

Facet5 Audition

Sample Profile

Role	Consultant - Trainer
Date of Administration	2025-04-01
Company	IPM



Audition is designed to be used in conjunction with a Behaviour or Situation Based Interview. It produces a detailed guide including suggested interview questions and it is essential users are familiar with these principles. Audition is therefore ideal for people involved in selection/recruitment where the ability to compare individuals against a specified ideal is required. Users of Audition should be skilled in competency based interviewing or equivalent training, to be able to demonstrate the assumptions underpinning the approach.

This guide provides a structure for an interview for a **Consultant - Trainer** role within IPM. It is based on research carried out within IPM and should not be used for other purposes.

Sections of this report

Target Profile

This section contains two convergence charts which show how closely Sample's profile matches the ideal profile for this role. The chart on the right shows the overall fit on the 5 major elements that define behavioural style. The chart below shows this in more detail, breaking the analysis down into 13 sub-factors.

The first convergence chart consists of a radar plot, which shows the candidate's scores for Will, Energy, Affection and Control mapped against the target scores for the role, and a bar chart plotting the candidate's score for Emotionality against the target score. The target score is indicated by the yellow pointers above and below the scale.

The second convergence chart breaks the 5 factors down into 13 sub-factors. In this chart, each of the 13 sub-factors is represented by a "role element" label. The line down the centre of the chart represents the role's ideal score for each sub-factor. If bars are visible, the candidate's score is either higher or lower than ideal. The colour of the bar indicates how significant the variation from ideal is. Green indicates a low significance, the amber shades show areas of possible cause for concern, and red highlights sub-factors in which there could be a significant issue in matching the role.

Interview Guide

The Audition behavioural interview guide is comprised of up to thirteen pages, each page relating to one of the Facet5 sub-factors. Zero-weighted sub-factors do not appear in the interview guide.

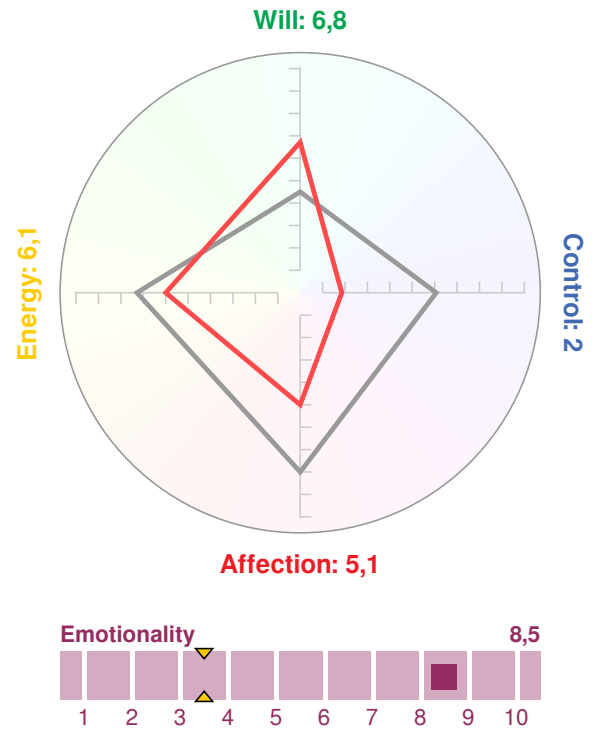
At the top of each page in the guide, a chart shows the respondent's score (represented by a square) in relation to the ideal score selected for the template (represented by the triangles above and below the scale). The guide describes the behaviour predicted by Audition and offers some suggested interview questions.

See the Audition User Guide under Facet5 for details.

This page contains two convergence charts which show how closely Sample's profile matches the ideal profile for this role. The chart on the right shows the overall fit on the 5 major elements that define behavioural style. The chart below shows this in more detail, breaking the analysis down into 13 sub-factors.

In the radar plot to the right, the ideal profile for this role is shown in grey. The ideal level for Emotionality is indicated by the yellow triangular markers on the scale.

