

Facet5

Personal Profile Sample Profile

Date 2025-04-01

Company IPM

Project






astute pragmatic forthright **creative** **vigilant** critical
collaborative independent **reserved** **non-judgemental**
enthusiastic **goal-focused** **perceptive**



We are all unique. We may be similar to others in some ways but in others we are different. These similarities and differences in our motivations, attitudes and behaviour make us who we are. The way we behave and interact with others depends on our own make-up. When we understand ourselves and others we are able to develop and be more effective. Facet5 provides the foundation for this self-awareness and personal development.

For self development or building effective teams, the Facet5 Foundation Report is the start point. Facet5 is founded on modern personality theory so the results are robust and reliable. The Facet5 Foundation Report identifies five major building blocks of personality each of which has a number of sub-factors. We each have a certain amount of each factor and it is this pattern of scores which gives the overall picture. There is no right or wrong profile. It is not a test, which you can pass or fail, and is more often called a profile, inventory or scale.

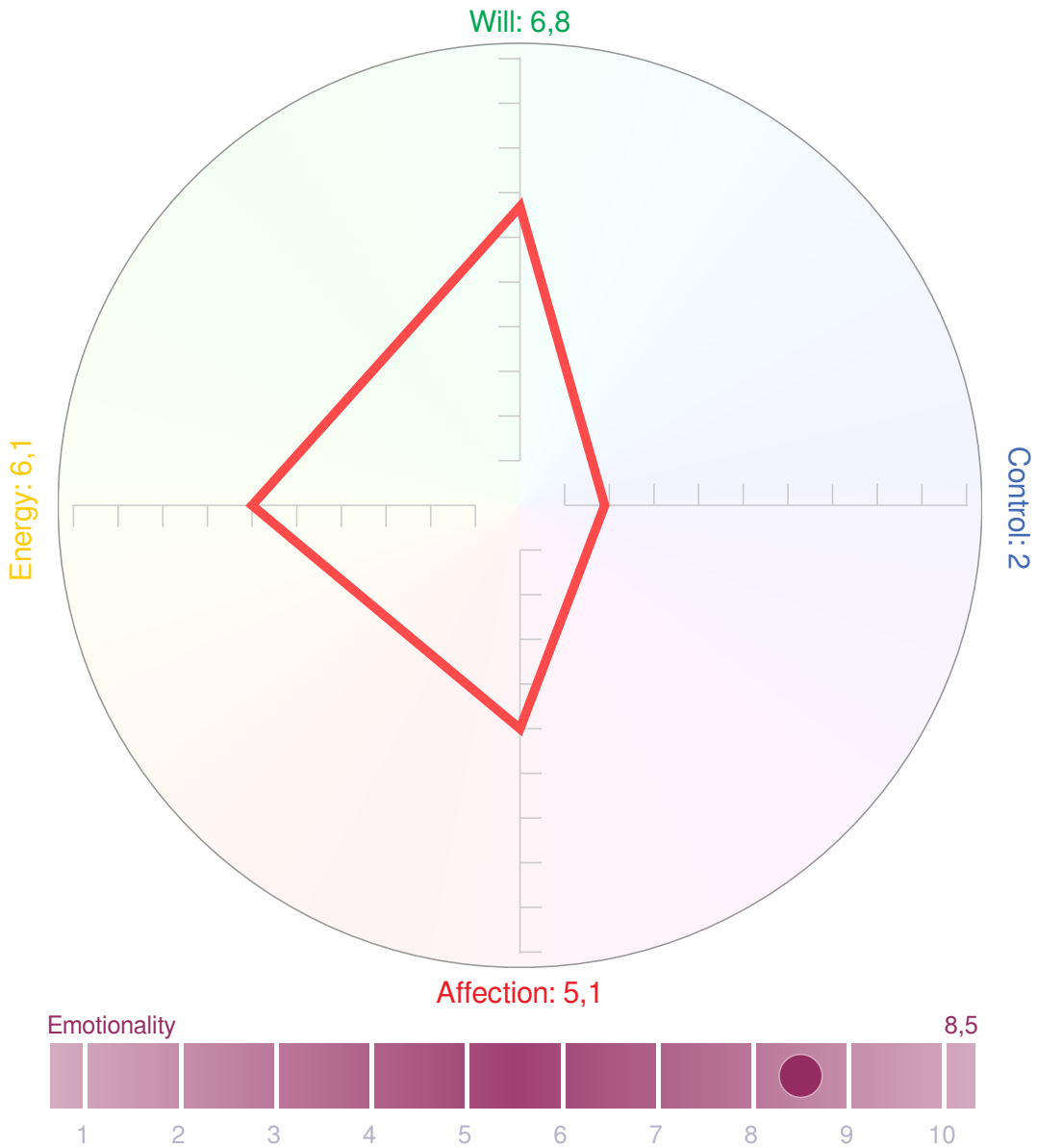
The factors measured by Facet5 are:

