

# Facet

“It’s a solid instrument which can be used at different steps in the development process”

*Jean-Paul Staudt, Manager, Leadership & Management Development EU & EEMEA,  
Goodyear Dunlop*



“Facet5 is beneficial for both Assessment and Selection and supporting Group and Team Development needs for the staff within the Council. A user friendly alternative to SHL and Myers Briggs.”

Andy Daniels, Norfolk County Council



“The emotionality score makes the tool much more personable. The Facet5 tool is easy to read and understand”

*Julia Boyce - Early Learning Centre*



“I have been a Facet user for many years. I use it in preference to other psychometrics because it is quick to administer, straight forward to explain and very effective. As it is written in language that people can understand and identify with they quickly engage in the feedback process. RS uses Facet as a platform for discussion as part of the recruitment process, in development and assessment discussions and as part of 360 degree feedback.”

*Diane Knight - RS Components*



“Facet5 reveals the real profile of a person and this gives a lot of helpful information necessary to take the appropriate decision for recruitment purposes and development.”

*Sophia Stepanova, HR SPV Logistics, CCHBC Bulgaria.*



“For GKN the main advantage of Facet 5 is the ease of administration as it has been designed as an on-line tool from the beginning. We have also found very high levels of ‘face validity’ with the candidates, which has allowed for very productive development discussions and better understanding of both personal and team dynamics.”

*Andrew Moss - GKN Head of Employment and Development*



“It is written clearly and without jargon which makes it easy to understand and not want to switch off, as can easily happen when psychometric testing is explained.”

*Cyrus Cooper - Department for Constitutional Affairs*



“We needed to recruit for 11 senior area management jobs. This was done both internally and externally. The selection process involved two interviews together with the use of Facet to predict how applicants would react in their jobs if recruited, and also to indicate to the interviewers what areas to probe further. We recruited a successful team and brought them together to have a session to exchange their Facet scores and to examine how they would operate as a team. This was a very useful process and a great start to a good working relationship within the team.”

*Anna Wright - Assistant Chief Executive, Surrey County Council*



“I liked the simplicity of the Facet5 profile. I also like the fact that it takes into account the impact of emotionality, unlike other products”

*Derviseh Shaban - Haringey Council*



“We use Facet as a tool for recruitment and development. It is easy to administer and very comprehensive. I like the way that the extra modules included in the report are behaviourally based and can be related to situations within the workplace. During interview we find that we can tailor our questions to specific behaviours and traits, which helps us to be more consistent during the process. We find that once people get to know the Facet model they are able to relate to one another more easily and this helps with the developmental process within the company.”

*Susan Lewes-Daley - Viacom Outdoor*



“In Sun, Facet helps to remove the tension associated with personality diversity.”

*Jane Clift - Professional Development Manager, Sun Microsystems*



“Facet5 enables a rich conversation to take place with an individual or with a team around behaviour, perceptions and performance”

*Carolyn Arculus - Senior Coach, Novartis Pharma AG*



“Its simplicity and accuracy. It gets to the point in a clear way and invites exploration of key personality areas and possible related behaviours.”

*David Cheal - Learning & Development Manager at Lloyds TSB*



“Challenging, progressive and versatile tool that, if used correctly, should add value to any business.”

*Edward Akerman - Hampshire County Council*



“The Post Office Ltd has used Facet Tests to assist with the creation of a new top management team. The results have been particularly helpful in avoiding dysfunctional recruitment, and in building a broadly based supportive, non-overlapping, functional environment. We continue to use Consulting Tools in our recruitment and selection process and to assist with our ongoing management evaluation and training process.”

*David Mills - Chief Executive, Post Office Ltd*



“I like Facet5 because it draws together the best of many of the other profile tools, resulting in something that is both very accurate AND easy to understand and explain.”

*Donia Ceato, Avon Technical Products*



“Facet5 is a simple tool to use for providing feedback to all types of personalities without offending in any way.”

*Yvonne Biggs, Airbus UK*



“Facet 5 provides an understanding about yourself and how your behaviour may be perceived by others, identifying areas to improve upon. It also provides a good insight into other people and what makes them tick, providing the potential to improve working relationships through increased understanding and awareness.”

*Sally O'Connor, Cardiff Business School*