Closeness of fit: 39.9 (20% match)



Convergence Chart

Less than ideal 10 9 8 7 6 5 4 3 2 1 1 2 3 4 5 6 7 8 9 10 More than ideal

Category	Sub-factor	Score	Description
Will	Firm minded (Determination)	3	Has clear ideas of own. Look for examples of accepting other people's ideas
	Accommodating (Confrontation)	4	Responds immediately to problems - may be too hasty? Examples of having held back and considered the facts
	Democratic (Independence)	3	Independent - is there evidence of adapting and fitting in with the team?
Energy	Enthusiastic (Vitality)	1	Responds to others' enthusiasm - can they be involved and part of the team?
	Outgoing (Sociability)	4	Reserved and distant - look for evidence of working with a team
	Collaborative (Adaptability)	1	Equally happy working alone or as part of a team. Needs some contact
Affection	People oriented (Altruism)	4	Much more task oriented than ideal - is there evidence of thinking of others?
	Helpful (Support)	4	Leaves people to sort themselves out - look for willingness to help
	Trusting (Trust)	3	Wary of people's motives - look for willingness to give people benefit of the doubt
Control	Discerning (Discipline)	4	Creative and free thinking. Look for any evidence of planning ahead
	Open minded (Responsibility)	6	Permissive - look for evidence of recognising principles and standards
Emotionality	Confident (Tension)	4	Self critical and worrying. What have they managed to improve?
	Optimistic (Apprehension)	4	Negative and doubtful. Avoids difficult or new situations?

Consultant - Trainer Interview

Enthusiastic (Vitality)

Ideal candidates should welcome change and show obvious enthusiasm

In such an environment people need to resist getting carried away with novelties and focus on getting the best out of existing techniques. The environment is more 'back room' than centre stage and people are not in the limelight. They are given the opportunity to develop their specialist expertise to a very high level in the organisation's interest.



Here the emphasis is on the rapid acceptance and implementation of novel ideas, even if they don't work out in the long run. The environment welcomes change and there is a constant flow of new initiatives. It is not a good idea to get too involved in details since time will not allow it.

Audition Says: Responds to others' enthusiasm - can they be involved and part of the team?

Tell me about new ideas that you have implemented at work. What were they? How did you discover them? What did you achieve?

Behavioural Questions

Tell me about a time when you had to take a public role for your team? What happened? What did you do? How did you feel about it?

Tell me about a time when you saw a new opportunity which excited you. What was the situation? What did you do? What was the result?

Situational Questions

How do you feel new ideas should be introduced at work?

How would you feel if you were asked to take on a public role for your team?

When asked to introduce new ideas to your team, how would you go about it?

Interviewer's Rating

1

Low profile in a team
Calm and detached
Unenthusiastic

2

3

4

5

Enthusiastic and eager
Quick to get started on things
Impulsive

Comments:

Consultant - Trainer Interview

Outgoing (Sociability)

Ideal candidates are sociable and engaging of others

This is a quieter, more reflective environment where people have time to get to know each other and are accepted for the depth of their specialist or technical contribution.



Such an environment is strongly social and work involves a constant flow of events which are business related but with a strong social element. Making new contacts is a key element of the role and people are expected to join in easily.

Audition Says: Reserved and distant - look for evidence of working with a team

Tell me about a time when you've been required to work for long periods on your own, without much team support?

Behavioural Questions

How easy is it for you to make contacts outside the group of people you know? How do you do it? How successful are you at making new contacts?

Have you been instrumental in getting people together outside of work? What have you done? How did you do it?

Situational Questions

How important is it to you that your work and private lives are kept separate?

How much involvement with each other should colleagues be expected to have outside of work?

How effective are you when asked to work alone

Interviewer's Rating

1

2

3

4

5

Prefers to work alone
Distant
Uninvolved

Has difficulty working alone
Distractible and distracting
Needs contact

Comments:

Consultant - Trainer Interview

Collaborative (Adaptability)

Ideal candidates consult and discuss to gain a broad perspective

Here people are given a problem and are expected to deliver an answer without needing to refer back constantly or to discuss things regularly with colleagues. They are expected to be able to think things through for themselves. It is ideal for a specialist who is given individual responsibility for a solution.



