



# Reflections Big Five™ Certification Program

For Coaches, Trainers,  
Facilitators, Leaders, OD  
Experts and HR Professionals

Get certified to administer, interpret  
and consult using the world's most  
acceptable personality assessment

The Reflections Big Five™ Personality (RB5P) Certification Program delivers the foundational knowledge you need for effectively administering and interpreting the most respected personality assessment model in the world, the Five Factor Model (FFM) using the Reflections Big Five Personality™ Instrument.

The Reflections Big Five Personality™ instrument is a restricted assessment, meaning it can only be purchased and used by those who meet certain requirements. Program participants who successfully complete a Certification Program satisfy these requirements. Certified professionals use this powerful tool to help others in such areas as:

- Personal growth and development
- Career exploration, planning and development
- Executive coaching and Leadership development
- Team building
- 360 assessments
- Competency mapping and performance management and development
- Counseling for individuals and families

## Nature Vs. Nurture

"If someone tells you that a mountain has changed its place, you are at your liberty to doubt it; but if someone tells you that a man has changed his personality, do not believe it."

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An 'Online Certification Program'



# Tool for facilitating and guiding individual, groups, and organizations towards realizing their potential

“Can’t make Pigs fly”

## Benefits for you

- Provides you with a common vocabulary to discuss individual differences
- Help individuals to understand themselves better
- Provide people with more understanding of others
- Help people capitalize on their strengths and minimize or compensate weaker areas
- Help people understand group dynamics and facilitate their effective work with each other
- Understand your own personality and its influence in guiding and facilitating people
- Know the strengths which arise out of your personality and leverage it in your coaching
- Understand coaching competencies and create your developability matrix based on the same

## Benefits for your Organization

- Build capabilities for Performance Management and Development
- Enable competency mapping based on developability of personality
- Create opportunities for career planning and development
- Build a climate for effective implementation of 360 assessments across levels
- Help develop leadership
- Design a development plan that takes into consideration the individual's *current* performance in the competency and her probable *energy* to further develop it
- Enable Succession Planning, and Selection Process
- Build high performance climate and culture



# Reflections Big Five Personality™ (RB5P)

The Big Five is a powerful personality instrument based on the Five Factor Model of Personality. During the last 15 years, the Five Factor Model has taken the academic community by storm, providing researchers with a common language and the means to combine hundreds of studies in comprehensive meta-analyses. Five Factor findings have been replicated in many countries around the world.

The Big Five includes 150 questions carefully reviewed and conforming to IPIP standards is suitable for personal and workplace application. It takes only about 20 minutes to complete the instrument online.

## **Big Five and other personality instruments**

Many personality tools currently adopted categorize individuals under a finite number of "types." The latest personality research, however, fails to support the existence of such types. Conversely, researchers now believe that infinite combinations of traits distributed in a normal curve best describe human personalities. The Big Five uses a *trait* approach, allowing participants to learn about their preferences in 30 trait scales. These 30 traits are divided into the following 5 factors namely, Openness, Conscientiousness, Extraversion, Agreeableness and Negative Emotionality 'OCEAN'.

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Reflections Big Five is a huge enabler in -

Leadership  
Development

Team Development

360° Evaluation

Succession Planning

Career Planning and  
Growth

Employee  
Engagement  
Initiatives

Selection Process

Assessment Center

Development Center

## Reflections Big Five Personality and the competency framework for development

Part B of The Reflections Big Five Personality instrument provides you with the opportunity to assess developability of personality on the competencies required to effectively conduct or perform jobs.

This is highly relevant and useful in building and enabling high performance as your developmental initiatives remain highly focused and gives you highest returns on your investment. It is made possible by the fact that you spend your money and resources on competency, which are aligned with the personality and use, compensate strategies on those, which are not developable.

The use of the Reflections Big Five Personality competency framework helps in employee satisfaction and develops a healthy climate for growth of both the individuals and the organizations they work for.

A total of 55 competencies are available from 4 behavioral dimensions.

These competencies are available in 4 levels and can be used for all levels of workplace management.

The six behavioral areas where competencies are available are:

1. Management and Leadership
2. Enterprise
3. Analysis and Decision Making
4. Communication
5. Personal Behavior
6. Motivation

These competencies are chosen before taking the Reflections Big Five Personality Instrument test online.

The report then will provide you with Part A – Personality and Part B – Developability of competency based on personality

This provides you with an opportunity to assess the extent of effort, resources and money required for development.

