

Facet5 Profile Update

Introducing the Facet5 Profile Version 2





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As you know, at Facet5 we are passionate about personality and development. We believe when you provide individuals with a way of understanding their personality, using a trusted model and easy to use language, they can begin to realise their full potential.

Our Facet5 profile has always been at the heart of helping people understand how we are similar and differ; from our behaviour, motivations, attitudes and preferred ways of working, increasing our self-awareness and providing a real appreciation of just what we are capable of.

While nothing has changed in our thinking, we have made some enhancements to our profile.

This information pack will take you through those key enhancements.

Thank you for your continued support of Facet5. Together we can let personality shine!

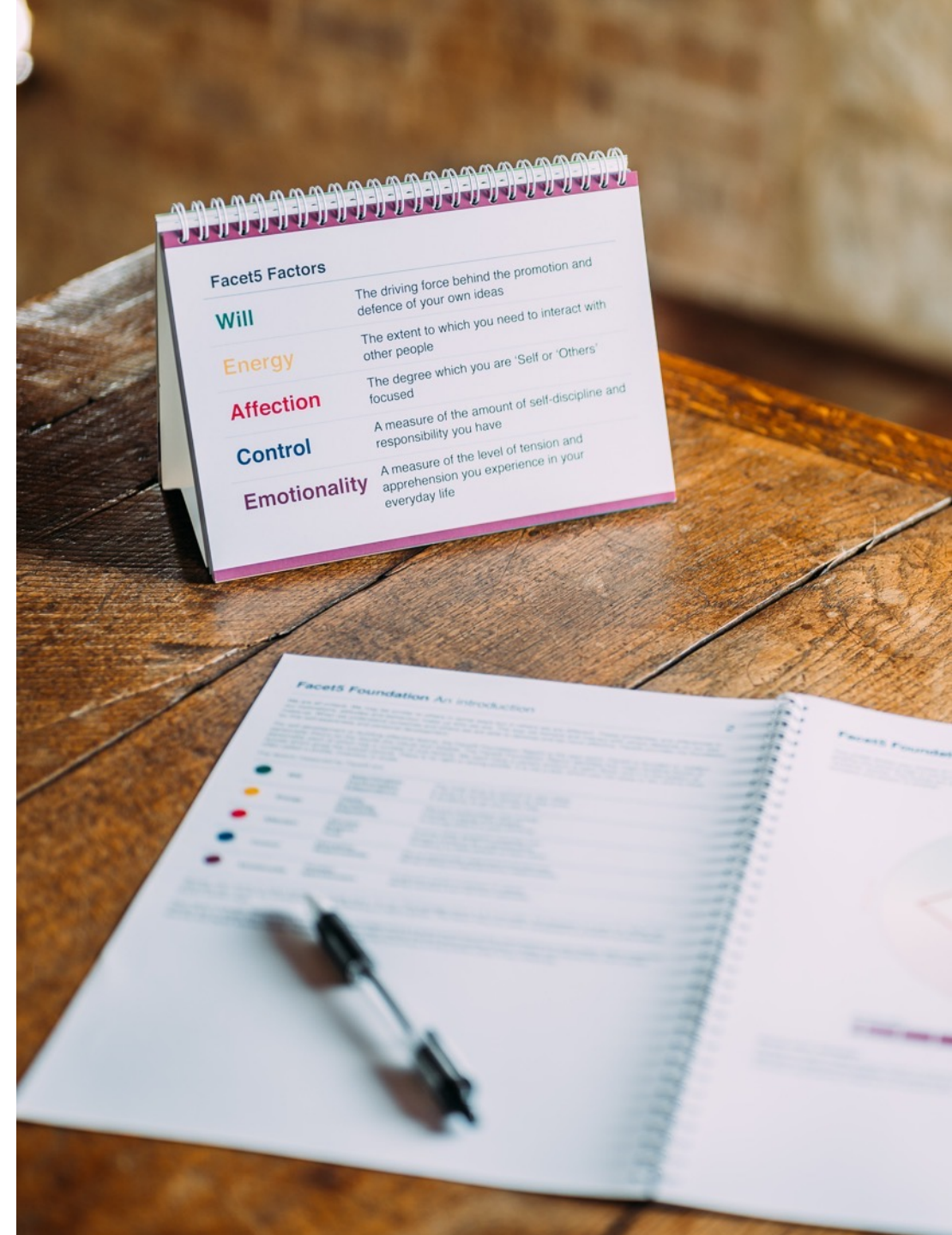
The Facet5 Team

Facet5 Profile Version 2

Key Changes

Here are the key changes we have made to the profile:

