

WORKPLACE BIG FIVE PROFILE™ CERTIFICATION PROGRAM

13 to 14 July 2022

Supported by Workforce Singapore

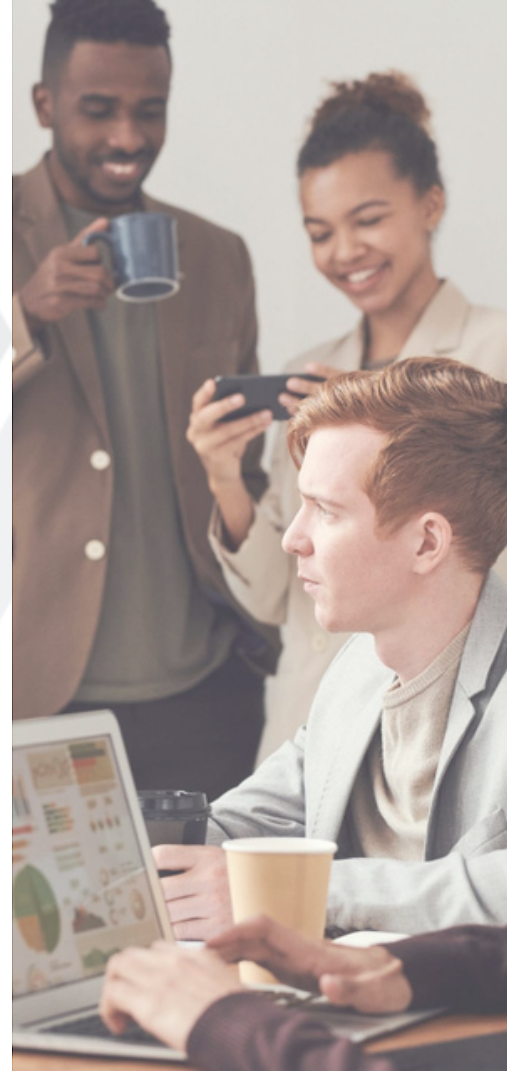
Why WorkPlace Big Five Profile™?

The Workplace Big Five Profile™

is based on the Five-Factor Model of Personality.

Paradigm Personality Labs first introduced the Big Five or 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 and well respected university research that used high speed computers for complicated data analysis, the model is not based solely on 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

Well accepted by those tested

Respected

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

Compatible

Serves as a road map for 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 the 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 stimulation or lack of it, from both people and situations.

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 at work – how much they focus on others versus themselves.

Consolidation

Explains the degree to which people at work focus on their job, goal accomplishment and needs for achievement or 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™ Certification Program



Human behavior is
complex

That's one of the
reasons people are so
interesting

WORKPLACE BIG FIVE PROFILE™

Certification Program



The WorkPlace Big Five Profile™ reveals an individual's **5 personality supertraits** and **23 subtraits**. These traits simply and clearly explain work-related behaviors found in one's communication styles and approaches to work, as well as preferences and energy for specific roles and tasks. The assessment contains 93 online questions that can be easily completed in 15

minutes. From the detailed and comprehensive reports generated, participants will be able to better understand their traits and behaviors at work with the guidance of a certified consultant. They will also gain insights on their natural energy (or potentials) for specific competencies. The reports can be applied in various human resource initiatives such as career development, job profiling

and selection, leadership development, team building, employee engagement and organization development (OD) interventions. More than 5,000 organizations, consulting firms and nonprofits around the world have used the WorkPlace Big Five Profile™ for its precision and insights into individual behaviors.

WORKPLACE BIG FIVE PROFILE™ Certification Program



Program Format

The 2-day face-to-face workshop will be highly interactive and experiential to fully engage participants. Activities, videos, case studies and role play will be used for optimal learning results.

Participants will be given access to an award-winning e-learning platform to support the development of their knowledge and skills outside the workshop.

Upon passing a test at the end of the workshop, participants will join an elite group of certified WorkPlace Big Five Profile™ practitioners who are using the Big Five for human resource optimization and workforce development, so as to lead their organizations confidently into the future.

WORKPLACE BIG FIVE PROFILE™

Certification Program

Program Content

- Understand 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
- Review of the Five-Factor Model of Personality relative to its validity, reliability, coefficient alpha, correlation, and social desirability
- Interpret and understand the WorkPlace Big Five Profile™ results (i.e. personality and competencies) to leverage on strengths and create workarounds for weaknesses at the workplace
- Learn about the Paradigm People Development (PPD) Model, and the options available for achieving and sustaining optimal performance
- Apply and relate the Big Five to career development, job profiling and selection, leadership development etc. through case studies
- Administration of the WorkPlace Big Five Profile™, including coaching application tools, scoring procedures, assessment interpretation, and individual feedback session
- The Paradigm Personality Labs Code of Ethics



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™

Certification Program

13 & 14 July 2022

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Supported by



Unlock Success in the Workplace

The WorkPlace Big Five Profile™ Certification Program offers you a comprehensive way to acquire the knowledge, skills and resources to apply the WorkPlace Big Five Profile™ and harness the unique strengths, motivations and personality traits of individuals.

The upcoming face-to-face run of the program is supported by Workforce Singapore (WSG) to promote continuing professional development. Seats are limited, so register your interest now to avoid disappointment.

Date: 13 to 14 Jul 2022

Venue: Parkroyal on Kitchener Road

[Lunch and 2 Tea-Breaks will be provided]

Full Price before WSG funding: \$2,375

Price after WSG funding (for Singaporeans and SPRs only)

\$1,500 for general public

\$1,200 for the following

- WSG Career Development Framework Credential (CDF) holders*
- Institute of Human Resource Professionals (IHRP) members
- Singapore National Employers Federation (SNEF) members
- Distinctions Asia members

*WSG CDF holders will be given priority enrolment for the program.

Scan here to
register interest



F A Q

My organization needs a revamp. 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™ builds on this research with in depth assessments and reports that provide a nuanced look into personality traits in the context of the workplace. 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 Certification Program covers basic and in depth WorkPlace Big Five Profile™ applications to help career practitioners, coaches, managers, professionals and consultants solve problems in various aspects of human resource optimisation and 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 express your interest to register for the program via email to support@distinctions.asia. As this is a WSG funded run, priority will be given to WSG Career Development Framework Credential (CDF) holders for registration. We will confirm your registration and send you the invoice as well as payment details 2 weeks before the program start date.

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

Of course! The Big Five is the most trusted, reliable and accepted form of personality measurement. The WorkPlace Big Five Profile™ is one of the most psychometrically robust tools on the market with an average coefficient alpha of .83. More than 5,000 innovative and strategic organizations, consulting firms, and nonprofits have used the WorkPlace Big Five Profile™ for its precision and insights into individual behaviors.

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 the WorkPlace Big Five Profile™ 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.

GET IN TOUCH

Website



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