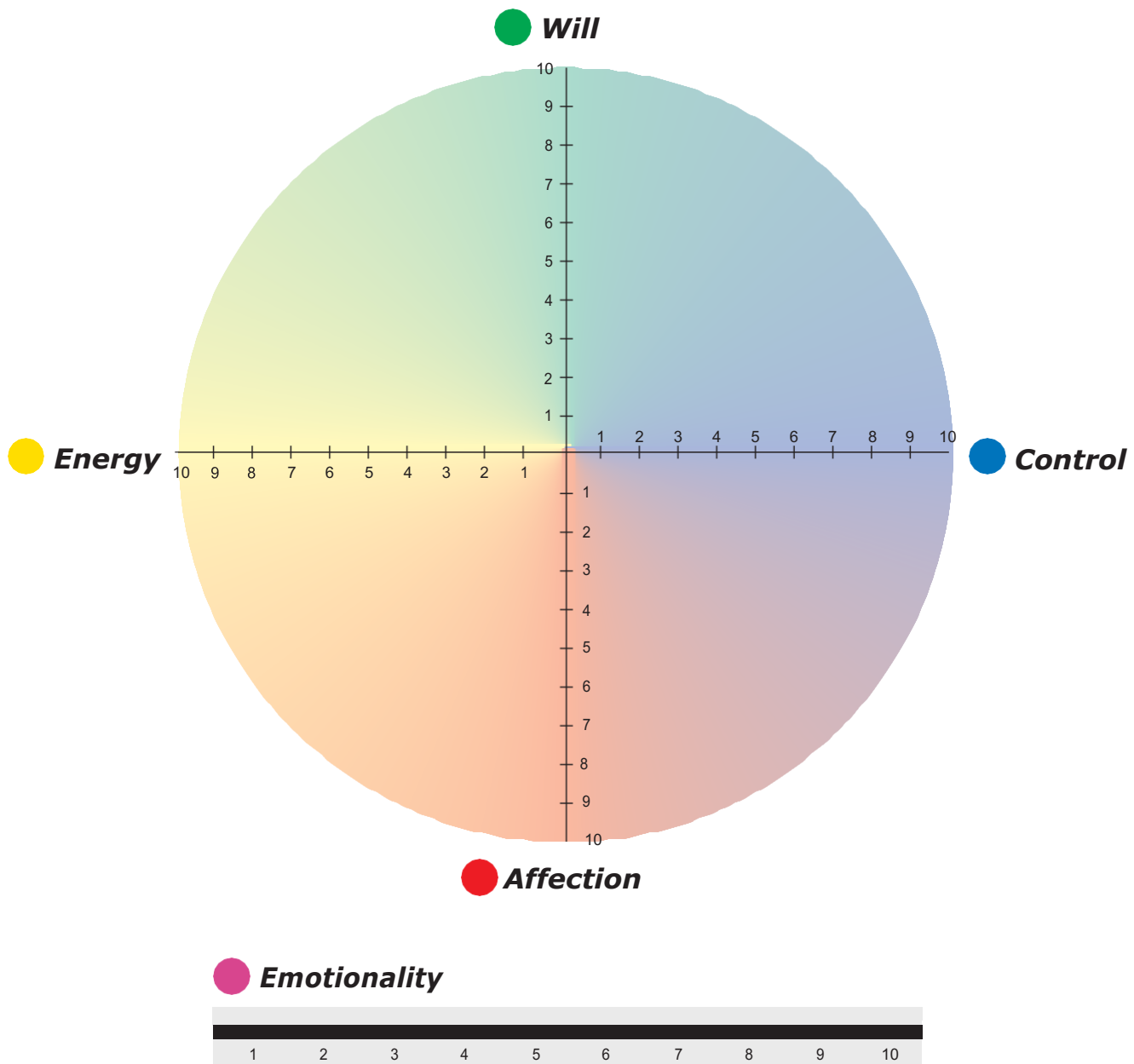




**Personal Profile for \_\_\_\_\_ Date: \_\_\_\_\_**

*Facet5 measures the five major aspects of a person's personality. These are generally felt to be the 'building blocks' which everybody has to a greater or lesser degree. Each person is different. Understanding these differences builds individual, team and organizational relationships.*