- **Word Cloud:** a new strength-based Word Cloud is on the cover of the profile. These represent the 13 sub factors and provides a quick snapshot of the individuals personality.
- **New positioning point and formatting:** The new positioning point on each scale replaces the fill bar and provides a more accurate representation of a person's score. It has helped to change the conversation; moving away from scoring 'out of 10' to 'between 1 and 10'.
- **26 new statements at a subfactor level:** We have added in 26 new statements, per report, at a subfactor level. Each subfactor now has a strength and risk statement. Great for those midrange profiles.
- **Family Overview:** a new Family summary page has been added to highlight the person's family profile in comparison to others.
- **New Response Analysis report:** the statistics section has now been replaced with a separate Response Analysis report. It contains additional information in an easy-to-read format.



Facet5 Profile

Word Cloud

composed collaborative enthusiastic creative
democratic trusting people-oriented goal-focused realistic outgoing
assertive perceptive non-judgemental

Your Key Qualities

- 13 words that describes a person's key **qualities**
- They are strength based and can be used as a snapshot of the person's personality

Another layer of insightful detail

- Each word maps to a **subfactor** with a total of 39 words available
- Each subfactor has 3 words – High, Mid or Low
- Refer to the table mapping at the end of this document

Where you are similar to others

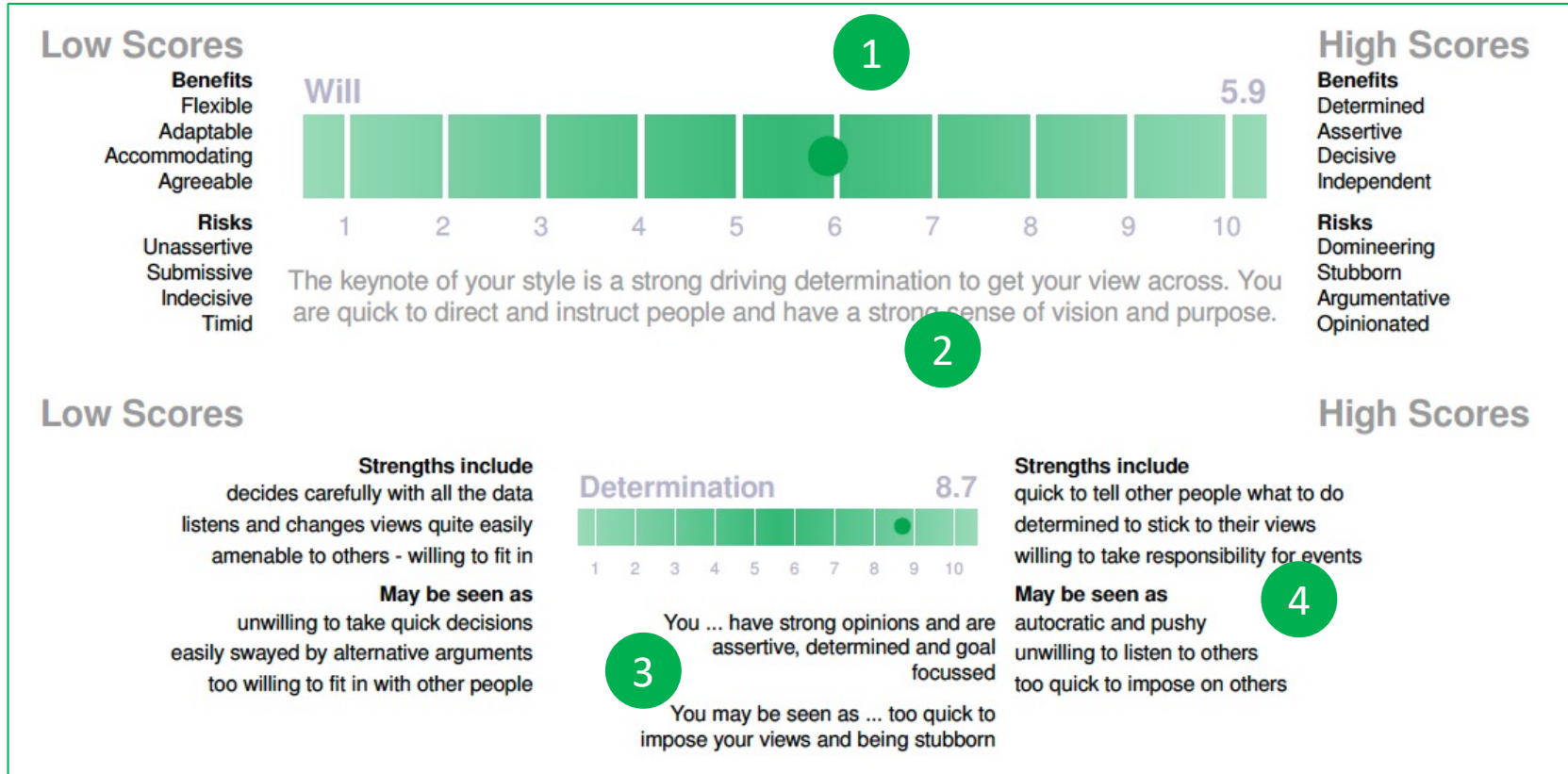
- The smaller the word the **closer** the person is to the midrange
- The less they stand out in this subfactor
- Remember, we use them all everyday

