

Facet Personal Profile



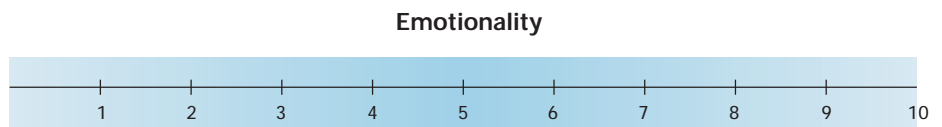
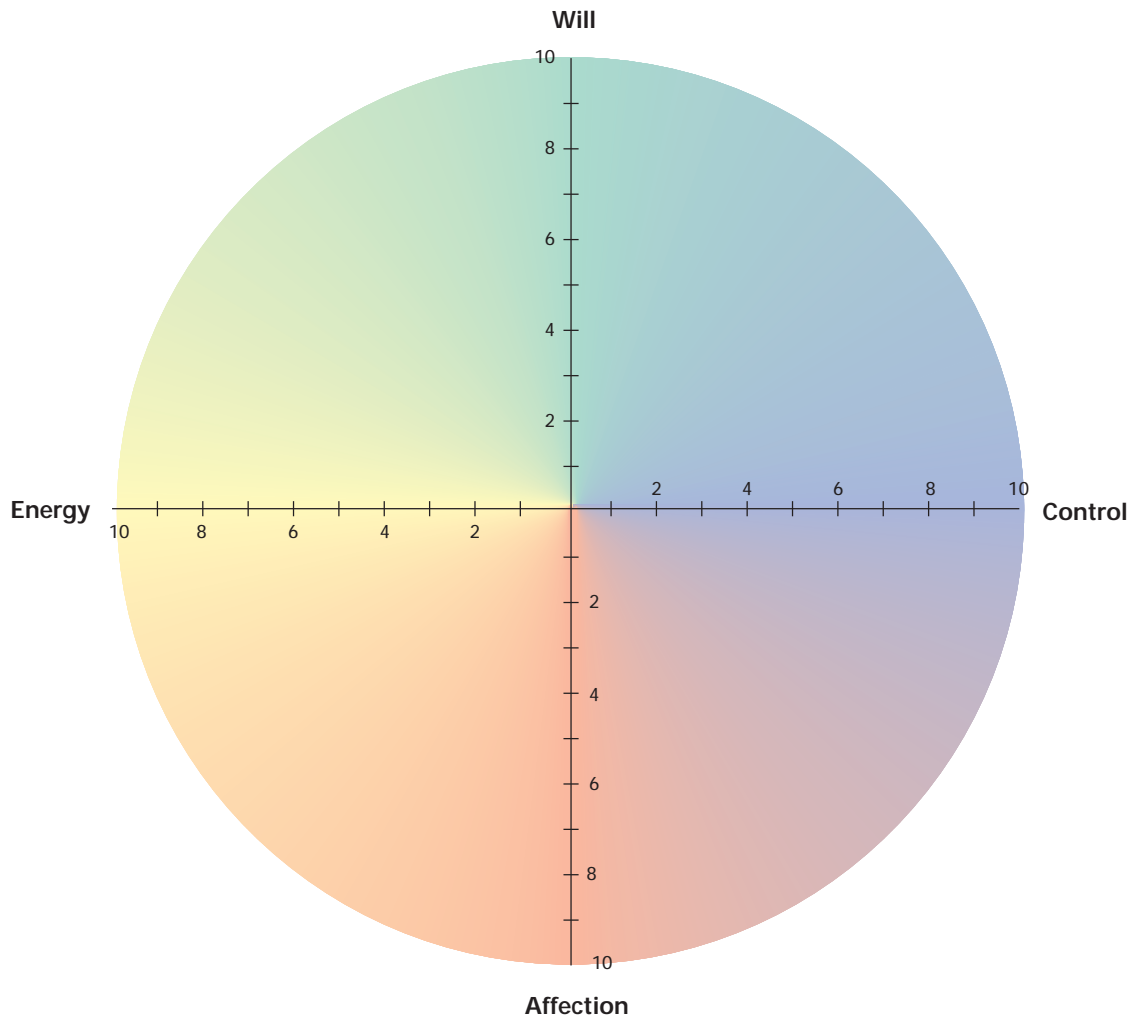
Facet Personal Profile



The Facet Questionnaire is designed to measure 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 factor is scored out of 10 with an average of 5.5 and most scores (68%) falling between 4 and 7. Any score outside this range would be considered significant.



