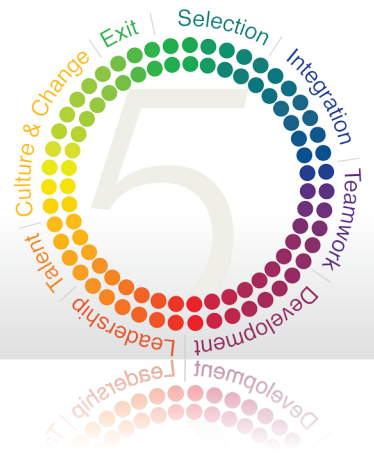




Power of Personality  
Realise the potential of your business



## Facet5 Profile

Facet5 is a personality assessment specifically designed and developed by psychologists for use in the workplace. It produces a comprehensive multi page report on how an individual behaves at work: expected behaviors, suggestions for how to best manage, what their work strengths are likely to be, and where individual work preferences might lie.

### Facet5 model of behavior

Facet5 personality profile is based on research done at Edinburgh University, in the 1980's, using the 'Big5' model of personality. The 'Big5' model is generally considered by psychologists to be the best way of understanding behavior. The Facet5 model uses the following 5 behavioral 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. Available in over 30 different languages, with a range of corresponding norm groups, the results can be downloaded immediately upon completion. The questionnaire consists of 106 questions and takes approximately 15-20 minutes to complete. The process is entirely web-based for easy, efficient data collection and analysis by users worldwide.

### Benefits

Facet5 is the most modern and advanced measure of personality available today. It provides deep, nuanced insights into each person's strengths, motivators and risks, as well as the best approaches for them to employ as a leader and for them to be supervised by and interacted with by others. Organizations around the globe have experienced real value in the use of Facet5.

### Profile report and components

The Facet5 questionnaire forms the foundation of the Facet5 range of products, providing individual data that is combined and contrasted by other Facet5 products. Reports use helpful, work-related easy-to-read language, and produce the following components:

1. **An individual profile and report:** describes individual behavior and preferences
2. **The Family Portrait:** compares the individual profile to one of 17 reference families
3. **Search Light Review of Competence:** individual strengths and areas for development against six competencies: Leadership, Interpersonal, Communication, Analysis and Decision Making, Initiative and Effort, Planning and Organizing
4. **Leading Edge Guide to Leading:** how to engage and manage someone to maximize engagement and job satisfaction
5. **Work Preferences:** highlights an individual's intrinsic motivators

### Key Features:

- Available in over 30 languages
- Clear graphical presentation make understanding accessible
- Questionnaire 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 organization or individual across the entire employee life-cycle

Learn more about Facet5!  
Email: [inquiries@opportu.com](mailto:inquiries@opportu.com)  
Phone 415.915.7575  
[opportu.com](http://opportu.com)