Where you stand out

- The larger the word the **further away** from the midrange
- The more this characteristic stands out in their personality
- This will be more evident to themselves and others

Facet5 Profile


















New layout & statements



- 1 • A new colour gradient has been applied to each scale. With High and Low scores standing out more as the colour fades towards the ends
- A position point for a score removes the bias associated with a fill bar
- 2 • Unused content has been removed and the statement from the bottom of each page has now been placed at the top. We feel this ensures the content on each page is better placed and remains focused on the individual
- 3 • Two new statements per subfactor (a strength and how they maybe seen) have been included. A total of 26 new statements for each report
- The items are justified to reflect the score. Low scores justified to the left, midrange in the middle and high scores to the right
- 4 • The fixed text on either end of the scale remains the same

A Facet5 Family is a group of Facet5 profiles that are broadly similar in appearance. Each family is given a specific "Family Name" which characterises it. Your Family Portrait is shown on the following page. When computing Families Facet5 excludes Emotionality.

There are 17 Facet5 "Families" and your profile is compared to each of these and the one that is closest is selected. This can be seen in the graphic below. Your selected Family is highlighted.

<p>Advocate</p>  <p>Exuberant, outgoing manner Likes making friends and interacting with others Wide ranging interests and exciting ideas Flexible but goal oriented Impulsive Could interfere with others' work</p>	<p>Architect</p>  <p>Has a keen sense of purpose Imaginative and creative but can seem self-centred Knows own mind Expects others to stand up for themselves Puts own ideas ahead of others' Can seem unsympathetic, insensitive, fiercely independent</p>	<p>Chameleon</p>  <p>Presents a composed but friendly style Adapts readily to any situation Doesn't impose on others Tolerates most differing styles Can find it difficult to express their true opinions Can seem rather inconsistent</p>
<p>Coach</p>  <p>Sympathetic nature which masked by reserve Quiet but efficient manner High ideals and principles Strong commitment with a desire to help out May take time to 'warm up' Will be disappointed if ideals are not met</p>	<p>Controller</p>  <p>Reserved, fairly formal style Avoids risks and can resist change Likes clear guidelines and agendas Respects a hierarchy and the status quo Can seem too conservative Could be perceived as distant and aloof</p>	<p>Developer</p>  <p>Warm and sympathetic manner Genuine interest in others and desire to help Has strong sense of morality and responsibility Will defend others and stand up for them May neglect own interests Risks taking on too much</p>
