



## Facet5

*From the suite of individual and organisational assessments offered by oztrain*

### The 'Power of Personality'

Used by organisations and consultancies worldwide, Facet5 harnesses the power of personality, supporting individuals, teams and businesses to realise their full potential. Facet5 provides a simple model and a common language to explain how people differ in their behaviour, motivation and attitudes, and more importantly, what can be achieved.

### Designed with business in mind

Facet5 was developed in response to client demand for speedy, practical information to assist with decision making at each stage of an employees' journey through an organisation.

### Whole of life-cycle approach

Facet5 is easily and effectively applied across the entire employee life-cycle. From selection through to separation and exit, Facet5 engages the individual, the leader and organisation with a range of comprehensive insights. Whether building a team, integrating a new employee, developing leaders, identifying and segmenting talent or looking at organisational culture and change, Facet5 works with individuals, teams and organisations to realise their full potential.

### Sound psychological theory

The five-factor model of personality (or 'Big 5') is now widely accepted as the best way of describing the fundamental building blocks of personality. The 'Big 5' model consistently emerges from psychological research as the irreducible minimum needed to give a comprehensive description of personality and behaviour. Facet5 measures these five factors precisely and quickly to give an accurate and easily applied portrait of individual differences in behaviour.

### Products

**Facit5 Profile:** 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.

**Teamscape:** a process that uses Facet5 behavioural profiles combined together for team development purposes. The combination of individual data sets and a team collaboration methodology means Teamscape demonstrates team dynamics powerfully and succinctly. It clearly shows the culture of the team, how relationships are likely to work, and how the work will be managed and delivered.

**Audition:** role definition survey, which when combined with an individual Facet5 profile, produces a role/person fit template and a corresponding behaviour-based event interview guide. The role is defined using Audition prior to recruitment. Shortlisted candidates take the Facet5 survey and the two outputs are then combined to produce a behaviour-based interview guide. This unique approach supports all sound recruitment and selection decision-making.

**Strategic Leadership Review (SLR):** is a process that combines both a Facet5 behavioural profile and a 360-degree behavioural review, in a plain language, easy-to read report. The unique combination of personality and 360-degree data, underpinned by a large database of existing leadership data and a powerful predictive engine, means the SLR analyses and predicts leadership behaviours and development like no other tool.

**For more information about Facet5, contact David Waterford: [david@oztrain.com.au](mailto:david@oztrain.com.au) or visit [www.facet5global.com](http://www.facet5global.com)**