Name _____



Will

Strengths	Risks
<i>High score</i>	
Determined	Domineering
Driving	Stubborn
Purposeful	Opinionated
<i>Low score</i>	
Flexible	Submissive
Adaptable	Dependent
Willing	Irresolute

High score

Dominant, determined, committed, and independent. The key is a strong motivation based on firmly held beliefs. Characteristics are firmness, single-mindedness and goal directedness. Less favourable 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

More flexible and willing to listen. They 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.
Strengths: Good at seeing both sides. Doesn't jump to conclusions. Analyses very thoroughly before committing
Risks: May seem to procrastinate. 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

Strengths	Risks
<i>High score</i>	
Energetic	Disruptive
Eager	Interfering
Extrovert	Insensitive
<i>Low score</i>	
Quiet	Cool
Private	Indifferent
Discreet	Insular

High score

Energetic, alert, active and enthusiastic. They are gregarious, competitive, fun-loving and sociable. They are optimistic and excited about new ventures. Too much energy however can lead to over-commitment.
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. Interferes with others.
Development:

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

Low score

Quieter, more reserved and private. They keep to themselves, can seem shy and take time to get to know but make very good long term friends. They don't like social events and can be seen as distant, cool and aloof by colleagues who want them to join in more.
Strengths: Takes time to get to know people. Can keep a secret. Doesn't talk unless it's important. Can work independently. doesn't need social support.
Risks: May seem very distant. 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

Control

Strengths	Risks
<i>High score</i>	
Reliable	Rigid
Conscientious	Authoritarian
Practical	Inhibited
<i>Low score</i>	
Free thinking	Unfocused
Liberal	Unreliable
Uninhibited	Indiscreet

High score

Involve self-control, constructive self-criticism and conservatism. They like order, structure, planning and thinking ahead. Duty and responsibility are important to them and such people will become frustrated and disillusioned if others don't share their views about right and wrong behaviour. They are conscientious, loyal and ethical and will apply themselves consistently to their duties.
Strengths: Organised, careful and thorough, Responsible, dutiful and hard working.
Risks: Can be over-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, can seem casual, unplanned and unreliable.
Strengths: Free thinking, casual and non-judgmental. Takes people as they come.
Risks: Disorganised, unstructured, doesn't follow through. Too easy going. Low standards
Development:

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

Affection

Strengths *Risks*

<i>High score</i>	
Open	Naive
Sincere	Susceptible
Genuine	Soft
<i>Low score</i>	
Hard-nosed	Cynical
Shrewd	Self-advancing
Pragmatic	Aggressive

High score

Genuinely positive about others, warm, supportive, responsive, sympathetic and understanding. They are open-minded and receptive to new ideas. They tend to be selfless and are prepared to sacrifice their own interests for others. They are loyal and trusting, but may be taken advantage of by more cynical people.

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

Risks: Can be too soft. May let people get away with things. Can be seen as naive and idealistic. Overprotective.

Development:

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

Low score

More pragmatic and business-like. They are quick to seize opportunities and take advantage. They take decisions quickly and don't get confused by alternatives. Some will see them as cynical and unsympathetic.

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

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

Development:

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

Emotionality

Strengths *Risks*

<i>High score</i>	
Reactive	Mercurial
Emotional	Unpredictable
Excitable	Moody
<i>Low score</i>	
Consistent	Complacent
Stable	Unmoved
Confident	Dull

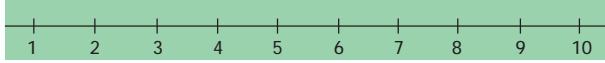
High score

Emotional people are easily upset, worry more and lack confidence in themselves. They need more support and encouragement. However they are interesting and can be exciting.

Low score

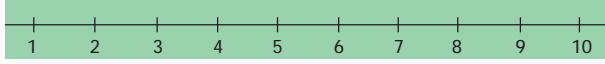
Unemotional people are stable and predictable. They don't get flustered or panicked and take things as they come. They are not easily distracted and don't worry unnecessarily. They can appear to lack some sparkle and life. Some may see them as unexciting.

● Will



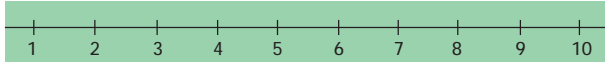
Determination

The inner drive to commit to own ideas.



Confrontation

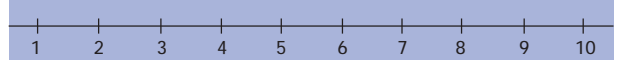
A drive to confront issues as they arise.



Independence

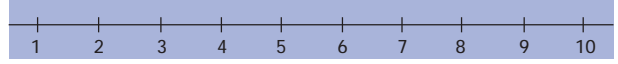
A tendency to go your own way.

● Control



Discipline

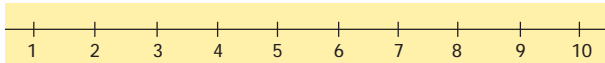
Being personally organised and planned.



Responsibility

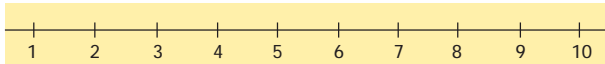
Being willing to take personal responsibility.

● Energy



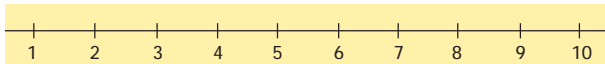
Vitality

Obvious enthusiasm and energy.



