

Powering people,
teams and culture

Facet5 Accreditation

Facet5 Accreditation isn't just another certificate – it's a game-changer. It's an investment in our people, our potential and our performance. Accrediting internal team members in Facet5 helps us lead better, coach smarter and build stronger teams.

Why Facet5?

Facet5 is a modern, science-backed personality model built on the Big 5, the most trusted global framework for understanding how people think, feel and behave. It gives us meaningful, practical insight into what makes people tick and how to bring out the best in ourselves and others.

By becoming accredited, we'll unlock the ability to interpret personality profiles, run powerful debriefs and lead conversations that genuinely shift thinking, behaviour and performance.

Why personality matters in business

Personality shapes everything. It influences how people make decisions, relate to others, manage change and step up to lead. When we understand personality, we can move away from one-size-fits-all approaches and personalise development, coaching and leadership in a way that really sticks.

With Facet5, we can:

- Lead better by supporting emotionally intelligent, self-aware leaders.
- Build better teams through trust, collaboration and a shared language.
- Develop people with tailored, meaningful support based on individual strengths.
- Shape culture by encouraging inclusion, understanding and respect for difference.

This isn't just theory – it's a practical, proven way to improve how we work together at every stage of the employee journey.

Why Facet5 stands out

Trait-based tools like Facet5 offer a deeper, more flexible way to understand people. Instead of putting us in boxes, they show personality on a scale, capturing what makes each person unique.

Trait-based tools are:

- **Nuanced** – Offering more detail and fewer assumptions and don't come with the inherent issues of boxing people into types or colours.
- **Practical** – Easy to apply across teams, leadership, coaching and development and, because it's predictive, it can be used in recruitment and talent pipeline conversations.
- **Reliable** – Backed by strong science and proven results, Facet5 has been in the market for over 35 years and is a member of the European Test Publishers Group that sets the standards for quality tests in Europe.

The proof is out there

'Strengths-based leadership increases engagement by 23% and profit by 29%'

Source: Gallup (2020)

'Trust and team understanding are key to high performance'

Source: Google's Project Aristotle

'Coaching informed by personality leads to better goals and greater resilience'

Source: ICF & PwC (2020)

'Leadership effectiveness drives 70% of the difference in employee engagement'

Source: McKinsey (2022)



Better insights mean better outcomes

The learning process

Facet5 accreditation is delivered online via six modules. Each module is approximately 3-4 hours long. The modules are run in the morning, allowing individuals to fit into their work day.

In-house accreditation programs are also available for groups of three or more and can be delivered virtually or face to face over 2½ days for a unique learning experience.

What do we get with Facet5

Capability at the individual level

- People leaders, coaches and L&D professionals gain powerful tools for meaningful conversations.
- They build confidence using real data to support growth, performance and career development.
- They can deliver impactful coaching and feedback that truly lands.

Role-level impact

- Leaders can adapt their style, identify potential and plan for the future.
- Coaches and managers understand what motivates each person to enable them to get to the heart of the coaching moment sooner and return better value.
- L&D teams can create programmes that drive genuine behaviour change, embedding soft-skill development with personalised development.
- HR teams are better equipped to build connected, high-performing teams. They improve communication and collaboration, manage conflict and create a space where everyone brings their best to role and team.

Organisation-wide advantage

- Reduces reliance on external consultants.
- Embeds a shared language around behaviour and values.
- Increases the quality and consistency of development across the business.
- Strengthens culture, boosts trust, inclusion and engagement.

More than a course, it's a capability shift

Facet5 Accreditation gives us a long-term advantage. It enables us to:

- Lead with greater insight into strengths and development needs
- Coach with clarity around mindset, motivation and potential
- Develop people through personalised learning and growth
- Build stronger teams with better understanding and collaboration
- Make fair, insightful hiring decisions with a focus on long-term fit.

It becomes a golden thread, connecting self-awareness to team performance, leadership growth and cultural change. Once we have it in-house, we can scale it cost-effectively and with lasting impact.

What we're asking

If we support one or more team members to complete Facet5 Accreditation, we gain:

- More effective conversations in coaching, leadership and development.
- A science-backed framework to support talent and performance.
- A flexible tool we can use across the full employee experience.

It's a lasting investment in internal capability with long-term value.

Next steps

Let's explore how accreditation fits with our goals and how we can build it into our people strategy.

