



BUSINESS ACADEMY

TRANSITION FROM INDIVIDUAL DEBRIEF TO GROUP COACHING

We take a look at the benefits of leveraging Facet5 in group coaching scenarios

“Self-awareness is useful, but shared awareness changes how a team communicates, works, and succeeds.”



WHY IS IT IMPORTANT

A clear, structured way to move from solo insight to collective action.



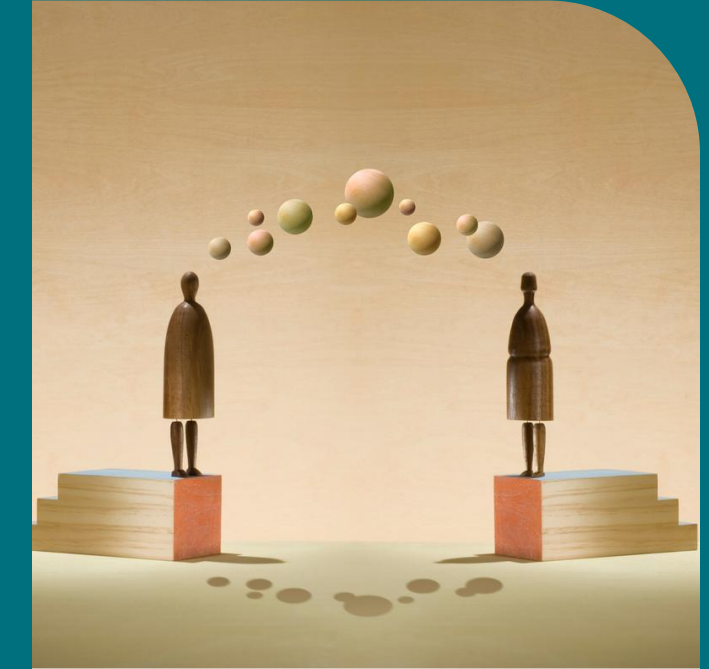
Improved team dynamics

Teams perform better when they understand the dynamics between people, not just individuals



Scale impact

Group coaching is an opportunity to scale the impact of Facet5 throughout an organisation



Shared awareness

Teams don't just need self-awareness, they need shared awareness.

TODAYS LEARNING OUTCOMES



Connection

How to connect individual self-awareness with team development



Teamscape

How to use Teamscape in your group coaching framework



Change

How to turn insights into behaviour change



Step by step

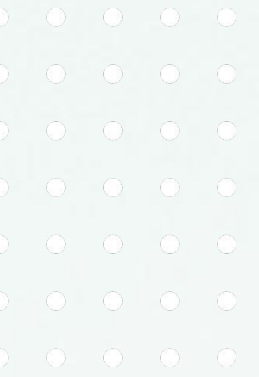
A step by step process to move from individual debrief to group coaching

What the individual learns

- › **Who I am**
Discovering my motivations, preferences, and natural style
- › **Language of Personality**
Equipping individuals with a framework to describe how they operate
- › **Strengths**
Identifying what they bring to the team and where they thrive
- › **Watch outs**
Understanding potential blind spots or behaviours that may cause friction

What the Team doesn't know yet

- › **Who you are**
How each individual's style shows up in a group context
- › **Shared Language**
Whether everyone is using the same words to describe behaviours and preferences
- › **Collective Strengths**
How individual strengths combine (or clash) within the team
- › **Team tension points**
Where friction may arise and how to navigate it proactively



3 CORE PRINCIPLES

Normalise the difference

People default to thinking others see the world like they do. Teamscape disrupts that assumption.

Tip: Frame difference as an asset: “What do we need because we’re not the same?”

Shift from ‘Report Reading’ to Dynamic Dialogue

Insight sticks when participants make sense of it themselves.

Tip: Use questions like “How does this show up under pressure?”

Move from Insight to Agreement

Personality awareness is personal. Behaviour change is collective.

Tip: Co-create clear team commitments.

