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LEARNING

# CERTIFIED WORKPLACE BIG FIVE™ 4.0 CONSULTANT CERTIFICATION PROGRAM



The WorkPlace Big Five Profile™ 4.0 personality assessment is based on the Five-Factor Model of Personality.

Paradigm Personality Labs first introduced the Big Five or the 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, well respected, university research that used high speed computers for complicated data analysis, the model is not based solely on a theory. Rather, it is based on concrete, empirical data-indisputable facts that are reliable, valid, repeatable, and hold up under intense scrutiny.

The Five-Factor model is:

- **Reliable:** Extremely reliable compared to available personality inventories
- **Acceptable:** High acceptance of personal results by those tested
- **Respected:** Currently the most widely respected personality model in the personality research community
- **Valid:** Established predictive validity across a variety of jobs
- **Uncomplicated:** No theory to understand-- a clear vocabulary of individual similarities and differences
- **Compatible:** Serves as a road map to major theories of personality

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The WorkPlace Big Five Profile™ 4.0 assessment will reveal an individual’s 5 personality supertraits and 23 subtraits that simply and clearly explain work-related behaviors found in day-to-day encounters with co-workers, employees, managers and colleagues. The 107 questions can be easily completed online in about 10-15 minutes. The assessment will generate three detailed and comprehensive reports: Trait Report, Narrator Report, and Trait Capacitor Report. With the guidance of a Certified Workplace Big Five Consultant, participants will be able to better understand their natural traits and behaviors at work and gain insights on their natural energy available (or potentials) to perform a specific leadership competency. These reports have been applied in various areas such as Team Building, Employee Selection, Job Profiling, 360° Feedback Succession Planning, Team Effectiveness Training, Conflict Management, OD Intervention etc. The WorkPlace™ has a coefficient alpha of .83 which is among the highest of all assessments and in compliance with International Commission standards.

### The Five Supertraits of Workplace Big Five are:

- 1. **Need for Stability:** Explains how people at work respond to and handle stressful situations, a critical aspect of today’s successful work environment.
- 2. **Extraversion:** Defines how people at work tolerate and deal with sensory bombardment or lack of it, as when people work alone at home, which can come in the form of people, situations, and sensory experiences such as three-day senior management off-site strategy meeting.
- 3. **Originality:** Illustrates how open and accepting people at work are to new experiences, ideas and change
- 4. **Accommodation:** Measures how easily or uneasily people defer to others – this Supertrait relates directly to power and how to use it effectively.
- 5. **Consolidation:** Explains the degree to which people at work focus on their work, goal accomplishment and needs for achievement and success.

### 23 Subtraits of the Workplace provide in-depth explanations of the Five Supertraits:

| Need for Stability | Extraversion    | Originality | Accommodation | Consolidation  |
|--------------------|-----------------|-------------|---------------|----------------|
| Worry              | Warmth          | Imagination | Other’s Needs | Perfectionism  |
| Intensity          | Sociability     | Complexity  | Agreement     | Organization   |
| Interpretation     | Activity Mode   | Change      | Humility      | Drive          |
| Rebound Time       | Taking Charge   | Scope       | Reserve       | Concentration  |
|                    | Trust of Others |             |               | Methodicalness |
|                    | Tact            |             |               |                |

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## PROGRAM HIGHLIGHTS:

- Your personal Big Five assessment results and guidance in understanding them
- 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 measurements.
- A review of how the Five Factor Model of Personality is explained relative to validity, reliability, coefficient alpha, correlation and social desirability.
- Introduction to the Howard's Human Resources Optimizer (HRO) Mode for determining whether to recommend development, support, or compensate for a performance gap when coaching an individual; based on an understanding of current research on the "nature/nurture" debate
- Practice using and relating the Big Five to **leadership development, team effectiveness, career planning, coaching individuals, job selection, 360 performance assessment, succession planning, identification of high potentials, competencies mapping,**
- Small groups, full groups, and individual work analyzing practical case studies and performance applications of the model.
- Classroom discussions, activities and participative exercises to explain the model.
- Administration of the Workplace Big Five Profile 4.0 (Long & short forms) including coaching application tools, the scoring procedures, the assessment interpretation (i.e personality and work competencies), and the individual feedback session.
- The Paradigm Personality Labs code of ethics and how to apply it in working with your clients.

## What You Will Receive from the Training

- **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 © 2009
- **Professional Manual for the Workplace Big Five Profile™** by Pierce J Howard, Ph.D and Jane Mitchell Howard, MBA© 2009
- **Report of your own results** after completing the Workplace Big Five Profile online assessment
- **The Big Five Certification Program Participant Binder** by Pierce J Howard, Ph.D and Jane Mitchell Howard, MBA© 2009

\* Participants will be required to take an online assessment prior to attending the certification program

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# THE EXPERT: THEOPHILUS WONG

He is an multiple award winning and highly sought-after consultant, trainer, international speaker, learning facilitator and consultant in the field of organizational development and talent management. His foresight and visionary outlook have allowed him to collaborate with overseas counterpart and introduce various tools such as profiling assessments, simulation training tools, talent management & recruitment system, eLearning platform and other training materials which bring about a significant impact to organization performance and human capital development.

He has been Industry Advisor for both University Tunku Abdul Rahman's Bachelor in Social Science - Psychology and Master In Psychology – Industrial and Organization Psychology since 2013. He was awarded Talent Management Leader of The Year during 27th Global HR Excellence Award at World HRD Congress 2018.

## SOME OF HIS CREDENTIALS FROM ARE AS BELOW:

PhD in Management (pursuing) • Master Trainer for DISC Insights, Institute of Motivational Living Inc. USA • Master Trainer for Workplace Big Five, Centre of Applied Cognitive Studies, USA • Master Trainer for Strength-Scope Practitioner, Strength Partnership UK • Master Practitioner for Reina Trust, Reine Trust Building Inc. USA • Certificate in HR Transformation & Organizational Development, USA • Certification in Integrated Talent Management, Associate of Talent Development (ATD) USA • Accredited Team Management System, TMS Australia • Accredited Strong Interest Inventory, MBTI Trust Inc, USA • Accredited Competency Professional, ILM UK. • Accredited Belbin Team Roles, Belbin UK. • Certified Coaching & Mentoring Professional, ITD • Certified PSMB Trainer • Member of Association of Talent Development, ATD USA • Member of Society of Human Resource Management, USA • Accredited Habitudes Trainer, Growing Leaders Inc., USA

## HONOURS AND AWARDS:



HR Vendors of The Year 2015 & 2016 Winner  
"Best Team Building Training Providers – Gold Award"  
"Best Psychometric Testing Providers – Bronze Award"  
Best Leadership Development Consultant Finalist  
Best Management Training Provider Finalist



Best Psychometric Testing Provider 2017



Winner of 2 Awards 2016 - 2018  
"Best Service Provider in HR Award"  
(3 consecutive years)  
Leaders of Tomorrow



Training Leader of The Year 2016  
Training Provider of The Year 2017



## ENQUIRIES & REGISTRATION

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**\*\*HRDF CLAIMABLE\*\***

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