*Each Facet5 factor is scored out of 10 with an average of 5.5. Most scores (68%) fall between 3.5 and 7.5 and any score outside this range would be considered significant.*



# Factors

## Will

The driving force behind the promotion and defense of your own ideas

Strengths	Risks
<b>High score</b> Determined Assertive Decisive Independent	Domineering Stubborn Argumentative Opinionated
<b>Low score</b> Flexible Adaptable Accommodating Agreeable	Unassertive Submissive Indecisive Timid

### High score

Dominant, determined, committed, and independent. Strongly motivated with firmly held beliefs. Characteristics are resolve, single-mindedness and goal focus. Less favorable qualities are stubbornness and rigidity of view.

**Strengths:** Good at setting objectives and pushing ideas through. Keeps ultimate objectives in mind, goal oriented, strong willed.

**Risks:** Can be stubborn, opinionated, arrogant, argumentative. Believes own ideas to be right.

**Development:**

- Don't commit too early to an idea
- Try to listen and encourage others
- Avoid stating own case too strongly

### Low score

People are flexible and willing to listen. They have few preconceptions, don't have strong views and can be talked out of things if strongly challenged. Some may see them as too easily convinced and dependent on others for support and direction.

**Strengths:** Good at seeing both sides. Doesn't jump to conclusions. Analyses very thoroughly before committing.

**Risks:** May seem to hesitate. Too easily convinced. Doesn't defend position. Over-analyses.

**Development:**

- Decide on an action and stick to it
- Persuade someone else to do it your way
- Make your own views clear to others

## Energy

The extent to which you need to interact with other people

Strengths	Risks
<b>High score</b> Energetic Enthusiastic Sociable Friendly	Distractible Disruptive Interfering Exhibitionist
<b>Low score</b> Quiet Confidential Reserved Undemonstrative	Aloof Indifferent Cool Unsociable

### High score

Energetic, alert, active and enthusiastic. They are gregarious, competitive, fun-loving and sociable. They are excited about new ventures and new ideas. They are early adopters and will introduce and support change and innovation. They enjoy company and contribute well to teams.

**Strengths:** Good at getting started. Strong sense of involvement. Participates in everything. Lively and enthusiastic.

**Risks:** Can get too involved. Is easily bored. Very talkative. May interfere with others.

**Development:**

- Think before acting
- Spend more time working alone
- Concentrate on routine activities

### Low score

Quiet, more reserved and private, can seem shy and take time to get to know but make very good long term friends. They don't enjoy social events and can be seen as distant, cool and aloof by colleagues who want them to join in more.

**Strengths:** Thinks things through. Doesn't talk unless it's important. Can work independently. Doesn't need social support.

**Risks:** May appear disinterested. Not a good mixer. Keeps to self. Doesn't communicate freely.

**Development:**

- Talk to people more
- Tell others what you are thinking
- Be more open and involved

## Affection

The degree which you are 'self' or 'others' focused

Strengths	Risks
<b>High score</b> Caring Helpful Kind Trusting	Naive Innocent Soft Gullible
<b>Low score</b> Pragmatic Astute Businesslike Shrewd	Self Centered Cynical Hard-nosed Aggressive

### High score

Genuinely positive about others, warm, supportive, sympathetic and understanding and receptive to new ideas. They are selfless and will sacrifice own interests for others. They are loyal and trusting; may be taken advantage of by more cynical people.

**Strengths:** Open and helpful. Very good at involving others and getting people on-side. Understanding and sympathetic. Good with new ideas and concepts.

**Risks:** Can be too soft and easy. Can be seen as naive and idealistic.

**Development:**

- Make a recommendation and push it through
- Try to direct and delegate more
- Focus on decisions

### Low score

They focus on the task and measurable results. They are quick to seize opportunities and take advantage. They like to keep things simple, make decisions quickly and avoid getting confused by alternatives. Some will see them as impatient, cynical and unsympathetic.

