

Part of a Complete Suite of Validated
Assessment Products and Software



Facet5 is a newer generation of personality assessment based on the established Five-Factor Model (FFM). Facet5 measures 5 factors (Will, Energy, Affection, Control and Emotionality) and 13 subscales or facets and is suitable for both personnel selection and employee development. Facet5 generates one of the most practical and useful interpretative feedback reports that are well suited for coaching, training and developmental interventions. Facet5 has established reliability and validity and comprehensive professional norms of working professionals, managers and executives established in the United States, United Kingdom, Europe, Asia and the Middle East.

» APPLICATIONS

Facet5 is designed to enable an organization to measure the five major factors of personality. **Facet5** offers a single, well-researched model and common language for a wide variety of organizational uses including personnel selection and promotion, talent management/succession planning, executive coaching, leadership development, style awareness training, career management, and team building interventions.

» APPLICATION MODULES

Facet5 base system is a normative personality assessment instrument based on over 15 years of research that measures five key factors and 13 facets or sub-factors of personality. The outputs of the assessment are a graphical profile and a narrative report, both of which can be fed back to the employee by a trained **Facet5** facilitator. This base system can be used with one or more of the following application modules to support a variety of human resource processes and interventions:

- **Searchlight Module:** Generates guidelines on selection interview questions about an applicant for a role, using a **Facet5** profile and data.
- **Teamscape Module:** Generates graphical and narrative reports from the basic **Facet5** data about how the individuals in a team solve problems differently. It also explains how discord can build up in a team and provides an agenda for resolving it.
- **Leading Edge Module:** Generates a narrative report from the basic **Facet5** instrument that suggests management development suggestions for individual employees in managerial roles at any level in the organization.
- **Career Drivers Module:** Generates a graphical narrative report from the basic **Facet5** data to pinpoint motivating and de-motivating aspects of the individual's current and future roles.

Facet5 is a newer generation five-factor personality inventory specifically designed for use in both employee selection and development. Combined statistical analysis (meta-analysis) of published studies conducted in the United States, Europe and Canada consistently reveals that some personality factors are valid predictors of job performance, satisfaction and training success. Specifically, emotionality and conscientiousness factors (Will and Control) are valid predictors across all job families and occupations. Extraversion (Energy) and agreeableness (Affection) factors are also valid for given positions requiring strong interpersonal skills (e.g., sales, customer service and management).

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Once your clients' strengths and developmental needs have been identified, boost their plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with Facet5) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

» FEATURES

Brief and Comprehensive

- 106 items measuring five factors and 13 subscales (facets)
- Provides a comprehensive, business-based assessment of personality
- Designed specifically to predict occupational success
- Suitable for personnel selection or employee development
- No adverse impact
- Online administration
- Available in multiple languages

Over 15 Years of Research

- Based on the Five-Factor Model (FFM)
- Established reliability and validity in diverse organizations
- Established norms of working adults in diverse countries

Comprehensive Feedback Report

- Summary of the 5 factors and 13 subscales (facets)
- Comparison to 17 "family portrait" personality styles
- Leadership profile of strengths and overuse of strengths
- Overview of work preferences

● Will	Determination	The inner drive to commit to own ideas
	Confrontation	A drive to confront issues as they come
● Energy	Independence	A tendency to go your own way
	Vitality	Obvious enthusiasm and energy
	Sociability	Interest in being with people
● Affection	Adaptability	Involving others in your thinking
	Altruism	Putting other people's interests first
	Support	Always trying to be understanding
	Trust	Tendency to take people at face value
● Control	Discipline	Being personally organized and planned
	Responsibility	Being willing to take personal responsibility
● Emotionality	Anxiety	A general sense of tension or stress
	Apprehension	Being cautious and not over-optimistic

"Envisia's tools are simple and easy to use... I appreciate the variety of tools, so that I may select just the right one based on my clients' needs. It allows me to focus on coaching and development and not administering an electronic tool."

—Janet L. Polach, Ph.D., President, Leadership Solutions, Inc.

About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.