THE ROAD FROM INDIVIDUAL TO

GROUP

1. Individual Debriefs

Start by giving each person time and space to explore their Facet5 profile. This builds psychological safety, helps them feel seen and understood, and introduces the language they'll later use in group discussions.



2. Group Discovery

Bring the team together to reflect on individual insights. Highlight patterns, similarities, and differences—this begins to shift the focus from “me” to “us” and sets the tone for open discussion.



3. Introduce Teamscape

To begin connecting individual Facet5 insights to team-level themes—building shared understanding, trust, and curiosity. This is the launchpad for deeper group coaching.



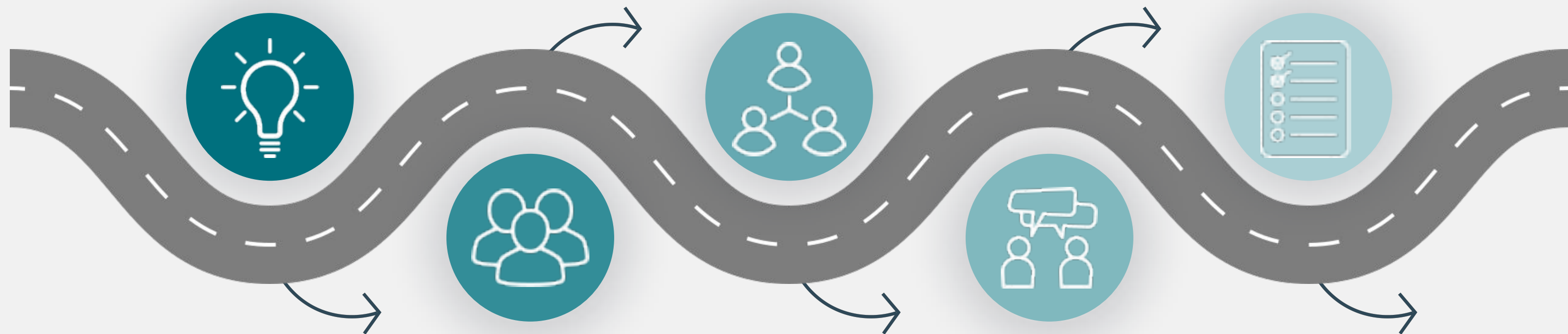
4. Facilitated Conversations

Guide the team through structured conversations about how they operate. Explore collaboration styles, communication preferences, and decision-making approaches using their personality data as a foundation.



5. Team Action Plan

Translate insight into action. Co-create a plan that outlines how the team will apply what they've learned—this might include agreed behaviours, working agreements, or checkpoints for future reflection.



GROUP DISCOVERY



Framing

- Reconnect and set the tone: safe, open, and nonjudgemental
- Reiterate the purpose: “We’re here to explore who we are as a team, not to label, but to understand.”

10 MINS



Personality postcards

Activity: Each person shares a short “postcard” version of their Facet5 profile:

- One thing I learned about myself
- One strength I bring
- One ‘watch out’ I’m aware of

20 MINS



Spot the patterns

Share anonymised or summarised team patterns (e.g., most of us are high Will and low Affection)

Use a visual: Team Wheel or Factor Chart

- What stands out to you?”
- Where do you think this shows up in how we work together?”
- What might be missing in

15 MINS



Strengths conversations

Activity: Break into pairs or small groups.

- Discuss: “What are our team’s biggest strengths?”
- Capture examples of where those strengths have helped

Bring back to the group and build a Team Strengths Wall (re

15 MINS



Where might we struggle

Facilitator-led discussion

Based on Teamscape data or observed patterns, ask:

- Where do we risk overusing our strengths?
- What tensions might we need to manage?

You can theme this around communication,

de
guid

15 MINS



Reflection & close

- What’s one insight you’re taking away from today?
- What would you like us to explore next as a team?

Optionally, agree a small behaviour experiment (e.g. “This week, I’ll try to...”)

