

## What is the WorkPlace Big Five (B5)?

The Big Five is a powerful personality tool used to boost employee development in leadership, team building, diversity, conflict management, sales and customer service. It is also recommended as a supportive tool in 360 evaluations, employee engagement initiatives, succession planning and employee selection processes.

## Every participant will receive...

- A complete personal Big Five report including 54 competencies
- The Big Five professional manual
- The "Owner's Manual for Personality at Work"
- Copies of key Big Five articles, including research studies contrasting the Big Five with other personality tools
- The Big Five "Offspring" - a thorough research report connecting Big Five traits to myriad workplace competencies
- Ideas of games and activities
- A Big Five "Jeopardy" power point game
- A training outline for a team building program using the Big Five tool including a power point presentation.
- A presentation outline for a Big Five demo including a power point presentation.



Pre-approved for  
27.75 HRCI  
Hours!

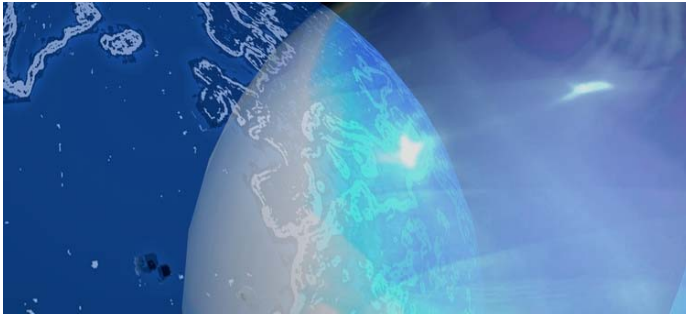
## Program Objectives

This 3 1/2 day intensive program was designed to prepare Big Five coaches and trainers. You will:

- Understand your own and learn to interpret others' results.
- Learn about the history and relevance of the Big Five model.
- Review the WorkPlace Big Five ProFile™ relevant psychometrics, including validity, reliability, coefficient alpha, and social desirability issues.
- Apply the Big Five model to selection, coaching, relationship building, team, and leadership development.
- Connect personality to competency development and career planning
- Connect personality to individual and leadership engagement
- Discuss the ethics of personality testing

*"The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit."*





## The Big Five Competencies

The Big Five tool allows you to test a person's "level of energy" in up to 54 workplace competencies:

Action Orientation	Meeting Management
Adherence to Policy	Motivation of Others
Ambiguity & Paradox, Comfort with	Numerical Accuracy
Ambition	Objectivity
Analytical Thinking	Optimism
Business Acumen	Organization
Change, Comfort with	Overseas Work Success, Likelihood of
Competitiveness	Paperwork, Comfort with
Computer/Keyboarding Skills	Performance Focus
Creativity	Planning
Decision-Making Skills	Political Savvy
Delegation	Presentation Skills
Development of Personnel	Quality Orientation
Diplomacy	Range of Perspective and Interests
Diversity, Comfort with	Responsibility Acceptance
Entrepreneurship	Risk Taking
Facilitation	Safety Orientation
Flexibility	Sales Orientation
Follow Through	Self Confidence
Future Orientation/Visionary Outlook	Self Control
Hiring and Staffing	Self Development
Humor	Service Orientation
Independently, Comfort Working	Teamwork & Cooperation
Informing Others	Technical Learning
Integrity and Trust	Work/Life Balance
Leadership	Written Communication
Listening	
Managing through Systems	

## The Big Five and Competency Development

Because considerable research has been conducted on the Five Factor Model during the last 15 years, researchers can now connect Big Five traits to a large number of competencies. Performance improvement professionals are able to help their clients:

- gain awareness of their preferences and potential areas of strength
- contrast these preferences to those of the remainder of the population
- estimate their level of "energy" for a particular competency
- design personalized strategies to strengthen or compensate for a particular competency
- capitalize on natural or energizing competencies

*Contact us for a complimentary "test drive" of the Big Five tool!*