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

Scores: your score on each factor can range from 1 to 10. The average score is 5.5 and 68% fall between 3.5 and 7.5. When we calculate your score we compare you to a reference or Norm group. The Norm that you were compared to is shown at the bottom of your profile page.

Your report includes: Key Qualities Word Cloud: this is on the front page and is a quick summary of the main themes in your report. More important themes are in larger text. Overall Profile: This shows your overall Facet5 factor profile. Factor Profile: this shows the main profile and the sub-factor scores. Family Portrait: this is an overall summary of the profile under 5 key headings.

This profile shows your scores on the Facet factors. Each score ranges from 1 to 10 and the average is 5.5. It is not important whether the score is high or low but how far it deviates from the mean score. Scores which are above 7.5 or below 3.5 are considered "extreme" scores. The scores are distributed "normally" and relate to a specific "norm group". The scores obtained allow you to compare one person to another.



Norms used: Global 2022

Sample includes 260220 people from a variety of countries. 58% were male and 42% were female. Questionnaire languages were mixed. Industries include finance, electronics, telecommunications, manufacturing, local, state and federal government, military, property, services, pharmaceuticals, charities, engineering, shipping and transportation. Functions include sales, administration, logistics, finance.

Low Scores

High Scores

Benefits
Flexible
Adaptable
Accommodating
Agreeable

Risks
Unassertive
Submissive
Indecisive
Timid



You have a reasonably forceful manner and can be quite direct and challenging. You don't argue for argument's sake but neither do you give in without a fight. You need people around you but are not dependent upon their approval.

Benefits
Determined
Assertive
Decisive
Independent

Risks
Domineering
Stubborn
Argumentative
Opinionated

Low Scores

High Scores

Strengths include

decides carefully with all the data
listens and changes views quite easily
amenable to others - willing to fit in

May be seen as

unwilling to take quick decisions
easily swayed by alternative arguments
too willing to fit in with other people

Determination 7,3



You have strong opinions and are assertive, determined and goal focussed

You may be seen as too quick to impose your views and being stubborn

Strengths include

quick to tell other people what to do
determined to stick to their views
willing to take responsibility for events

May be seen as

autocratic and pushy
unwilling to listen to others
too quick to impose on others

Strengths include

willing to adapt to another's argument
tries to remain moderate and calm
doesn't buy in to arguments

May be seen as

unwilling to face issues
too quick to give in to an argument
avoids issues, hoping they'll get better

Confrontation 6,1



You rise to a challenge and will defend and argue a point. You know your own mind

You may be seen as engaging in unnecessary or lengthy arguments. Unwilling to listen

Strengths include

can hold their own when challenged
effective in face to face argument
quick to react and confront issues

May be seen as

argumentative
overly aggressive and demanding
too quick to act and hard to hold back

Strengths include

willing to consult and seek advice
needs a team and accepts direction
flexible and willing to fit in

May be seen as

too dependent on other people
too flexible
too easily led by others

Independence 6,9



You are independent and can act alone when needed. You do not need others' support

You may be seen as going your own way and being slow to consult others

Strengths include

able to work independently
goes own way even when opposed
is guided by strong beliefs

May be seen as

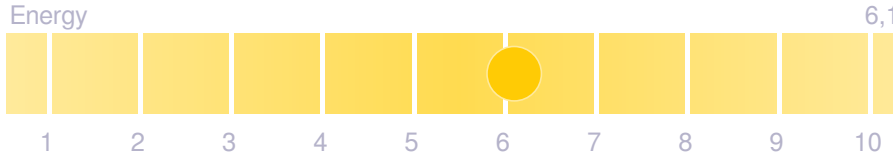
isolated and inflexible
unwilling to bend and adapt
only in a team if they are the leader

Low Scores

High Scores

Benefits
 Quiet
 Confidential
 Reserved
 Undemonstrative

Risks
 Aloof
 Indifferent
 Cool
 Unsociable



Your main approach is to talk to others, to involve them in your thinking and to try to come to a team decision. You are reasonably outgoing although not really the life and soul of a party - more at home with people you know.