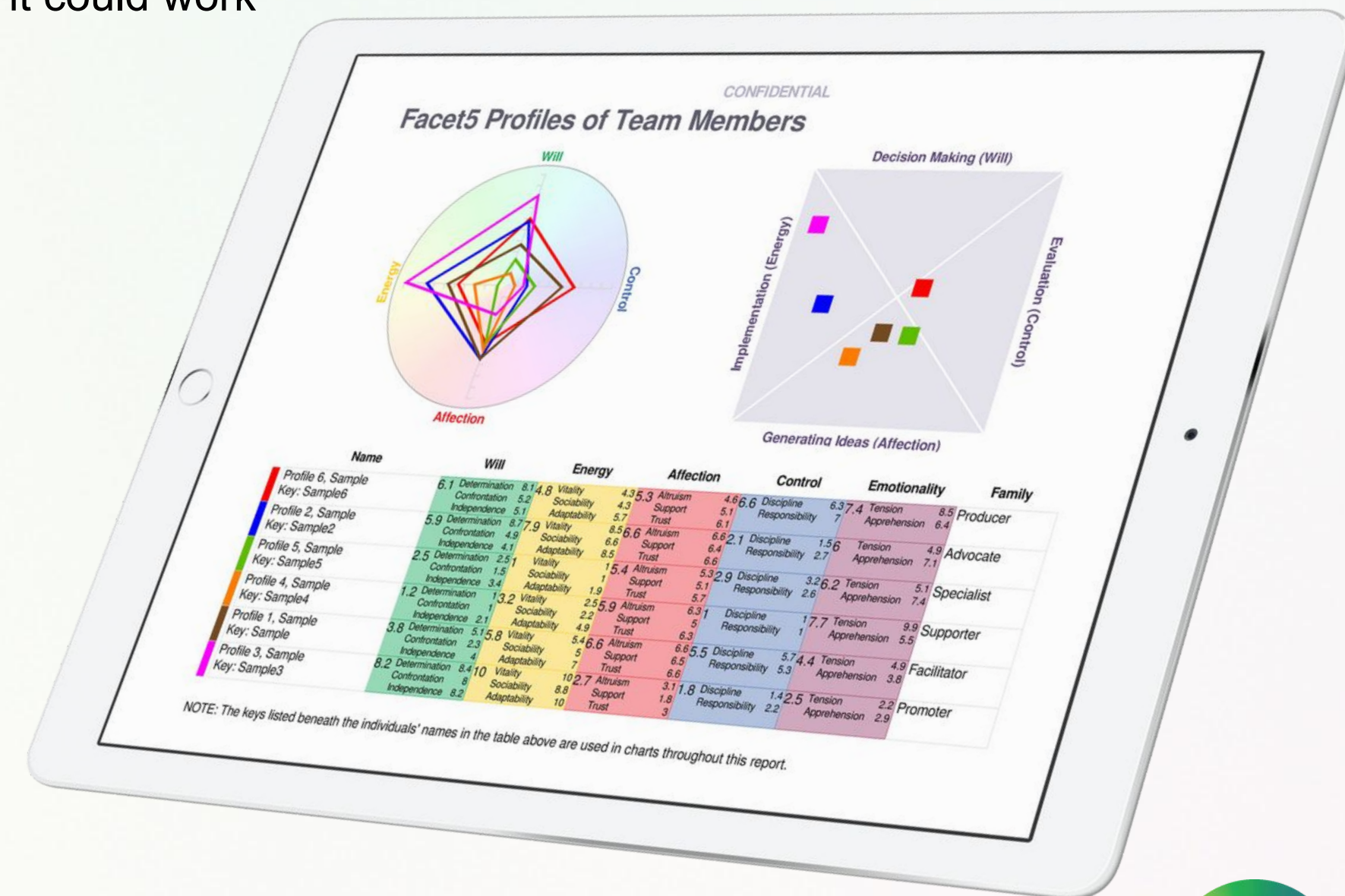
10 MINS

2

Facet5 TeamScape

Teamscape maps individual personalities within a team context, helping teams understand their collective strengths, potential gaps, and interpersonal dynamics. It supports practical conversations about how the team works and how it could work better.

