



## Facet5 Profile – Power of Personality

Facet5 is a personality questionnaire specifically designed by Psychologists for use by management in organisations. It produces a comprehensive multi part report on how an individual behaves at work: actual behaviour, how to best manage, what the work strengths are likely to be, and where individual work preferences might lie.

### Facet5 Model of behaviour

Facet5 personality profile is based on research done at Edinburgh University, in the 1980's, using a 'Big5' model of personality. The 'Big5' model is generally considered by psychologists to be the best way of understanding behaviour. The Facet5 model uses the following 5 behavioural dimensions:

- **Will:** the degree to which an individual is determined, assertive and independent
- **Energy:** the degree to which an individual is enthusiastic, sociable and involved
- **Affection:** the degree to which an individual is open, sincere, warm and generous
- **Control:** the degree to which an individual is structured, orderly and self-disciplined
- **Emotionality:** interacts with the other Facet5 factors and affects stress tolerance, confidence and emotional state.

### Facet5 Process

Facet5 personality profile is delivered from an online questionnaire with a range of corresponding norm groups, the results can be downloaded and analysed by an Accredited Assessor immediately upon completion.

The questionnaire consists of 106 questions and takes approximately 15-20 minutes to complete. The process is web-based for data collection and analysis, followed by a 1-1 feedback consultation.

The Facet5 questionnaire once completed provides a clear insight about an individual and is a simple tool to help and develop your team and your leaders.

### Profile report and components

Facet5 reports use helpful, work-related easy-to-read language, and produce the following components:

- **An Individual Profile and Report:** describes individual behaviour and preferences
- **The Family Portrait:** compares the individual profile to one of 17 reference families
- **Searchlight Review of Competence:** individual strengths and areas for development against 6 competencies: Leadership, Interpersonal, Communication, Analysis and Decision Making, Initiative and Effort, Planning and Organising
- **Leading Edge Guide to Leading and Managing:** how to engage and manage someone to maximise engagement and job satisfaction
- **Work Preferences:** and individuals intrinsic motivators

### Key Features

- Clear graphical presentation make understanding accessible
- takes approximately 15-20 minutes allowing for quick turnaround times
- Reports use management style language with no jargon
- Easy-to-read style and layout make interpretation accessible
- Information can be applied by the organisation or individual across the entire employee life-cycle

### Further Information

To get started with Facet5 please contact:  
Tim Hetherington at HF Associates  
Phone: 07557 387 341  
Email: [tim@hfassociates.co.uk](mailto:tim@hfassociates.co.uk)  
Visit: [www.hfassociates.co.uk](http://www.hfassociates.co.uk)