Benefits
 Energetic
 Enthusiastic
 Sociable
 Friendly

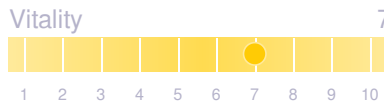
Risks
 Distractible
 Disruptive
 Interfering
 Exhibitionist

Low Scores

High Scores

Strengths include
 doesn't get overexcited
 can be unobtrusive
 are reserved and self-reliant

May be seen as
 aloof and distant
 unenthusiastic about new ideas
 cool



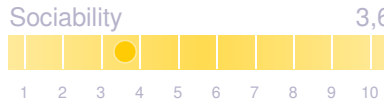
You are attentive and alert to what is happening around you. You enjoy change and variety
 You may be seen as easily distracted and carried away by new ideas and the enthusiasm of others

Strengths include
 enthusiastic about new ideas
 willing to start things going
 obviously excitable

May be seen as
 exhibitionist
 frivolous
 impulsive

Strengths include
 do not need company to work
 can build long lasting relationships
 can keep family and work separate

May be seen as
 unwilling to mix
 uninvolved
 makes people feel unwelcome



You are comfortable working alone and don't need constant contact
 You may be seen as distant, unsociable and difficult to get to know

Strengths include
 can make people feel involved
 willing to be part of a family
 makes contacts and friends easily

May be seen as
 too much in need of company
 quick to interfere
 socially pushy

Strengths include
 develops ideas independently
 thinks carefully before speaking
 is capable of sticking to own area

May be seen as
 unwilling to tell others their ideas
 slow to recognise new ideas
 overly specialised



You consult broadly, using other's input to inform your thinking and decision making
 You may be seen as over talking things rather than taking action. Being too chatty and garrulous

Strengths include
 discusses broadly before acting
 able to adapt to changing evidence
 involves others in decision process

May be seen as
 unable to decide independently
 too quick to change views
 lack of depth of understanding

Low Scores

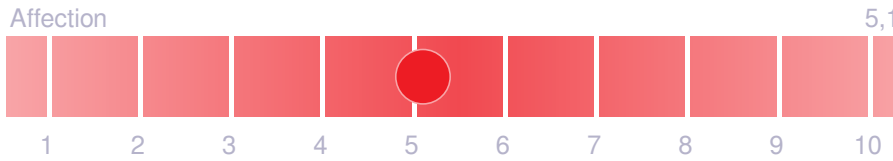
High Scores

Benefits

Pragmatic
Astute
Businesslike
Shrewd

Risks

Self-Centred
Cynical
Hard-nosed
Aggressive



Your approach is generally sensitive and understanding although not to the point that you will allow yourself to be taken advantage of. On the other hand nor will you use others, treating people as individuals and providing support as necessary.

Benefits

Caring
Helpful
Kind
Trusting

Risks

Naive
Innocent
Soft
Gullible

Low Scores

High Scores

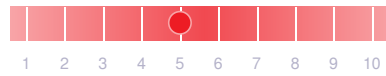
Strengths include

can detect an opportunity
can protect their own interests
can focus on immediate gains

May be seen as

self serving
unwilling to help
manipulative

Altruism



You are business focussed and yet still able to keep people on side

You may be seen as unable to maintain your approach if faced with consistent extremes of view

Strengths include

keen to try to help others
puts other people's needs first
do not take advantage

May be seen as

idealistic
naive
blind to commercial advantage

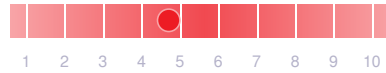
Strengths include

can be tough when required
the capacity to see through flattery
healthy cynicism

May be seen as

unsympathetic
harsh in their judgment of others
critical and unwilling to forgive