- ▶ Where people cluster and where gaps exist
- ▶ How the team is likely to approach work, decisions, pace, and relationships
- ▶ Strengths the team can rely on and risks they need to manage
- ▶ The contribution each person brings to the overall dynamic



3 TEAMSCAPE: WORKCYCLE MODEL

Generating ideas:

Does the team look at problems from all angles (Possibilities) or are they pragmatic and keen to get to the point (Practicalities)?

Evaluation:

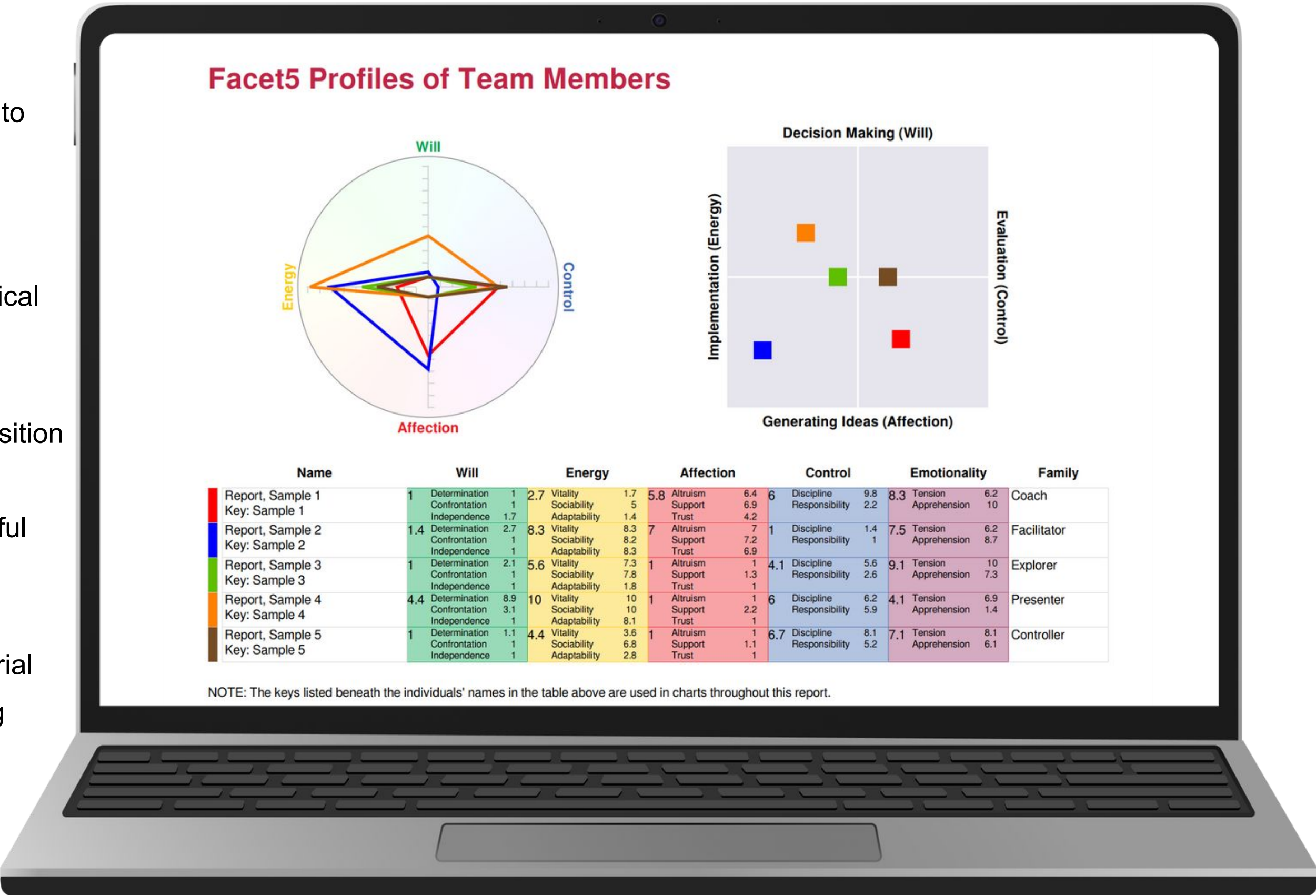
Do they logically move from one issue to the next, evaluating alternatives (Evolution) or encourage radical ideas and strategies (Revolution)?