Such an environment expects that problems will be solved through discussion and brainstorming is typically used as a technique to explore ideas. Concepts flow quickly and are developed through discussion and debate. Such places work in teams where responsibility is shared.

Audition Says: Equally happy working alone or as part of a team. Needs some contact

Behavioural Questions

Give me an example of where you have had to solve a problem at work. What was the issue? How did you go about it?

Describe a time when input from others helped you make a better decision? What was the situation? What did you do? What was the result?

Do you prefer to bounce ideas off others or to try and sort it out yourself first? Give me an example of this happening?

Situational Questions

When problems arise at work is it better to discuss broadly or to take time to sort a thing out yourself?

Do you feel decisions are better made by a group discussion or by specialists in the field?

In your experience, when other people get involved in a problem, does this speed things up or just complicate the issue?

Interviewer's Rating

1

2

3

4

5

Keeps to own special area
Thinks before speaking
Poor at communicating their thoughts

Involves others when deciding
May need support of a team to get things done
Unable to work independently

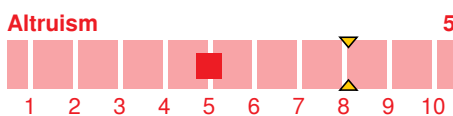
Comments:

Consultant - Trainer Interview

People oriented (Altruism)

Ideal candidates are people oriented and unselfish. They never forget the impact on people involved

A tough, pragmatic, business oriented environment where the focus is on business practicalities. People are expected to look after themselves, and to be able to negotiate hard for the organisation. The environment can be aggressive and highly competitive.



A kinder, more forgiving environment where people are expected to take a broad view and to consider the effect of decisions on their colleagues and other stakeholders. The organisation tends to see itself as a good 'corporate citizen' with wide ranging social responsibilities.

Audition Says: Much more task oriented than ideal - is there evidence of thinking of others?

Tell me about a time when you identified a good business opportunity. What was the situation? What did you do? What was the result?

Behavioural Questions

Can you give me an example of where your action has protected the organisation's commercial interests?

Tell me about a time when you had to make a tough decision about a team member. What was the situation? What did you do? What was the result?

Situational Questions

How do you go about finding good business opportunities

Are you better than most at turning a situation to your advantage?

How do you balance short and long term benefits in a business?

Interviewer's Rating

1

2

3

4

5

Protects own interests
Focuses on immediate gains
Self centred and opportunistic

Puts other people first
Always tries to help
Overly selfless

Comments:

Consultant - Trainer Interview

Helpful (Support)

Ideal candidates are supportive and helpful. They respond to a call for assistance

Here people are expected to perform individually and their personal contribution is measured precisely. People are rewarded according to their effort and individual achievement is valued over team results.



Such an environment looks at the whole team as key to business performance. Special efforts are made to adapt roles so that each person is able to contribute in their own special way. There are few exact demands other than people are expected to deliver their best.

Audition Says: Leaves people to sort themselves out - look for willingness to help

Behavioural Questions

Tell me about a time when you had to be quite tough with someone. What was the situation? What did you do? What was the result?

Tell me about a time when you stepped in to help someone quickly. What was the situation? What did you do? What was the result?

Give me an example of where you have gone out of your way to help others? What was the situation? What did you do? What was the result?

Situational Questions

How should you decide when to forgive someone and when to be tough?

What would you do if you thought someone was trying to take advantage?

Do you find that you have to look through what people are saying to find out what they are really after?

Interviewer's Rating

1

2

3

4

5

Tough
Can seem harsh
Unforgiving

Forgiving
Uncritical
Overly supportive

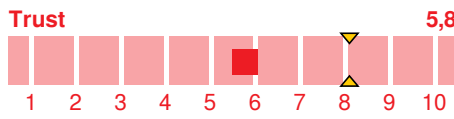
Comments:

Consultant - Trainer Interview

Trusting (Trust)

Ideal candidates are trusting of others. They take people at face value

Such an environment is guarded and expects business to be tough and dangerous. They expect to get conflicting views and to have to check information carefully before accepting it. Company secrets are defended carefully.



