

**We measure personality  
to realise potential**



## Facet5 Foundation An introduction

to are all unique. We may be similar to others in some ways but in others we are different. These similarities and differences in motivations, attitudes and behaviour make us who we are. The way we behave and interact with others depends on our own mix-up. When we understand ourselves and others we are able to develop and be more effective. Facet5 provides the foundation development or building effective teams, the Facet5 Foundation Report is the start point. Facet5 is founded on modern theory so the results are robust and reliable. The Facet5 Foundation Report identifies five major building blocks of which each has a number of sub-factors. We each have a certain amount of each factor and it is this pattern of profile, inventory or scale. There is no right or wrong profile. It is not a test, which you can pass or fail, and is more

ed by Facet5 are:

Determination Confrontation Independence	The inner drive to commit to own ideas A drive to confront issues as they arise A tendency to go your own way
Vitality Sociability Adaptability	Obvious enthusiasm and energy Interest in being with people Involving others in your thinking
Trust Expertise	Putting other people's interests first Always trying to be understanding Tendency to take people at face value
Intelligence Ability	Being personally organised and planned Being willing to take personal responsibility A general sense of tension or stress Being cautious and not over-optimistic

from 1 to 10. The average score is 5.5 and 68% fall between 3.5 and 7.5. When we compare our overall Facet5 factor profile Factor Profile: this shows the main profile and is a quick summary of the main themes in your report. More important than all summary of the profile under 5 key headings.

## Facet5 Foundation Your Profile

This profile shows your scores on the Facet factors. Each score ranges from 1 to 10, whether the score is high or low but how far it deviates from the mean score. 2 "extreme" scores. The scores are distributed "normally" and relate to a specific compare one person to another.



Norms used: Australian  
Sample includes 31,664 people based in Australia. 57% were male. All completed Facet5 in English. Industries include electronics, telecommunications, manufacturing, local, state and federal government, military, property, education, health, engineering, shipping and transportation. Functions include sales, administration, IT.

“As psychologists we adhere strongly to scientific principles, but as practitioners we know that nothing works unless it is easy to understand and apply.

**Our mission has been to turn reliable data into information that is presented in the most practical and usable way possible.”**

Norman Buckley & Rebekah Williams,  
Authors of Facet5



Facet5 is the result of over 30 years of development using robust psychometric methods to create a model of personality that supports people development in all its forms.

**Launched as the first ‘Big 5’ measure in Europe, Facet5 is now used by individuals and organisations across the world.**



**We are proud to have  
partnered with advisors and  
organisations across the globe  
who have shown us what they  
really need.**

Cultural relevance is one of Facet5's key distinguishing features. Regardless of where you live in the world, your upbringing, the languages you speak, Facet5 provides an accurate description of your natural preferences and personality traits.

Available in over  
**60**  
countries

**4,500**  
accredited  
practitioners

Available in  
**33**  
languages

# At Facet5 we start with a core belief that human beings are at the heart of every great organisation.

If you want a high performing and inclusive culture, then it starts with each person understanding how their personality influences....

- personal beliefs, mindset and values
- motivations and attitudes
- natural approach, style and strengths
- how they work with others
- communication
- adaptability and resilience to change
- ..... the list goes on.

**Wherever we go, our personality goes!**







We believe understanding  
your personality – **really,  
truly understanding it** -  
provides an individual  
with a clear sense of their  
identity. An essential  
foundation to thrive in a  
changing world.

**Facet5 applies a common framework and language to support development at every stage of a person's journey within an organisation.**

Data captured from one questionnaire can produce multiple reports to inform and guide specific questions, relevant insights and targeted development.

This allows for a consistent model and approach across organisations and ongoing self-awareness. Building a depth of understanding and more effective investment.





## **BIG 5 THEORY OF PERSONALITY**

Recognised as the most reliable and valid way of measuring and describing personality.



## **A TRAIT BASED TOOL**

Personality is measured along a continuum rather than a forced type.