Decision making:

Does the team decide quickly, willing to defend a position with conviction (Deciding) or do they prefer to listen before forming an opinion, basing decisions on careful review of the data (Reflecting)?

Implementation:

Are the team involved and active, learning through trial and error (Doing) or considered and careful, thinking things through before committing (Understanding)?



3

TEAMSCAPE: REACHING AGREEMENT

Competing: This assertive style is effective when quick, decisive action is needed or when standing up for principles. However, it can lead to tension or resentment if others feel steamrolled or unheard.

Collaborating: Collaborating seeks win–win outcomes by valuing open dialogue and joint problem-solving, often leading to stronger, more creative solutions. The downside is that it can be time-consuming and may stall progress if agreement is hard to reach.

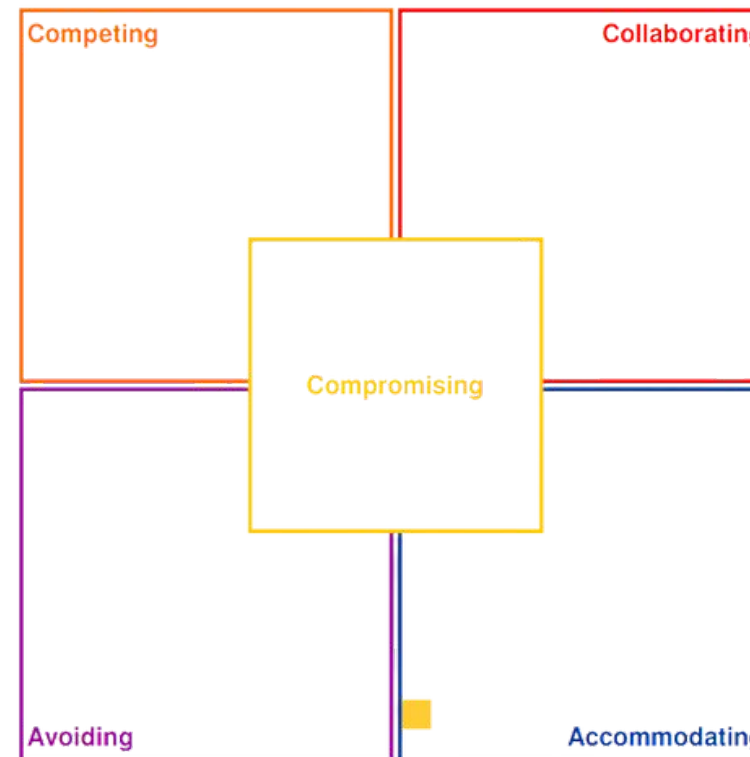
Compromising: Compromising helps resolve conflict efficiently by encouraging mutual concession and finding middle ground. The trade-off is that it can result in suboptimal solutions where neither party is fully satisfied.

Avoiding: Avoiding can be useful for defusing tension and giving time to reflect before reacting, particularly in emotionally charged situations. However, consistently avoiding conflict may cause issues to fester or be left unresolved.

