

# WORKPLACE BIG FIVE PROFILE™ COHORT CORE CERTIFICATION PROGRAM

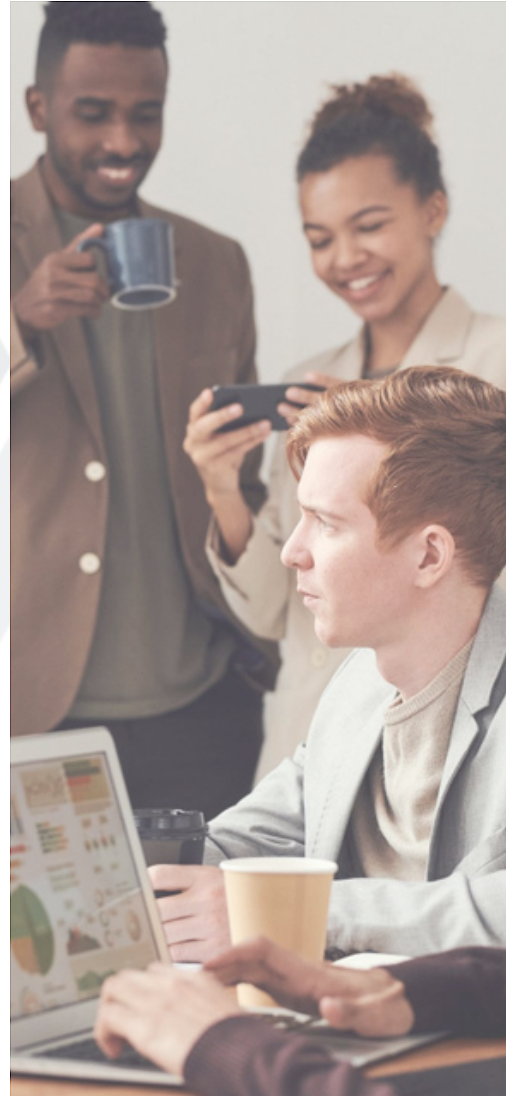
# Why WorkPlace Big Five Profile™?

## **The Workplace Big Five Profile™**

assessment is based on the Five-Factor Model of Personality.

Paradigm Personality Labs first introduced the Big Five or the Five Factor Model of Personality to the business world and begun using it with clients across the United States in the early 1990's. Derived from current, well respected, university research that used high speed computers for complicated data analysis, the model is not based solely on a theory. Rather, it is based on concrete, empirical data-indisputable facts that are reliable, valid, repeatable, and hold up under intense scrutiny.

**Too many of today's human resource initiatives take a one-size-fits-all approach with their workforces, leaving many employees feeling misplaced and under-utilized. We believe in providing simple ways to understand complex human behaviors and preferences.**



# WORKPLACE BIG FIVE PROFILE™ - The Five-Factor Model



## **Reliable**

Extremely reliable compared to available personality inventories

## **Acceptable**

High acceptable of personal results by those tested

## **Respected**

Currently the most widely respected personality model in the personality research community

## **Compatible**

Serves as a road map to major theories of personality

## **Valid**

Established predictive validity across a variety of jobs

## **Uncomplicated**

No theory to understand - a clear vocabulary of individual similarities and differences

# WORKPLACE BIG FIVE PROFILE™ - The Five Supertraits



**The Five Supertraits** of WorkPlace Big Five Profile™ are:

## **Need for Stability**

Explains how people at work respond to and handle stressful situations, a critical aspect of today's successful work environment.

## **Extraversion**

Defines how people at work tolerate and deal with sensory bombardment or lack of it, as when people work alone at home, which can come in the form of people, situations, and sensory experiences such as three-day senior management off-site strategy meeting.

## **Originality**

Illustrates how open and accepting people at work are to new experiences, ideas, and change.

## **Accommodation**

Measures how easily or uneasily people defer to others - this Supertrait relates directly to power and how to use it effectively.

## **Consolidation**

Explains the degree to which people at work focus on their work, goal accomplishment and needs for achievement and success.

# WORKPLACE BIG FIVE PROFILE™ - The Five Supertraits



23 Subtraits of the WorkPlace provide in-depth explanations of the  
Five Supertraits:

## Need for Stability

Worry  
Intensity  
Interpretation  
Rebound Time

## Extraversion

Warmth  
Sociability  
Activity Mode  
Taking Charge  
Trust of Others  
Tact

## Originality

Imagination  
Complexity  
Change

## Accommodation

Other's Needs  
Agreement  
Humility  
Reserve

## Consolidation

Perfectionism  
Organization  
Drive  
Concentration  
Methodicalness  
Scope

# WORKPLACE BIG FIVE PROFILE™ Cohort Core Certification Program



Human behavior is  
**complex**

That's one of the  
reasons people are so  
**interesting**

# WORKPLACE BIG FIVE PROFILE™

## Cohort Core Certification Program



The WorkPlace Big Five Profile™ assessment will reveal an individual's **5 personality supertraits** and **23 subtraits** that simply and clearly explain work-related behaviors found in day-to-day basis encounters with co-workers, employees, managers, and colleagues. The 93 questions can be easily completed online in about 10-15 minutes. The assessment will generate

two detailed and comprehensive reports: Trait and Consultants' Report, and Competency Report. With the guidance of a Certified Workplace Big Five Consultant, participants will be able to better understand their natural traits and behaviors at work and gain insights on their natural energy available (or potentials) to perform a specific leadership competency.

These reports have been applied in various areas such as Team Building, Employee Selection, Job Profiling, 360° Feedback Succession Planning, Team Effectiveness Training, Conflict Management, OD Intervention etc. The WorkPlace has a coefficient alpha of .83 which is among the highest of all assessments and in compliance with International Commission standards.