## **EMOTIONALITY AS A LENS**

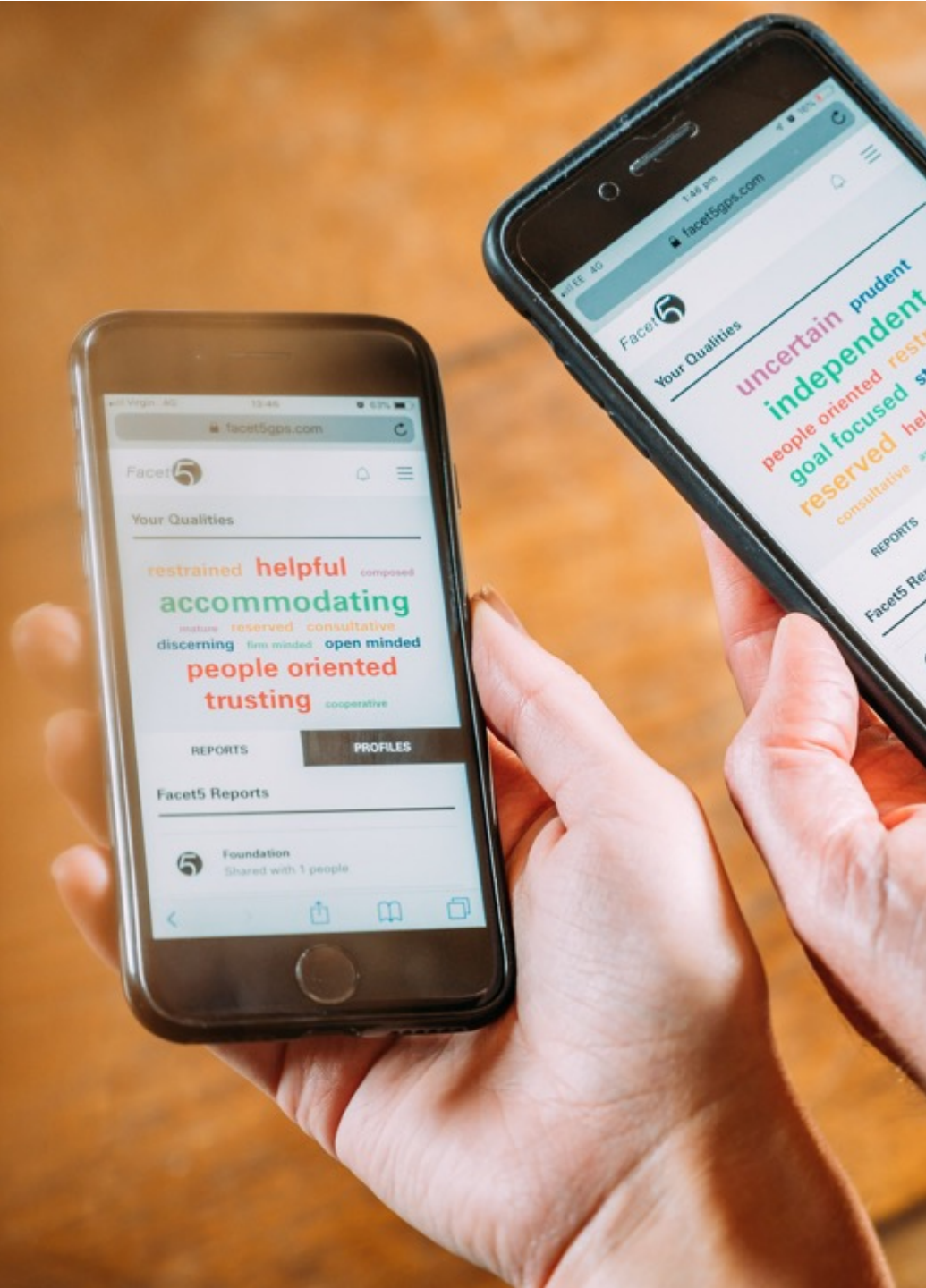
The only model to apply Emotionality as an interpretive factor - a lens through which to view the other factors.



## **NATURAL LANGUAGE**

Natural everyday language for understanding and talking about behaviours.  
Not just strength-based but growth-based.





**Data into Insight**  
**Insight into Action**  
**Action into Impact**



A core  
framework to  
realise  
**individual,  
team and  
leader  
potential**

## Facet5 **Profile**

Harness the power of personality  
to realise individual potential

## Facet5 **SpotLight**

Actionable insight, tactile  
development.

## Facet5 **Audition**

Identifying 'best fit' for  
recruitment

## Facet5 **TeamScape**

Understand team dynamics to  
unlock collective potential

## Facet5 **SuperSkills** of great conversations

The art of conversation,  
the science of personality.

## Facet5 **ToRQ**

Personality driven  
cognitive assessment