<p>Entrepreneur</p>  <p>Confident, self-assured manner Outgoing and stands out in the crowd Definite sense of direction and method Stands up for own opinions May seem 'larger than life' Can be insensitive or even uncaring</p>	<p>Explorer</p>  <p>Fun-loving and social Quick to make contact with others Relaxed and easy-going Free-thinking, imaginative, and stimulating Can be erratic and unfocused Can get sidetracked by new ideas</p>	<p>Facilitator</p>  <p>Social and out-going manner Likes to meet people and exchange ideas Puts others' interests ahead of own Tolerant and understanding Can be too relaxed and friendly May seem to lack business focus</p>
<p>Generalist</p>  <p>Ebullient, gregarious and fun-loving Prepared to mix with anyone Demanding but flexible Adapts to people or circumstances Can be all things to all people Interferes with others' work</p>	<p>Idealist</p>  <p>Deep thinking Concerned with philosophical issues Individualistic - unusual style Goes own way Can be hard to work out Idealistic and impractical</p>	<p>Presenter</p>  <p>Out-going, polished style Gregarious and fun-loving Fits easily into different environments Simple, practical viewpoints Can seem superficial, ignores 'real' issues Promises, but may not deliver</p>
<p>Producer</p>  <p>Determined with a strong sense of purpose Looks for continuous improvement Pushes projects through determinedly Is ambitious and goal-oriented May tread on others' toes Autocratic, demanding</p>	<p>Promoter</p>  <p>Very outgoing and forthright style Quick to speak out and to give views Goal-oriented and self-promoting Thinks imaginatively and broadly Can intimidate quieter, less 'up front' people May be overwhelming and too rapid</p>	<p>Specialist</p>  <p>Subdued, reserved style Difficult to draw out in social groups Prefers independence and autonomy Likes working on one clear task at a time Can be over-looked by more dominant people Can be too focused on own concerns</p>
<p>Supporter</p>  <p>Tolerant and easy-going Always helpful to others Sympathetic and helpful Seeks harmony and understanding Can be manipulated by more pragmatic people Can be naive in what they expect from others</p>	<p>Traditionalist</p>  <p>Cautious, private personal style Takes time to get to know Has a strict code of standards and ethics Is implacable on matters of principle Can be intolerant and dismissive Opts for conservative methods and resists experiments</p>	

Facet5 Profile Family Overview

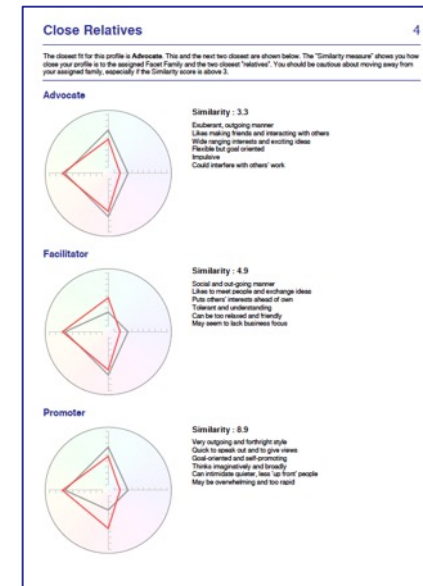
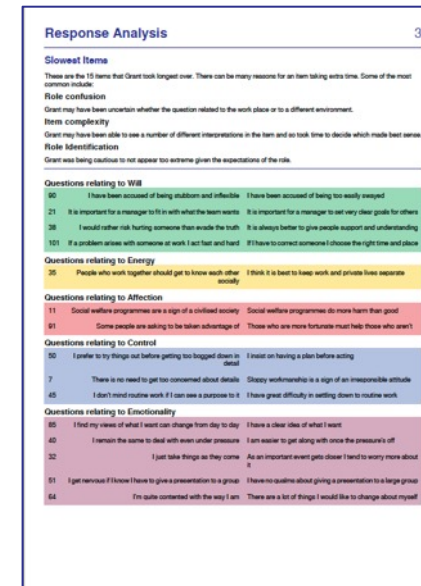
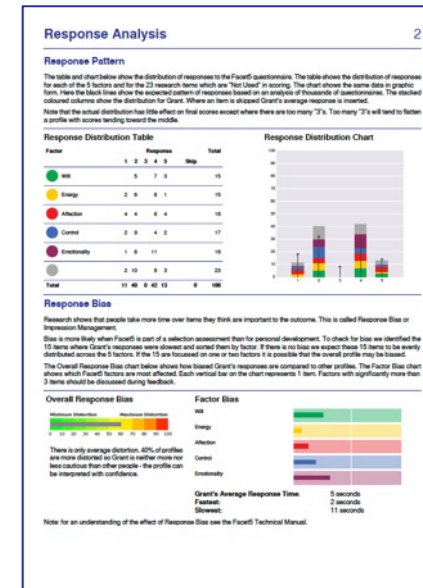
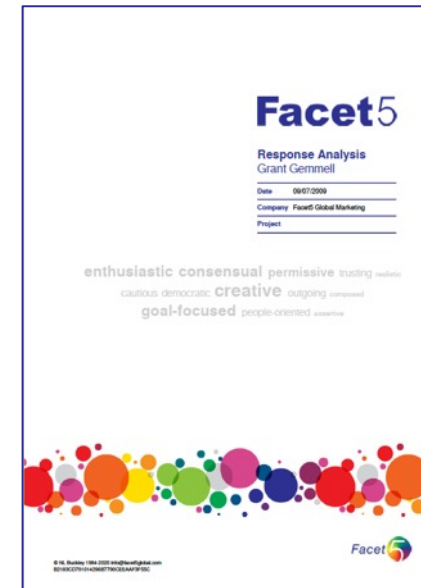
- A new Family Portrait page has been introduced at page 9 in each profile. It provides a list of all the families and their key attributes
 - You will find the same list on the Family Debrief Profile Sheet
- The individual's family has been highlighted in a red outlined box
 - Makes it quick and easy to identify and demonstrates the range of other styles
- The family descriptions have remained unchanged
 - Did you know you link to the family snapshot online?
 - Try this one: <https://family.facet5gps.com/advocate/>
 - You can also link this to an image in your email signature – ask us for your image and URL