Support



You expect people to get on with their work and to deliver with the minimum of support

You may be seen as expecting too much from others. Underestimating the support they need

Strengths include

always looks for the good in people
supportive when there is a problem
willing to give a second chance

May be seen as

overly uncritical
too forgiving
too soft on people

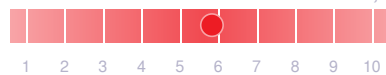
Strengths include

recognises those taking advantage
rarely taken advantage themselves
protects the organisation in deals

May be seen as

suspicious
cynical
distrusting

Trust



You give people the benefit of the doubt and let them earn your trust

You may be seen as letting other people's opinions influence your judgment

Strengths include

believes in people
works toward a common good
willing to believe and trust

May be seen as

naive and easily conned
idealistic
overly trusting

Low Scores

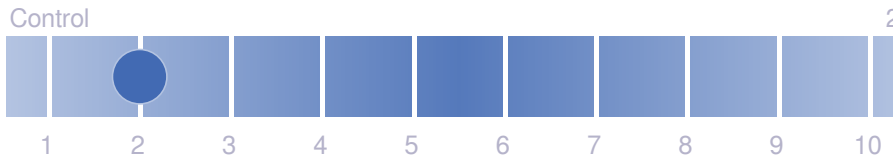
High Scores

Benefits

Creative
Uninhibited
Free Thinking
Radical

Risks

Irresponsible
Unreliable
Unfocussed
Unplanned



You have a very laid back and permissive approach to life. Your own freedom is very important to you and you prefer not to impose rules and regulations on others. You are generally free thinking and unconcerned by details. Some people may feel your approach is rather too unstructured, with insufficient attention to detail and planning.

Benefits

Planned
Reliable
Conscientious
Responsible

Risks

Authoritarian
Inhibited
Intolerant
Rigid

Low Scores

High Scores

Strengths include

picks up new tasks quickly
flexible in their work practice
free thinking

May be seen as

easily bored
undisciplined
disorganised

Discipline



You champion the need for freedom and the autonomy to choose how to go about your work

You may be seen as disorganised and undisciplined. Constantly challenging rules

Strengths include

measured and steady in work
always follows through to the finish
planned and well organised

May be seen as

somewhat plodding and procedural
steady but unexciting
slow to adapt to change

Strengths include

adapt quickly to different situations
interpret guidelines flexibly
challenge the status quo

May be seen as

irresponsible
flighty
rebellious

Responsibility



You are free thinking and non-judgemental. You adapt easily to changing situations

You may be seen as casual, irreverent, irresponsible and rebellious

Strengths include

strong sense of responsibility
strict personal code of conduct
work to high standards at all times

May be seen as

inflexible in their beliefs
authoritarian
conventional

Low Scores

High Scores

Benefits

Consistent
Stable
Confident
Optimistic

Risks

Complacent
Casual
Unmoved
Dull



You have a fairly volatile style tending to react to events which occur on an emotional rather than rational level. Things do seem to get to you and you clearly have quite strong changes in mood. These changes may not be apparent to other people but are certainly real to you. As a result you may seem to take a negative or pessimistic view of things and find it hard to see the bright side. Others will see you as interesting or even exciting but somewhat changeable and inconsistent.

Benefits

Vigilant
Vibrant
Reactive
Passionate

Risks

Volatile
Unpredictable
Moody
Pessimistic

Low Scores

High Scores

Strengths include

can take things as they come
generally relaxed and unworried
happy to accept the way they are

May be seen as

unconcerned and complacent
impervious to criticism
unresponsive

Tension



You are vigilant and alert to dangers.
You are aware of situations around you

You may be seen as overreacting to
situations and overly cautious

Strengths include

focuses more as events get close
sensitive to changes around them
seeks to change themselves

May be seen as

anxious
self critical
nervous

Strengths include

confident of their own skills
forward thinking and positive
consistent from day to day

May be seen as

overconfident
failing to see difficulties ahead
unemotional

Apprehension



You have a strong sense of urgency and
are vigilant and alert

You may be seen as always expecting
the worst. Seeming negative and unsure

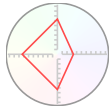
Strengths include

prefers to stick to what they know
double checks to avoid errors
doesn't make assumptions

May be seen as

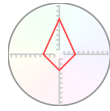
negative and overly cautious
pessimistic
uncertain and moody

Similar profiles can be grouped into one of 17 Facet5 “Families”, providing a useful summary to describe and understand how factors come together. A Profile is matched to the Family with the closest fit, based on the four factors around the wheel but excluding Emotionality. Your selected Family is highlighted below.



