What is the WorkPlace Big Five (B5)?

The WorkPlace 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 competency/capacity analysis
- The Big Five professional manual
- The "Owner's Manual for Personality at Work"
- The Big Five "Offspring" - a thorough research report connecting Big Five traits to myriad workplace competencies
- Ideas for 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.

Special Applications—Team Building

- A half-day program attached to the Big Five certification is available for those interested in special team building applications

Program Objectives

This 2 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.
- Discuss applications of 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

Some portions of the program are available online for individual study. Complete online certification programs are also available.
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!