Here business is seen as a continuance of life. People are seen as fundamentally good and will always be given a chance. Information is shared broadly and business relationships are based on trust and understanding.

Audition Says: Wary of people's motives - look for willingness to give people benefit of the doubt

Behavioural Questions

Can you give me an example of when someone tried to take advantage of you at work? What happened? What did you learn from this?

Give me an example of when you felt someone was not being open with you. What was the situation? What did you do? What was the result?

Tell me about a time when you were able to see through a person to what they were really like. What was the situation? What did you do? What was the result?

Situational Questions

Can you usually trust what people say in business?

Do you feel that most people will try to help if given the opportunity?

To what degree do you feel people look out for others in business?

Interviewer's Rating

1

2

3

4

5

Defensive
Suspicious
Wary

Unquestioning belief in people
Naive
Idealistic

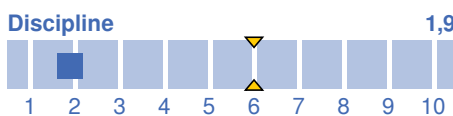
Comments:

Consultant - Trainer Interview

Discerning (Discipline)

Ideal candidates plan for eventualities but are able to change should the need arise. They are firm but not rigid

Business is constantly changing and there is never time to do it thoroughly before having to start the next thing. A premium is placed on originality and rewards given for creativity. People are expected to look for radical short cuts to get the job done.



Such a role requires that people plan their time very carefully and work through things thoroughly. The search is for precision, logic and excellence even if it takes a little longer to get there.

Audition Says: Creative and free thinking. Look for any evidence of planning ahead

Tell me about your daily routine. How do you plan? How does it help you?

Behavioural Questions

Tell me about a situation when you followed a difficult task right through to the finish. What was the situation? What did you do? What was the result?

Describe how you set your work plan out. What steps do you go through? How do you implement it? Do you stick to it?

Situational Questions

Do you prefer a very planned approach or to be more responsive and see what the day brings?

Are you better handling a few tasks right through to the finish or applying yourself to many things at once?

At work do you feel it is better to stick to a work plan or to take things as they come?

Interviewer's Rating

1

2

3

4

5

Creative but unstructured
Free thinking
Lacking discipline

Measured and steady in work
Risk averse
Resistant to change

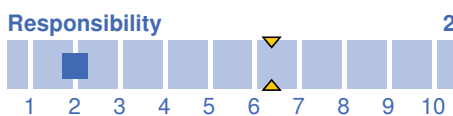
Comments:

Consultant - Trainer Interview

Open minded (Responsibility)

Ideal candidates are able to be flexible while at the same time ensuring that important standards are maintained

Such an environment is casual and relaxed, taking things as they come and always keen to support a maverick style. There are few expectations of conduct, dress or manners but a constant search for individual freedom of expression. Freedom and innovation are valued highly.



Here there are clear rules and procedures to be followed to ensure that the very best results are achieved. People are expected to know how the business works and to follow the rules while constantly searching for improvements in efficiency. People are expected to take work seriously and to take personal responsibility for their own and others' actions.

Audition Says: Permissive - look for evidence of recognising principles and standards

Tell me about a time when you had to take responsibility for others' actions. What was the situation? What did you do? What was the result?

Behavioural Questions

Tell me about a time when you needed to convince others to stick firmly to the rules. What was the situation? What did you do? What was the result?

Tell me about a time when you had to enforce the company guidelines. What was the situation? What did you do? What was the result?

Situational Questions

To what degree do you think we should be responsible for others' actions at work?

How would you go about convincing people that they needed to stick to company rules?

Should company rules be strictly enforced or seen as broad guidelines and interpreted for each situation?

Interviewer's Rating

1

2

3

4

5

Duty bound
Always works to high standards
Intolerant

Challenges the status quo
Doesn't like being pinned down
Rebellious

Comments: