approximately 25 small, square portrait photographs of diverse individuals of various ages, ethnicities, and genders, all smiling or looking positively. The grid is slightly offset and has a soft, faded appearance, serving as a backdrop for the text.

Group coaching turns insight into impact.

When individual learning becomes a team conversation,
real transformation begins.



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Start with strong foundations: individual debriefs come first.

Each person needs to understand their own Facet5 profile before they can share or apply it in a team setting.

Tip:

Ensure every team member has completed their Facet5 debrief before scheduling any team sessions. This avoids confusion and builds confidence in the language.




Run a group discovery session to build buy-in.

A short, focused session helps teams reconnect with their Facet5 language and see the value in sharing their insights.

Example:

Ask everyone to bring a “personality postcard” — one strength and one watch-out they learned from their profile. It keeps sharing safe and simple.





Every team has a pattern. Learn yours.

Facet5 TeamScape shows your team's strengths,
gaps, and opportunities to grow.



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Use TeamScape to explore team strengths and gaps.

TeamScape shows how individual profiles fit together, helping teams identify patterns, blind spots, and opportunities to improve.

Tip:

Look at the TeamScape wheel together. Ask, “Where are we clustered?” and “What part of the cycle might we be missing?”



Differences are strengths, not problems.

Group coaching helps teams value personality differences as assets that support creativity, balance, and resilience.

Example:

Highlight how one team member's preference for detail balances another's fast decision-making. Together, they reduce risk and speed up delivery.



Move beyond reports — focus on real conversations.

Lasting change comes from dialogue, not just data. Encourage open, honest conversations about how the team works together.

Tip:

Don't just read out the profile. Ask questions like, "How does this show up day-to-day?" or "What does this look like under pressure?"





Even 90 minutes can change a team.

Short sessions can spark insight -
if they're focused and intentional.



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Time matters — but even short sessions can start the journey.

While full-day sessions offer depth, even a two-hour session can build trust and open the door to further development.

Example:

A 90-minute session focused only on team strengths can build trust and open the door to deeper conversations later.



Respect people's comfort levels with sharing.

If someone is unsure about sharing their full profile, offer lighter options like sharing one strength and one watch-out.

Tip:

Give people options. Let them choose what to share, and reassure them that all input is voluntary and confidential if needed.



TeamScape reveals how your team makes decisions.

Use the work cycle and conflict models to see who contributes ideas, evaluates options, drives action, and navigates disagreement.

Example:

One team found they had lots of idea-generators but no clear decision-makers. They used this insight to assign clearer roles in planning.





Leaders coach better with insight.

Facet5 gives leaders the language and clarity
to support every personality.

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The SESSIONS

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Support leaders to adopt a coaching mindset.

Facet5 helps leaders coach their teams more effectively by offering objective insights, common language, and clear focus areas.

Tip:

Encourage leaders to ask, “What do you need from me to do your best work?” and use the Facet5 profile to guide their support.





Lifting the lid on team and group coaching

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www.facet5global.com/facet5-live-online-event