# WORKPLACE BIG FIVE PROFILE™ Cohort Core Certification Program



## **Class Format: 4 Weeks Online**

- Self-paced Study over 10-13 hours
- 7 hours of Instructor-led Cohort Webinar
- 4 Personal Reports
- 1 complimentary Follow-up Coaching Session

## **Webinar Schedule:**

- 29 Apr 2022 (3pm; 1-hour session)
- 13 May 2022 (9am; 3-hour session)
- 20 May 2022 (9am; 3-hour session)

# WORKPLACE BIG FIVE PROFILE™

## Cohort Core Certification Program

### Program Highlights:

- Your personal Big Five assessment results and guidance in understanding them
- A comprehensive explanation of the Five Factor Model of Personality, including the historical global shift to the five factor model, current research on personality traits and a review of existing alternatives to personality measurements
- A review of how the Five Factor Model of Personality is explained relative to validity, reliability, coefficient alpha, correlation, and social desirability
- Introduction to the Howard's Human Resources Optimizer (HRO) Mode for determining whether to recommend development, support, or compensate for a performance gap when coaching an individual; based on an understanding of current research on the "nature/nurture" debate
- Practice using and relating the Big Five to **leadership development, team effectiveness, career planning, coaching individuals, job selection, 360 performance assessment, succession planning, identification of high potentials, competencies mapping**
- Group work and individual work analyzing practical case studies, and performance applications of the model
- Activities, and participative exercises to explain the model
- Administration of the Workplace Big Five Profile™ including coaching application tools, the scoring procedures, the assessment interpretation (i.e personality and work competencies), and the individual feedback session
- The Paradigm Personality Labs code of ethics and how to apply it in working with your clients



# A Range of Reports at Your Fingertips

## **WorkPlace Big Five Profile™ Trait Report**

Redesigned to reveal insights that lead to improved actions – more informed candidate selection, targeted development, and true collaboration in teams.

## **WorkPlace Big Five Profile™ Leader Report**

Reveal an individual's unique leadership profile, strengths to leverage, and development opportunities.

## **WorkPlace Big Five Profile™ Consultant's Report**

Organized to help you quickly analyze behavioral data insights. It is bundled with the Trait report as part of the basic report, because topics such as Trait Variance are a critical component of properly interpreting and debriefing WorkPlace.

## **WorkPlace Big Five Profile™ Teamer Report**

Foster team effectiveness by providing a comprehensive view of team dynamics, strengths, unique contributions of team members, potential blind spots, and development opportunities.

## **WorkPlace Big Five Profile™ Competency Report**

Help your people and your organization thrive. This next-generation report and its embedded development process supercharge employee, manager, and leader development in the competencies that matter for individual performance and well-being.

# WORKPLACE BIG FIVE PROFILE™ Cohort Core Certification Program



**Investment  
1700 SGD**

The WorkPlace Big Five Cohort Core Certification Program offers you a comprehensive way to gain the skills, resources and knowledge to apply the WorkPlace Big Five Profile™. The program format includes both guided and self-directed modules, online activities and critical thinking exercises. There are also instructor-led webinars to reinforce your learning, and to allow for interaction among course participants so that you can also learn from the experience of each other.

Upon completion of the program, you will join an elite group of highly-qualified human resource and organizational development executives, managers and consultants who are using the Big Five research to lead their organizations confidently into the future.

# F A Q

## **My organization needs an upgrade. Will this program help us?**

Definitely. The Big Five, or Five Factor Model of Personality is the gold standard in psychological research. The WorkPlace Big Five Profile™ and SchoolPlace Big Five Profile™ products build on this research with indepth assessments and reports that provide a nuanced look into personality traits as they apply to the workplace and the schoolplace. Organizations that use the Five Factor Model are at the head of the pack in organizational development and as a result, have more engaged and more productive workforces.

## **I'm familiar with the Big Five Model of Personality, but I don't think I am an "expert" yet. Will this program make me a subject-matter expert or just cover things I already know?**

The Core Certification Program covers basic and in-depth WorkPlace Big Five Profile™ applications to help human resources professionals solve problems in all aspects of organizational development. You do not have to be a subject-matter expert when you take the course, but you will be well on your way to being one when you complete it.

# F A Q

## How do I register and pay?

You can register [here](#), all payments are upfront and online. Once you share details of the online payment to [support@distinctions.asia](mailto:support@distinctions.asia), we will send you the invoice and preparation material.

## Is the Big Five or Five Factor Model really that reliable?

Yes! The Big Five is the most trusted, most reliable and most accepted form of personality measurement. Originators of the WorkPlace Big 5, Pierce Howard and Jane Mitchell Howard, were pioneers in applying the model to work and educational settings. Now the Five Factor Model is the gold standard of the industry.

## I am already certified in several other assessments and would like to add a Big Five assessment to my toolkit. Is this program for me?

Yes. There are many tools out there. Getting certified in the WorkPlace Big Five Profile™ allows you to offer your organization or your clients one of the most sophisticated, yet easily applied, assessments available today. Our certified consultants consistently tell us that our assessments have opened opportunities for them.

# PROTECT YOUR RIGHTS

Distinctions Asia and Paradigm Personality Labs are committed to scientifically rigorous and genuine psychometric aids.

## JOIN THE GENUINE.

Beware of non bona fide training houses offering Workplace Big Five certifications for adapted tools.

You can view list of our products here :

<https://bookus.page/HROptimisation/WorkplaceBig5>

## GET IN TOUCH

Visit our Website



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