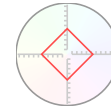
Advocate

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



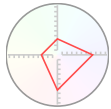
Architect

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



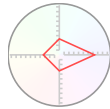
Chameleon

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



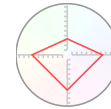
Coach

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



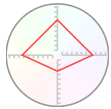
Controller

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



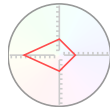
Developer

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



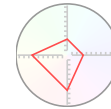
Entrepreneur

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



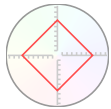
Explorer

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 sidetracked by new ideas



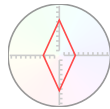
Facilitator

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



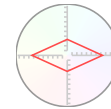
Generalist

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



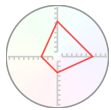
Idealist

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



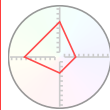
Presenter

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



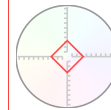
Producer

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



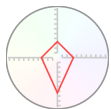
Promoter

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



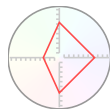
Specialist

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



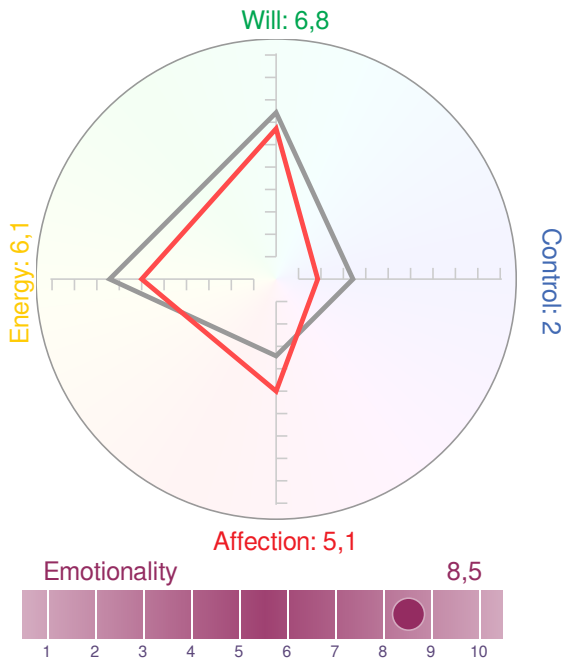
Supporter

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



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



Impact of emotionality

High Emotionality will increase Sample's perceived innovative qualities. Sample will be very active and proactive.

As Leader

- Expresses a vision with enthusiasm and conviction
- Challenges and debates issues
- Lets people look after themselves - rewards initiative
- Sets goals and focusses people
- Insists results are achieved but looks at 'big-picture'
- Provides immediate direct feedback
- Champions 'winners'

Motivated by

- Leadership of a team
- A high public profile
- Persuading and influencing others
- Promoting new ideas
- Developing opportunities
- Public recognition and praise

Reference Family: Promoter

The Family Portrait report shows your profile and the "reference" profile so you can see immediately how close the fit is. You will see two profiles on the chart. The red one is your own profile which is overlaid on a grey profile which is the reference profile for your Family. The similarity between the two profiles will indicate how close you are to that reference profile. The Family Portrait gives a quick overview under a number of key headings.

Word Picture

- 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

Contribution to a team

- Provides and maintains input and momentum
- Quickly adapts to changing circumstances
- Encourages others to take a positive line
- Takes on a leadership role with verve
- Can over-rule others thoughtlessly
- Interferes in the responsibilities of others

To Manage

- Appeal to sense of adventure and challenge
- Keep well occupied - offer variety
- Meet to share ideas, problems and successes
- Set broad goals but leave details
- Close monitoring will be resented
- Congratulate directly and publicly for achievements
- Feed ambition with realistic options for the future