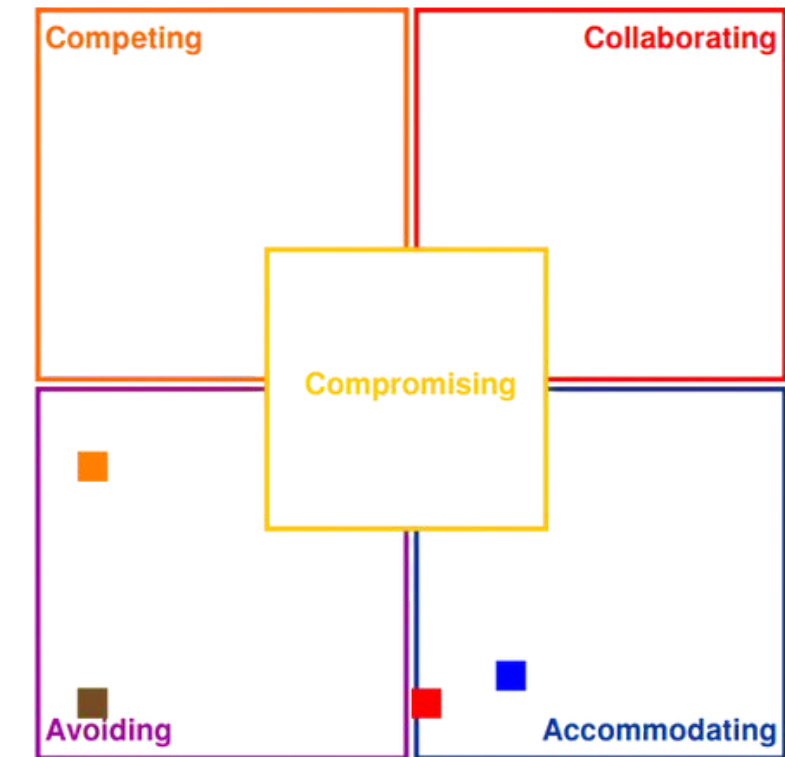
Accommodating: Accommodating supports harmony and shows care for others' needs, which can strengthen relationships in the short term. But over time, it may lead to personal needs being overlooked or to feelings of frustration and imbalance.

Reaching agreement and resolving disputes

Your orientation



Comparison to team



WHAT'S THE DIFFERENCE

This not just a conflict model

It's about creating stronger team culture, not just avoiding tension. Healthy disagreement leads to better decisions and deeper trust

Tactics (Energy + Control)

The visible behaviour in how people try to resolve things — quick and forceful, quiet and methodical, or somewhere in between.

Proportionality (Emotionality)

How personal or intense the issue feels

Do they overreact to small things or underplay big ones?



3

TEAMSCAPE: RELATIONSHIPS

Reflect: Highlight those statements that stand out.

- What **strengths** can we contribute to each others work?
- What **risks** do I need to test?
- What **frustrations** impact my perception and how can I understand these?
- What **challenge** can I take to make a real difference in the relationship?

Plan: Agree what you can do to build on your relationship.

Do: Put the wheels into action. Practice and observe, give feedback and call out successes and areas where more focus and effort is needed

Review: Deliberate review is critical. Review your plan and



4

FACILITATED

CONVERSATION

“As a practitioner, your job isn’t just to deliver insight. It’s to create the space where a team can face how they work and choose to do it differently.”

01

Focus on the how
not just the what

03

Encourage curiosity not
judgement. Create a
culture of open
feedback

02

Use Personality
as a lens for real
team behaviours

04

Theme discussions around:

- Communication
- Decision-making
- Pace
- Conflict





Commit

Agree on what changes as a result of the insight

Create

Co-create clear behaviours or working agreements

Challenge

Anchor commitments to team challenges or goals

Include;

- “We will...” statements
- Accountability check-ins
- Small experiments to test new behaviours

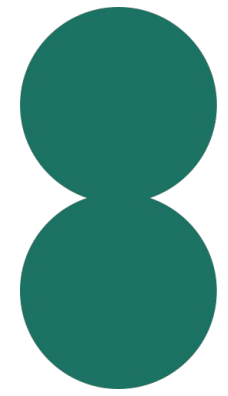
CONCLUSION

➤ Outcomes

- Clearer communication
- More balanced decision-making
- Stronger accountability
- Less friction, more trust
- Shared language for feedback

“When you go from 1:1 to team coaching, you’re not just scaling Facet5, you’re scaling change. That’s the difference.”





THANKS FOR JOINING ME TODAY

ANY QUESTIONS?

Reach out.



+44 (0)1954 602460



sean.coxon@facet5global.com