

Workplace Big 5 Profile

Certification

This is a 2-day certification program approved and recognized by the CentACS. It enables you to optimize your own and others' work performance by applying the Five-Factor Model of Personality and prepares you to use the WorkPlace Big Five ProFile™ 4.0 and/or the NEO PI-R and NEO-FFI assessments within your own organization or with your clients.

Program Highlights:

- Your personal Big Five assessment results and guidance in understanding them
- Small group, full group, and individual work analyzing practical case studies and performance applications of the model
- Classroom discussion, activities, and participative exercises to explain the model
- Introduction to the Howard's Human Resource Optimizer (HRO) Model for determining whether to recommend development, development with support, or compensation for a performance gap when coaching an individual
- Practice using and relating the Big Five to leadership development, team effectiveness, career planning, coaching individuals, job selection, 360° performance assessment, and selling and influencing through specialized consultant reports
- 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 measurement
- The CentACS code of ethics and how to apply it in working with your clients
- A review of how the Five-Factor Model of Personality is explained relative to validity, reliability, coefficient alpha, correlation, and social desirability
- Administration of the WorkPlace Big Five ProFile 4.0 (long & short forms) and/or the NEO PI-R (long & short forms), including the coaching application tools, the scoring procedures, the assessment interpretation (i.e. personality and work competencies), and the individual feedback session

What Program Participants receive:

- ***The Owner's Manual for Personality at Work: How the Big Five Personality Traits Affect Performance, Communication, Teamwork, Leadership, and Sales*** by Pierce J. Howard, Ph.D. and Jane Mitchell Howard, MBA ©2001 published by Bard Press

- ***WorkPlace Big Five ProFile Workbook: Applying Personality Results at Work*** by

Pierce J. Howard, Ph.D. and Jane Mitchell Howard, MBA ©2001 by CentACS

- ***Professional Manual for the WorkPlace Big Five ProFile™*** by Pierce J. Howard, Ph.D. and Jane Mitchell Howard, MBA ©2001 by CentACS—Center for Applied Cognitive Studies

- **Report of your own results** after taking the WorkPlace Big Five ProFile

- ***The Big Five Certification Program Participant Binder*** by Pierce J. Howard, Ph.D. and Jane Mitchell Howard, MBA ©1996, 1997, 1998, 1999, 2000, 2001 by CentACS—Center for Applied Cognitive Studies

Who should attend:

Participants who are responsible for either the development or supervision of human performance (Human Resource Specialists, Organizational Development Consultants, Business Line Supervisors)

Please visit [Open Enrolment](#) for certification runs.