

Facet5: Client Testimonials



"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 Facet5 in our recruitment and selection process and to assist with our ongoing management evaluation and training process."

David Mills - Chief Executive, Post Office Ltd.

"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



"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

"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."

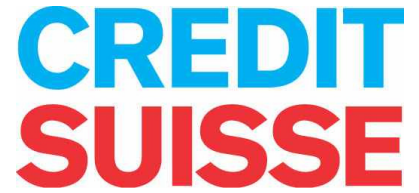
Anna Wright - Assistant Chief Executive, Surrey County



UKTV

"Facet helps us in our recruitment activities in a number of ways. It helps us challenge assumptions we may be making about an individual and it provides us with a framework with which to base some questions that really enables us to determine the individuals strengths and weaknesses in a behavioural sense. I would say it is far better than many other tools and one thing I really like about it is that you do not have to 'pigeon hole' people, but can use the results in a non-judgmental way. We will seek to use it throughout the organisation and already use it for leadership and management development as well as recruitment."

"I have used Facet for about 15 years in 3 different companies. Having spent several years before that trying other tools e.g. 16PF, OPQ etc I found this to be the most accurate descriptor of likely behaviour. The other thing that I like about it is the degree to which the output is accepted by candidates. I have used it for team building, organisational restructuring and appraisal purposes too. One time whilst working for an investment bank we profiled a whole dept. They agreed with all the positives but would not initially accept any of the negatives. However we then showed them the results of the company wide 360 we had done on their function, which was virtually a repetition of all the Facet feedback. They were thus forced to confront areas of their way of working that they needed to change. I have also used it to quite dramatically cut down employee turnover rates by getting a better fit for the job. The move to an internet based tool has been extremely well received by applicants and has really reduced the admin burden on HR, however when using it this way you do have to pay more attention to the hesitancy scores and to ensure that the face to face feedback is conducted by an experienced person."



*Kath Rooney
Head of HR Credit Suisse*



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

Thank you again for taking the time to do my Facet 5 feedback. I found it fascinating, and very powerful - I think the way it presents a holistic picture rather than a series of unconnected aspects is a real advantage. John and I discussed it last night, he said he was amazed at how realistic a portrait it was, especially the final page. He asked me to pass on to you that he thought it was the most useful personality instrument he's seen in terms of the insights it offers to both the individual and their manager colleagues into how to work with the behaviours revealed. He's had MBTI and OPS before, and thought this was much better as a tool for understanding people.



Alison Cawley, Head of Public Sector Recruitment at KPMG



Pia Sofie Walle, IKEA Norge AS

Facet5 is easy to explain to leaders during the recruitment process. The tool is very well structured and understandable to candidates during feedback. During the call, the experience for both the giver and the person receiving the feedback provides an invitation to further dialogue. All candidates who responded to the questionnaire honestly recognize and find that the feedback provides a good platform for further self-development.

We believe Facet5 is easy to apply and the report providing useful input for questions that we ask candidates. Facet5 is concrete, not an answer, but a good basis for discussion. Ability to collaborate, commitment and initiative are among several important characteristics that Facet5 helps to map. As an international company, with applicants from around the world, it is important to apply an international tool like Facet5 which is also approved by the Norwegian Veritas.



Turid Ann Bringsverd, GARD AS



"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