### Curriculum includes

The 3-day course curriculum includes:

- An overview of the Reflections Big Five Model and the Traits
- Exploration of the Five Factors and Facets which make up your personality
- Common Application of the Reflections Big Five when working with both individuals and organizations
- A skill building session to give basic trait feedback
- Experiential exercises to reinforce participant learning

### Materials include

The Certification program will include a comprehensive workbook of program material, facilitation guide, and activity guide, your personal Reflections Big Five Personality Report.

### Before attending the certification program

You will complete 6 hrs. of pre-work including online assessments

### Who Should Attend

Human Resource (HR) professionals, consultants, educators, counselors, therapists, social workers, psychologists, school psychologists, coaches, training and organizational development specialists, career counselors, managers, and anyone working toward personal, peer, or employee development.

### Certification Process and Steps

The Reflections Big Five Personality Certification comes in two levels;

**Level I** – Reflections Big Five Personality for personal awareness and development

**Level II** – Reflections 360° Assessment and use in Organization Development

For each level the participant has to successfully complete 32 hrs. of facilitation practice with one of our master trainers as observer.

### Day One

- Understanding the Five Factor Model of Personality
- Introduction to the Five Factors
- Learning to identify the Factors based on observations
- Introducing Factors in teams
- Creating and analyzing a team type table – an experiential exercise
- Understanding facets
- Learning to identify the facets based on observations
- Facets in teams – influence in group dynamics
- Creating and presenting SWOT based on factors and facets
- Tips for using the Reflector Big Five in teams
- Case for designing a team intervention based on the Reflector Big Five Report
- Reflector Big Five and learning models

### Day Two

- Reflections Big Five Personality and its use in competency development
- Learn to identify role specific competencies
- Learning to interpret the RB5P report and the influence on behaviors and competency
- Practice counseling based on the RB5P report
- Interpret the Reflections Big Five instrument results for helping teams and individuals
- Understanding the RB5P Leadership profile
- Learning to present the RB5P leadership profile in different contextual settings
- Drawing up a team leadership profile
- Learning to interpret the potential strengths and weaknesses in team leadership
- Designing, developing and presenting a developmental action plan for leaders and teams

### Day Three

- Understanding the S.T.A.R Coach Competencies and Definitions
- Interpreting your personal report for the elements of S.T.A.R Coach
- Creating your strengths / weakness summary for abilities in guiding and facilitating groups, individuals and organization
- Creating a developmental action plan for enhancing your facilitation skills
- Practice facilitation of the RB5P
- Handling difficult audiences
- Understanding ways to administer the RB5P and the contextual use
- Creating a program design and delivery plan
- Exam to test understanding of the RB5P instrument
- Provisional certification process

## **Reflections Big Five Personality (RB5P) Certification Criteria**

Participants get their final certification as a facilitator for RB5P only after completing the following stages of the certification process.

### **Step 1**

Administration and interpretation of 20 RB5P instrument within 4 months from the date of provisional certification

### **Step 2**

Completion of 32 hrs. of training facilitation using the RB5P with our Master Trainer as observer

### **Step 3**

Submission of development plans and tips provided for each of the 20 reports

### **Step 4**

Presenting at least 5 activities which will help in effective facilitation of the Five Factors

### **Step 5**

RB5P Program rating of not less than 4 from your participants

## **Application and preparatory process for the Reflections Big Five Personality (RB5P) Certification**

### **Step 1**

Participants will be required to fill up an online application form providing us with details of the work and experience.

### **Step 2**

Payment of applicable fee upfront

### **Step 3**

Reading of study material and completion of online assessment of RB5P instrument for self

### **Step 4**

Attending the program on the scheduled date and provisional certification

### **RB5P Instrument administration**

All RB5P purchases have to be made through The Critical Dialogue or its associate/partner companies. Volume based discounts can be worked out for purchases above 200 administrations.

### **RB5P Program Material**

All program related material needs to be purchased from The Critical Dialogue or its associates/partners. We may consider providing a perpetual license for reproduction of our material for an upfront fee.

## **Fee and Other Payment Details**

### **RB5P Certification Fee (For individuals)**

The certification fee is **INR 80,000/-** (Rupees Eighty Thousand Only) per person, to be paid along with confirmation. This fee is for open programs conducted by us. (This is inclusive of only certification and facilitation fee)

### **RB5P Certification Fee (For Corporate Sponsorship)**

The certification fee for corporate groups is **INR 65,000/-** (Rupees Sixty-Five Thousand Only) per person, to be paid along with confirmation.

### **Venue**

This is a Virtual Certification Program and is 'Online'

### **Travel and lodging**

No travel applicable

### **Boarding**

Not applicable for virtual programs

### **Applicable Taxes**

GST 18% will be applicable

### **Payment Terms**

100% in advance on confirmation.

**All payments** shall be made in favor of "The Critical Dialogue"