Facet5 Profile

Response Analysis

- A new separate report format is available, allowing for easier interpretation and analysis. It can be downloaded from the same section as the profile
- Each report contains:
 - Response Pattern & Distribution of responses
 - Response Bias (Distortion)
 - Factor Bias (Latency)
- We have also included content that was typically only available online:
 - Slowest Items and related questions grouped by factor
 - Closest relatives to demonstrate the next closest families



Facet5 Profile

Language Availability

The Facet5 profile version 2 is now available in the following languages:

- English
- US English
- Danish
- Dutch
- French
- German
- Hungarian
- Japanese
- Lithuanian
- Mandarin
- Norwegian
- Polish
- Russian
- Serbian
- Slovak
- Spanish

We are finalising the following languages:

- French Canadian
- Italian
- Indonesian
- Korean
- Portuguese
- Swedish
- Greek
- Turkish
- Bulgarian
- Romanian
- Chinese Traditional

And we will be working on a new language:

- Icelandic



Facet5 Profile

Integrating with other products & pricing

- The Facet5 Profile includes the following:
 - Access to TeamScape
 - Access to Audition
 - Availability on myFacet5
- There is no change to the pricing structure, this is an upgrade to the existing profile



Facet5 Profile

Practitioner Workbench

- The Facet5 Profile is available on your Practitioner Workbench and is called: 'Facet5 Profile V2'
- You can download the report in the same way as the existing report in any of the available languages
- You can download multiple reports using the 'Batch Reporting' option
- The Response Analysis report will be available in the right hand menu on on the Respondent Profile screen