Sociability

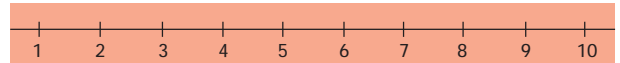
Interest in being with people.



Adaptability

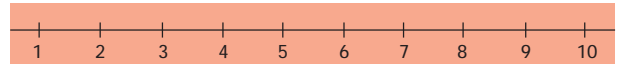
Involving others in your thinking.

● Affection



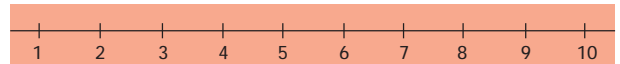
Altruism

Putting other people's interests first.



Support

Always trying to be understanding.



Trust

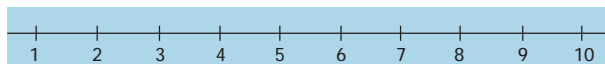
Tendency to take people at face value.

● Emotionality



Anxiety

A general sense of tension or stress.



Apprehension

Being cautious and not over-optimistic.

Facet families

Architect



- keen sense of purpose and direction
- creative and imaginative
- knows their own mind
- expects others to stand up for themselves

- *puts own opinions ahead of others'*
- *self-absorbed, fiercely independent*

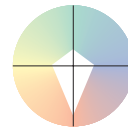
Explorer



- fun loving and social
- quick to make contact with others
- relaxed and easy going
- free thinking, innovative, and stimulating

- *can be erratic and unfocused*
- *can get side tracked by new ideas*

Supporter



- tolerant and easygoing
- goes out of their way to help others
- sympathetic and helpful
- seeks harmony and understanding

- *can be manipulated by more pragmatic people*
- *naive in expectations of others*

Controller



- reserved, fairly formal style
- avoids risks and can resist change
- likes clear guidelines and agendas
- respects a hierarchy and the status quo

- *may appear too conservative*
- *can seem distant or even cold*

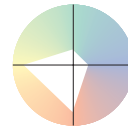
Promoter



- very outgoing and forthright style
- quick to speak out and to give their views
- goal oriented and aware of self interest

- *thinks imaginatively and broadly*
- *can intimidate quieter, less 'up front' people*
- *can be overwhelming and too rapid*

Facilitator



- social and friendly manner
- likes to meet people and exchange ideas
- puts others' interests ahead of their own

- *tolerant and understanding*
- *can be too undemanding and laid back*
- *may be seen as unrealistic or idealistic*

Coach



- sympathetic nature which can be masked by reserve
- quiet but efficient manner
- high ideals and principles
- strong commitment with a desire to help

- *may take time to 'warm up'*
- *will be disappointed if ideals fall to ground*

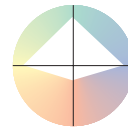
Producer



- determined to deliver results
- likes new ideas especially their own
- pushes projects through
- ambitious and goal oriented

- *may tread on others' toes*
- *autocratic, demanding and unsympathetic*

Entrepreneur



- confident, self assured manner
- outgoing and stands out in the crowd
- definite sense of direction and method

- *stands up for their own opinions*
- *may seem 'larger than life'*
- *can be insensitive or even uncaring*

Advocate



- exuberant, outgoing manner
- likes people, principles and ideas
- wide ranging interests and exciting ideas
- very persuasive when inspired

- *impulsive, takes on a cause*
- *could interfere with others' work*

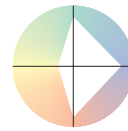
Developer



- warm, friendly and sympathetic
- genuine interest in others and wants to help
- strong sense of ethics and responsibility

- *will defend others and stand up for them*
- *may neglect their own interests*
- *risks taking on too much and overcommitting*

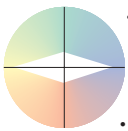
Traditionalist



- cautious, private personal style
- takes time to get to know
- has a strict code of standards and ethics
- is inflexible on matters of principle

- *can be intolerant and dismissive*
- *can seem self righteous*

Presenter



- outgoing, polished and well prepared
- gregarious and fun loving – socially skilled
- fits easily into different environments

- *simple, practical view points*
- *can seem superficial, ignores 'real' issues*
- *promises much but can be deflected from objective*

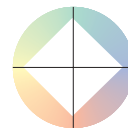
Idealist



- deep thinking, complex and imaginative
- concerned for philosophical issues
- individualistic – unusual style

- *quietly independent – goes own way*
- *can be hard to work out*
- *idealistic and impractical*

Generalist



- ebullient, gregarious and larger than life
- prepared to mix with anyone
- quick to get involved and take responsibility

- *flexes to conform to people or circumstances*
- *can be all things to all people*
- *has an opinion on everything*

Specialist



- specialist, reserved style
- difficult to draw out in social groups
- prefers independence and autonomy

- *likes working on one clear task at a time*
- *can be overlooked by more dominant people*
- *can be too focused on their own concerns*

Chameleon



- presents a composed but friendly style
- adapts readily to any situation
- doesn't impose on others – allows people to find their own level

- *tolerant and flexible*
- *can find it difficult to express their true opinions*
- *can seem to lack charisma*