



SAFETY THROUGH KNOWLEDGE



PERSONALITY TESTING

Seagull now offers the Facet5 personality testing tool for the maritime industry.

*Facet5 is a standalone product and not part of Seagull Training Administrator (STA).

Introduction to Facet5

Facet5 was created at the Edinburgh University in 1980s and is based on the five factor personality model which is generally considered by psychologists to be the standard for understanding behaviour.

The 5 dimensions used by Facet5 are:

- Will - determined, assertive, independent
- Energy - enthusiastic, sociable, involved
- Affection - open, sincere, warm, generous
- Control - structured, orderly, self-disciplined
- Emotionality - stress tolerance, confidence and emotional state.

Facet5 process

The personality reports generates automatically from an online test questionnaire and is available in 30+ languages. The questionnaire consists of 106 questions and takes approximately 15-20 minutes to complete. The process is entirely web-based.

Facet5 reports

Facet5 offers a range of reports at individual and group levels suited to your needs. The reports provide an easy-to-read style language and graphical presentations.

Application

Facet5 offers a range of applications:

- Evaluation against a specific profile
- Comparison of individual results
- Review of key competencies for the job
- Guidance to managers (do's and don'ts)
- Overview of drivers and work preferences

Approvals and recognition

Certified by:

- BPS (British Psychological Society)



Target Groups

Management – Deck and Engine officers

Operational – Deck, Engine and Electrical officer

Required software to run Facet5

No additional software is required. The test is completed online via a link sent to the candidate by e-mail.

Pricing

Facet5 is priced per report generated from the system.

- **Test: free of charge**
- **Price: per report**

Please see below table for some examples of reports:

Facet5 Reports	Description
Audition	A “traffic light” report which demonstrates “fit for the role” matching candidates with the ideal profile (norm). Suitable for recruitment at all levels.
Interview guide	The report generates interview questions tailored to each candidate and is designed to explore specific behaviour and competency.
Facet5 Personal Profile	A comprehensive multi part 20 pages report on how an individual behaves at work: actual behaviour, how to best manage, what the work strengths are likely to be, and where individual work preferences might lie.