Facet5

Tools & Guides



Facet5 Tools & Guides

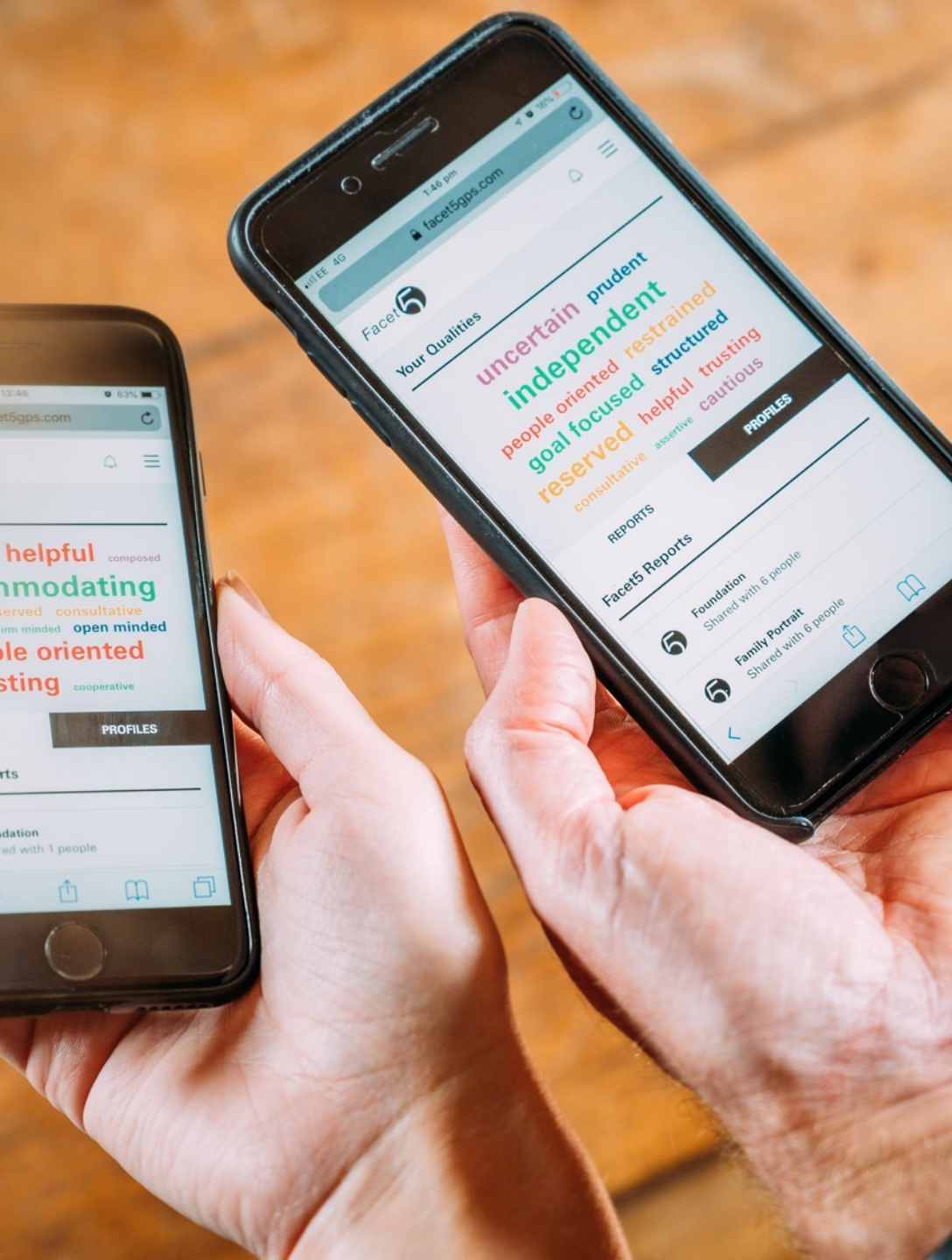
Tools we use

We have a range of tools and guides that are available to support you, including:

- Profile Sheets
- Factor Guides (multiple languages)
- Debrief Desktop Guides
- Virtual Debrief Guides
- Debrief Preparation Sheets
- Personal Development Toolkit

Please ask us for more information on the tools and languages we have available





myFacet5

A coach in your pocket

Personal development at your fingertips - helping individuals understand how to focus their development while also building strong working relationships.

- **Facet5 Profile** – details individual personality strengths, risks, motivators and de-motivators
- **Facet5 Family Profile** – provides a compact interpretation of the Facet5 profile: a shorthand for people to see where they are similar and different from others
- **SpotLight** - a comprehensive personal development model that assists people on where to focus their development efforts
- **Country comparisons** - compare and contrast over 40 countries based on global National Character research
- Access to myFacet5 is included in your profile purchase

myFacet5

A coach in your pocket

Building relationships is easier with myFacet5. The app allows individuals to understand:

- **What are their personality strengths** and how do they support their relationships with others
- **Potential risks of their style** that may work against them
- **Frustrations they experience** that may arise when working with people different to them
- **Development challenges** that assist individuals, in the moment, to understand themselves and their approach to growing better relationships