**Strengths:** Pragmatic and business like. Decisive and down-to-earth. Not easily taken advantage of.

**Risks:** May seem hard and tough. Unwilling to put self out for others. Looks after number one.

**Development:**

- Take time out for others
- Be more accepting of complexity and unusual ideas
- Don't show distrust of others

## Control

A measure of the amount of self-discipline and responsibility you have

Strengths	Risks
<b>High score</b> Planned Reliable Conscientious Responsible	Authoritarian Inhibited Intolerant Rigid
<b>Low score</b> Creative Uninhibited Free Thinking Radical	Irresponsible Unreliable Unfocussed Unplanned

### High score

Self-controlled, constructively self-critical and conservative. Orderly, structured, methodical, dutiful and responsible with definite views about correct behavior. Conscientious, steady and ethical, they apply themselves consistently to their work. and expect others to do the same.

**Strengths:** Organized, careful and thorough, Responsible, hardworking and can be relied upon to deliver agreed results.

**Risks:** Can be overly-cautious, authoritarian, inhibited and unforgiving.

#### Development:

- Try to be less formal
- Don't get too involved
- Don't judge too quickly

### Low score

More easy going and laid back. They tend to live for the moment and take things as they come. They are uncritical and liberal in their views. They may seem casual, unplanned and unreliable. They will resist controls or imposed structure.

**Strengths:** Free thinking, creative. casual and non-judgmental. Takes people as they come.

**Risks:** Disorganized, unstructured, dislikes routine, doesn't follow through. Too easy going. Undemanding standards.

#### Development:

- Plan ahead
- Set expectations and instruct others
- Be prepared to take personal responsibility

## Emotionality

A measure of the level of anxiety and apprehension you experience in your everyday life

Strengths	Risks
<b>High score</b> Vigilant Vibrant Reactive Passionate	Volatile Unpredictable Moody Pessimistic
<b>Low score</b> Consistent Stable Confident Optimistic	Complacent Casual Unmoved Dull

### High score

People with high Emotionality feel things more intensely and can sense impending dangers. They are vigilant and add sharp focus to preparation with attention to detail. They double check. They are less self-assured and therefore more modest. They may show passion as their emotional intensity comes to the fore. They are aware of weaknesses and seek to improve performance.

**Strengths:** Vigilant and cautious. Evaluate Risks carefully. Are accurate in their work.

**Risks:** Under value themselves. Overestimate problems. Tend to procrastinate. Worry unnecessarily.

#### Development:

- When in doubt, sense check with others. Are your thoughts realistic. Are your fears proportionate?
- Take time out, particularly when feeling overwhelmed. Are your concerns in proportion? Put some distance between yourself and the problem
- Develop a positive Mindset. Use Mindfulness techniques. Remember and celebrate the successes

### Low score

People with low Emotionality are calm, stable and predictable. They don't get flustered or panicked and take things as they come. They are confident, optimistic and have a positive outlook. They are resilient and manage difficulties and setbacks well. They are not easily distracted and don't worry unnecessarily. They can lack dynamism and may be seen as unexciting. They may fail to see threats and be careless about dangers.

**Strengths:** Confident and self-assured. Not flustered by sudden changes or setbacks. A positive outlook.

**Risks:** Can seem unconcerned, indifferent or even careless. Unaware of others' worries. Fail to see risks or dangers.

#### Development:

- Take time to listen to others' concerns.
- Work through the risks of a decision. Do a threat analysis
- Don't make assumptions

## Facet 5 families Wordpictures



### ☐ **Architect**

- Has a keen sense of purpose
- Imaginative and creative but can seem self-centered
- Knows own mind
- Expects others to stand up for themselves
- Puts own ideas ahead of others'
- Can seem unsympathetic, insensitive, fiercely independent



### ☐ **Explorer**

- 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 side-tracked by new ideas



### ☐ **Supporter**

- 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



### ☐ **Controller**

- 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



### ☐ **Promoter**

- 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



### ☐ **Facilitator**

- 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



### ☐ **Coach**

- Sympathetic nature which can be 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



### ☐ **Producer**

- 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



### ☐ **Entrepreneur**

- 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



### ☐ **Advocate**

- 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



### ☐ **Developer**

- 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



### ☐ **Traditionalist**

- 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



### ☐ **Presenter**

- 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



### ☐ **Idealist**

- Deep-thinking
- Concerned with philosophical issues
- Individualistic - unusual style
- Goes own way
- Can be hard to work out
- Idealistic and impractical



### ☐ **Generalist**

- 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



### ☐ **Specialist**

- 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



### ☐ **Chameleon**

- 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



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